

Our D & I Philosophy ^[1]

For us, diversity and inclusion are business imperatives.

Whether you are an employee, patient, healthcare provider, supplier, managed care organization or member of one of the many communities where we do business, you are impacted by our approach to diversity and inclusion. At Novartis Pharmaceuticals Corporation (NPC), we are committed to building a workplace that actively seeks out and values different perspectives, where all constituents feel respected and that they are contributing to the business. Enhanced business relationships, greater innovation, the ability to attract and retain top talent, and increased productivity, profitability and customer satisfaction are among the benefits of the diverse and inclusive culture we are building at NPC.

Message from Rhonda Crichlow:



Vice President, Diversity and Inclusion

"When it comes to diversity and inclusion, we take a long-term view – by focusing not just on the progress we've made so far, but the legs of the journey that are still to come. As we strive to become the highest performing and most admired pharmaceutical company in North America, we are counting on the collective power of our diverse workforce to reach our goals. We believe that by working together, we can create an inclusive, high-performing, team-based culture that ignites innovation and fuels sustained business success."

Defining Diversity and Inclusion in Pharma US

We define diversity broadly to include the similarities and differences we each possess based upon characteristics we were born with, experiences we have had and choices we have made. In short, everyone is part of our definition.

An inclusive environment is one in which each person's resources are recognized and routinely utilized in achieving the organization's goals. People feel valued, respected and

heard. People are included as part of the team because their differences in outlook, perspective and background are seen as adding value. Everyone is fully able to contribute.

Our D&I Philosophy

In today's dynamic healthcare environment, customers and patients are relying on us more than ever. We view diversity and inclusion as the impetus for driving innovation and business performance - and we look to embed it in everything we do. As a result of our continuous focus on diversity and inclusion, we aim to:

- Drive business growth by serving - and building valued relationships with - diverse patients, physicians, payers, suppliers and communities.
- Create a high performing team culture and an inclusive work environment that fosters performance and innovation.
- Attract, retain, develop and engage high performing, talented and committed individuals with diverse backgrounds and perspectives.

Accordion Type:

Collapsible

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