

## Diversity, Equity and Inclusion



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We focus on discovering and advancing new treatments for serious patient needs

We want to create a diverse, equitable and inclusive workplace where every one of us can be our best and true selves, so that together we can discover more, reach underserved communities and reimagine medicine. Learn more about our commitments to diversity and inclusion, embedded in our Code of Ethics.



**Equity**

At Novartis, we're striving to build an inclusive and equitable workplace that empowers all our people to achieve their full potential.



**Inclusivity**

We seek to educate our people on inclusivity and provide all associates with equal opportunities to contribute to our company and advance their careers.



**Societal impact**

We will listen to different communities with a learning mindset, to do what we can to contribute to building a world that is safer and more inclusive.

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**Latest News**

**Proud supporter of pride**

We are proud to support the 2SLGBTQIA+ community by sponsoring and walking in the Montreal pride parade.

[Learn more](#)

**Novartis renews EPIC Pledge at the 2023 United Nations General Assembly**

We've renewed our pledge with the Equal Pay International Coalition (EPIC) to maintain gender balance in management and continue to enhance pay equity and transparency for all our associates worldwide.

[Learn more](#)

**Novartis included again in the 2023 Bloomberg Gender-Equality Index**

We are fully committed to gender equity and inclusion at Novartis. That's why we are proud to announce our continued

inclusion in the 2023 Bloomberg Gender-Equality Index.

[Learn more](#)

## Novartis recognized by Stonewall as top global employer for commitment to LGBTQ+ inclusion

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## Our People & Perspectives

Our commitment to Diversity, Equity & Inclusion is endorsed at the highest level in the company by the CEO and the Executive Committee of Novartis. Our Global DEI and Culture leadership team, led by our Chief Diversity & Culture Officer, is responsible for driving our DEI strategic priorities, working with business leaders across the company.

*“The work we do in Diversity, Equity and Inclusion is about creating an environment where everyone feels they belong, where rocking our difference is valued, celebrated and encouraged. It’s about consciously shaping our systems, structures and behaviors so everyone at Novartis has what they need to thrive and advancing inclusive research and development to ensure innovation and access for all our patient communities. This work takes curiosity, courage and commitment. It’s the catalyst to breakthrough science that reimagines medicine for people around the world.”*

**Hannah Perry**, Chief Diversity & Culture Officer

## Changing the way we think about disability

We are working closely with our associates with disabilities, our Employee Resource Groups and external partners, like the Valuable 500, to ensure we take a considered approach to realize our global commitment to disability equity.

[Learn more](#)

## Staying true to our commitment to racial equity

We will continue to address disparities in care for patients and caregivers. In particular, Novartis and the Novartis U.S. Foundation set up the Beacon of Hope initiative in July 2021 in collaboration with 26 historically Black colleges, universities and medical schools. The aim is to address health disparities through holistic community-based collective action.

[Learn more](#)

## Parental Leave

14 weeks minimum paid parental leave, countless precious moments. Find out more about our Global Equal Parental Leave Policy for all Novartis parents.

## **Tracking progress: DEI performance data**

We track our progress toward DEI annually. You can find our 2022 DEI performance data in our Novartis in Society ESG report.

## **External recognitions**

Novartis is included in several rankings that evaluate our performance in various categories, including in DEI.

## **People & Culture**

## **Code of Ethics**

## **Environmental, Society and Governance**

## **Annual Report**

## **Our Strategy**

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References:

<https://www.novartis.com/about/diversity-equity-and-inclusion>

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