

Promoting inclusion



Pay and gender

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

We've renewed our pledge with the [Equal Pay International Coalition](#) to maintain gender representation in management (which seeks to ensure nondiscrimination and equal opportunities for both men and women to advance) and to continue to enhance pay equity (i.e. ensuring nondiscrimination in pay by compensating employees fairly for similar jobs based solely on job-related factors) and transparency for all our associates worldwide.

We do this because it's the right thing to do, and because it helps us reimagine medicine for more patients around the world.

[Learn more](#)

**US-based affiliates of Novartis do not participate in the gender representation in management aspect of the EPIC pledge, but the US does participate in all other facets of EPIC, with the goal of ensuring all our employees are given equal pay for equal work, consistent with applicable law. Novartis makes employment decisions based on merit and relevant job-related factors, without regard to sex/gender or any other legally protected characteristics.*

LGBTQI+ inclusion

By building a world where we all belong, we discover more and change lives.

As an organization, we actively promote Lesbian, Gay, Bi, Transgender, Queer & Intersex (LGBTQI+) awareness at work and in our wider society, in partnership with our local Employee Resource Groups. We want everyone to be free, to be their best and true selves at work without fear of discrimination. That's why we were the first global pharmaceutical company to support the [United Nations Standards of Conduct for Business, tackling discrimination against LGBTI+ People](#)

[Learn more](#)

Disability inclusion

Novartis is a proud member of the [ILO Global Business and Disability Network](#) and the [Valuable 500](#), promoting the inclusion of people with disabilities in workplaces around the world. We also collaborate with international partners, such as [Disability:IN](#), [Purple Space](#), and [Business Disability Forum](#) to identify and develop best practice solutions to enable people with disabilities to participate as equal members of our organization.

Our culture is built on strong values and behaviors, underpinned by our [Code of Ethics](#), that are designed to ensure our people feel safe, and are seen, heard and valued for who they are. We work to address all forms of discrimination or harassment, and provide our people with a safe and confidential process to [report any misconduct](#).

Contact our [SpeakUp Office](#).

Read our [Code of Ethics](#).

In this section

[LGBTQI+ inclusion](#)

[Our EPIC commitments](#)

Source URL: <https://www.novartis.com/about/inclusion/promoting-inclusion>

List of links present in page

1. <https://www.novartis.com/about/inclusion/promoting-inclusion>
2. https://www.equalpayinternationalcoalition.org/whats_new/leaders-at-the-un-general-assembly-pledge-to-reduce-the-gender-pay-gap/
3. <https://www.novartis.com/about/inclusion/promoting-inclusion/our-equal-pay-international-coalition-epic-commitments>
4. <https://www.unfe.org/standards/>
5. <https://www.novartis.com/about/inclusion/promoting-inclusion/lgbtqi-inclusion>
6. <http://www.businessanddisability.org/members/>
7. <https://www.thevaluable500.com/members>
8. <https://disabilityin.org/>
9. <https://www.purplespace.org/>
10. <https://businessdisabilityforum.org.uk/>
11. <https://www.novartis.com/esg/ethics-risk-and-compliance/ethical-behavior/code-ethics>
12. https://www.novartis.com/sites/novartis_com/files/novartis-global-non-discrimination-non-harassment-and-non-retaliation-guideline.pdf
13. <https://3800-pvi-prd-ch.foresightgroup.com/pvi-web?lang=en>
14. <https://www.novartis.com/esg/ethics-risk-and-compliance/ethical-behavior/code-ethics>
15. <https://www.novartis.com/about/inclusion/promoting-inclusion/lgbtqi-inclusion>
16. <https://www.novartis.com/about/inclusion/promoting-inclusion/our-equal-pay-international-coalition-epic-commitments>