Welcome To Johnson & Johnson
Welcome to the Johnson & Johnson Family of Companies

We are excited you have chosen Johnson & Johnson as a place to grow your career. Here, people and values are our greatest assets. We recognize that every invention, every product, and every breakthrough we bring to life is powered by extraordinary people whose personal values drive them to make a difference in the world. We believe the shared values embodied in Our Credo help us attract, and keep, the most talented values-driven people in the world.

Johnson & Johnson companies are committed to providing a culture that respects employees as individuals, offering programs and services that can help you be vital in your work, family, community, and personal life. We have a proud legacy of leadership and we cultivate and develop our employees’ talent and leadership skills through strong talent development programs and leadership opportunities around the world. You are empowered to drive your own career and to make your unique personal mark among colleagues who share the passion of caring—for each other, for customers and patients, and for communities around the world.

This is an exciting time to join Johnson & Johnson. We have a proud heritage and a future that promises more opportunities than ever before.

Best of luck in your career at Johnson & Johnson.
Our Credo

We believe our first responsibility is to the doctors, nurses and patients, to mothers and fathers and all others who use our products and services. In meeting their needs everything we do must be of high quality. We must constantly strive to reduce our costs in order to maintain reasonable prices. Customers’ orders must be serviced promptly and accurately. Our suppliers and distributors must have an opportunity to make a fair profit.

We are responsible to our employees, the men and women who work with us throughout the world. Everyone must be considered as an individual. We must respect their dignity and recognize their merit. They must have a sense of security in their jobs. Compensation must be fair and adequate, and working conditions clean, orderly and safe. We must be mindful of ways to help our employees fulfill their family responsibilities. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified. We must provide competent management, and their actions must be just and ethical.

We are responsible to the communities in which we live and work and to the world community as well. We must be good citizens — support good works and charities and bear our fair share of taxes. We must encourage civic improvements and better health and education. We must maintain in good order the property we are privileged to use, protecting the environment and natural resources.

Our final responsibility is to our stockholders. Business must make a sound profit. We must experiment with new ideas. Research must be carried on, innovative programs developed and mistakes paid for. New equipment must be purchased, new facilities provided and new products launched. Reserves must be created to provide for adverse times. When we operate according to these principles, the stockholders should realize a fair return.

Johnson & Johnson
The Johnson & Johnson Family of Companies is committed to maintaining an environment in which employees can report, without fear of retaliation, any conduct they know to be or believe to be in violation of Company guidelines or policies. This program is managed by a third party vendor, to offer you an additional mechanism for reporting potential violations of safety, security, policy, and ethical behavior, enabling you to report anonymously, where local law permits.

Consistent with Our Credo and business philosophy, it is the policy of Johnson & Johnson to comply with the laws of each country in which our companies do business. The Company will not tolerate threats or acts of retaliation against individuals who, in good faith, provide information in connection with reports of potential misconduct.

We value all of your opinions and encourage you to use this system to report any issues, concerns, or general questions you wish to bring forward.

If you have any questions about the Hotline for the Johnson & Johnson Family of Companies, please visit the site www.credohotline.com or contact your local Human Resources contact or Compliance Officer.
**LIVE OUR CREDO**
Demonstrate and inspire the behaviors that reinforce Our Credo.
- Serve as a role model for making Credo-based decisions
- Create a trusting, collaborative, and ethical work environment
- Maintain the highest standards of quality, compliance and accountability
- Champion programs and initiatives that support our environment and communities

**CONNECT**
Develop deep insights into the needs of our patients, customers, markets and communities.
- Cultivate external relationships and partnerships
- Be insight-driven to uncover unmet needs
- Forge internal collaboration across all levels of the enterprise

**SHAPE**
Drive innovation; anticipate and shape industry and market changes to advance health care globally.
- Translate insights into viable products and solutions that create value
- Challenge the status-quo; lead and adapt to change
- Take and manage risks

**DELIVER**
Deliver results by inspiring and mobilizing people and teams.
- Empower people to act with speed, agility, and accountability
- Demonstrate a global and enterprise-wide mindset
- Balance short and long-term strategic choices

**LEAD**
Create an environment where leadership and talent development is top priority.
- Take ownership for talent acquisition, performance and development of self and others
- Maximize the power of diversity and inclusion
- Engage in transparent and constructive conversations

The Leadership Imperatives must be lived in a manner consistent with Our Credo.
5 Conversations

At the Johnson & Johnson Family of Companies, all employees have a shared ownership and accountability for successful and productive Performance & Development and Career Planning conversation and outcomes. To help frame these key enabling processes, our businesses use a model called “The 5 Conversations” where employees and managers engage in clear and candid conversations throughout the year. These meaningful, ongoing dialogues should reinforce each other and ultimately result in clarity of expectations, heightened employee engagement and improved performance throughout the year. Refer to diagram below on the key conversations.

You may refer to the “5 Conversations” in Global HR portal for more information.

Important Note: As a new hire, you are encouraged to get started in P&D planning (Conversation 1) with your direct manager. Please reach out to your line manager or local HR if you require further clarification.
D&I Communications Strategy – Giving Voice to Our Transformation
Developing a Global Diversity & Inclusion Strategy

### Discover
- Gathered D&amp;I global insights
- Identified opportunities and challenges
  - J&amp;J Culture
  - Leadership behaviors
  - Talent management
  - Employee experience
  - Employee behaviors

### Develop Strategic Plan
- Global, enterprise strategy
- Integrated across our businesses, HR, & ERGs
- Alignment and local relevance through:
  - MC and HREC
  - Regional D&amp;I Innovation Labs
  - Regional Advisory Boards
  - ERG Leadership

### Deliver
- Focus on “must win” areas
- Accountability, measurement, insights & continuous improvement

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<th>Activities</th>
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**Discovery Activities vs. Outcomes**
Global Diversity & Inclusion Strategy

**Advance Our Culture of Inclusion and Innovation**
- Build inclusive leadership competencies
- Eliminate hidden biases from our systems and processes
- Strengthen governance and accountability

**Build a Diverse Workforce for the Future**
- Develop and advance diverse talent at all levels
- Educate on Relationship Capital & Sponsorship
- Optimize ERGs
- Design diverse talent acquisition strategies

**Enhance Business Performance and Reputation**
- Embed D&I into business strategies to drive innovation and growth
- Promote external reputation

Communications and change management
Diversity & Inclusion
Definition, Vision, Mission
Diversity at Johnson & Johnson is about your unique perspective
It’s about you, your colleagues and the world we care for – all backgrounds, beliefs and the entire range of human experience – coming together.

Inclusion at Johnson & Johnson is about creating a deep sense of belonging where you are valued, your ideas are heard and you advance this culture for everyone.

Definition

Diversity & Inclusion = You Belong
Our vision for Diversity & Inclusion at Johnson & Johnson, is for every person to use their unique experiences and backgrounds, together – to spark solutions that create a better, healthier world.

Our Diversity & Inclusion mission is to make diversity & inclusion our way of doing business. We will advance our culture of belonging where open hearts and minds combine to unleash the potential of the brilliant mix of people, in every corner of Johnson & Johnson.

Be yourself, change the world.
Help us get one person closer to improving lives

Be vital by helping us find exceptional people, just like you. From support to science, we need people who are driven to improve the well-being of billions.

Refer someone in your network today via our new Employee Referral Program.

In return, we’ll reward you for helping us get one person closer to improving lives.
By caring - one person at a time - we help our employees, their families, and those in our communities live longer, healthier, and happier lives.
Leadership & Commitment: Our Credo

“We are responsible to our employees, the men and women who work with us throughout the world.”

“It’s an investment, not a cost”
—Alex Gorsky, Johnson & Johnson CEO

“It's an investment, not a cost. Spending money before people get sick, to help keep them well, makes sense.”

“It starts with personal accountability for our health. I hope all our employees recognize that and take advantage of the programs we offer for them to get and stay healthy.”
Caring for our Employees

Johnson & Johnson is committed to helping you to be your personal best at work, at home and in your community. With this in mind, we offer a wide array of health and wellness programs and services to support your health journey.
Our Health & Wellbeing Programs

We promote a range of programs that help drive and sustain healthy choices. These programs incorporate health and well-being into everything we do.

We customize our health and wellness resources based on the needs of each location and culture, with the goal of providing access to a full complement of services and resources for every employee.

Our Global Health Programs include:

- Onsite Fitness Centers and exercise reimbursement for offsite employees
- Employee assistance services (EAP / mental well-being) – including counseling with a mental health professional
- Healthy eating
- Onsite clinics to provide immediate injury/illness care, occupational health and personal health coaching
- Health Screenings, cancer awareness & prevention
- Stress and Personal Energy Management
- Modified duty and support for returning to work after an injury or illness
- Travel health
- Tobacco-free workplace and smoking cessation support
- HIV/AIDS confidential testing and support
- Access to a personal Health Assessment and
- Personalized digital health tools
- Work Life Services
Employee Assistance Program (EAP)  
Support for life’s daily challenges and beyond

Contact your EAP to speak with someone confidentially who has experience helping people manage issues that have to do with:

- Personal or Work Transitions
- Professional Concerns
- Manager Concerns
- Marriage or Partner Relationships
- Parenting
- Balancing Work and Life
- Substance Abuse, Addiction
- Depression, Anxiety, Mental Health
- Training
- Crisis Support