

Position on Community Impact

Background

Corporations, by the very nature of their existence and activities, have an impact on our society and environment and play a role in the welfare and well-being of communities. Beyond their core business activities, corporations can also help create a better world and improve the quality of life for communities through additional strategic, purpose-driven initiatives that go beyond commercial activities. These initiatives typically complement a corporation's business engagement with society, communities and consumers through voluntary sharing of resources to support social causes and help meet societal needs that are not fully met via other channels. Such activities are intended to deliver benefit to society and not to yield direct commercial benefit to corporations. These may include:

- Partnership initiatives to create platforms for social development and community capacity-building;
- Financial donations, grants and scholarships;
- In-kind donations of products, equipment or services;
- Investment of time through employee volunteering in local communities; and
- Targeted emergency support when disaster strikes.

This Position represents our overall approach to community impact and key areas of activity. See also our [Position on Disaster Relief](#).

Relevance

As the largest, most diversified healthcare products company, Johnson & Johnson is an essential part of the fabric of society in communities around the globe. We deeply care about the quality and well-being of our communities. Delivering access to healthcare through medicines, medical technologies and consumer health products with our core business represents an essential contribution to community life. Beyond this, we believe we have a responsibility to use our reach and share our resources with partners in communities around the world to forge a healthier, more equitable future for all. Further, Johnson & Johnson employees live and work in the communities we serve and are passionate about engaging to offer support where they are able. They value working for a company that enables them to engage in communities, demonstrate good citizenship and make a meaningful difference to improving the quality of life in their local communities.

Guiding Principles

At Johnson & Johnson, we believe we are uniquely positioned to bring together science, people, technology and the ideas needed to profoundly change the trajectory of health for humanity. [Our Credo](#) states "We are responsible to the communities in which we live and work and to the world community as well." Our community impact work is guided by our focus on patients and health workers, and on the positive difference we can make on millions of lives.

Our Position

At Johnson & Johnson, we believe good health is the foundation of vibrant lives, thriving communities and forward progress. That's why for more than 135 years we have aimed to keep people well at every age and every stage of life. Today, Johnson & Johnson is committed to using its reach and size for good. We are committed to going beyond our immediate business interests by contributing to advancing health and well-being in the communities in which we live and work. We champion health equity through investments in accessible healthcare that in turn enable a more resilient and purpose-driven business. We do this through the following activities:

Focusing our contributions in areas where we can have the most significant impact

We believe that a focused approach is the most effective way to leverage Johnson & Johnson expertise and resources to maximize community impact. We bring unique social impact expertise, assets, and organizational know-how to deliver on the work we set out to do. Through carefully defined enterprise-wide commitments, we seek to provide solutions for some of the world's most pressing global health challenges. We work collectively to elevate Johnson & Johnson's social impact through long-term collaborations with healthcare, NGO and government stakeholders, and to advance better health for all, including through our Talent for Good Program, which engages employees with our community impact efforts, and also our Disaster Response programming. Typically, we enhance our short-, medium- and long-term impact beyond our core business activities in the areas of:

- Advancing community-based primary healthcare;
- Strengthening the health workforce;
- Eliminating health inequities for historically marginalized communities;
- Building resilient health systems by accelerating innovative solutions to address global disease challenges; and
- Providing support for disaster relief and recovery.

Working both globally and locally

Our approach addresses broad health challenges that require a consistent global strategy while also considering specific local needs. Through our local operating units we are well placed to engage at the local level and seek to provide specific support where it is needed, with an emphasis on addressing health inequities.

Engaging in a broad range of activity

Within the Johnson & Johnson network, several entities and groups contribute to enhancing our community impact through planning, implementation of programs and provision of funds, both at global and local levels. These include the following:

- **Our Global Community Impact (GCI) Group** supports and champions the health workforce we need to achieve global health priorities, including universal health coverage. In 2019, [GCI](#) established the [Johnson & Johnson Center for Health Worker Innovation](#) with a \$250 million commitment over five years to catalyze efforts to respond to the human resources crisis in global health and build a thriving health workforce. Leveraging a people-first model, the Center focuses on equipping frontline health workers across the globe with the skills, resources and support they need to improve quality of care and strengthen primary and community-based health systems.
- [The Johnson & Johnson Foundation](#), an independent, nonprofit organization to advance health for humanity, funds global and in-country programs executed by the GCI team that support health

workers and make quality healthcare accessible for everyone, no matter where they live. One of the Foundation’s initiatives is [Johnson & Johnson Impact Ventures](#), an impact fund investing in companies and entrepreneurs innovating to improve health equity for under-resourced patients around the world. The Foundation operates regionally as Johnson & Johnson Foundation U.S. and Johnson & Johnson Foundation Scotland. Annual reports posted on the Johnson & Johnson Foundation website reflect progress toward the stated strategic goals and objectives.

- **[Our Race to Health Equity](#)** is a Johnson & Johnson commitment that aspires to help eradicate racial and social injustice as a public health threat by eliminating health inequities for people of color. In 2020, Johnson & Johnson committed \$100 million in the United States over a five-year period to invest in and promote health equity solutions.
- **Various corporate functional divisions and operating companies** across our business segments around the world engage with and provide funding to diverse initiatives to address health inequities in local markets.
- **Employees from our global operations volunteer and engage in fundraising** for local causes. For example, we utilize the [Global Giving](#) platform, a crowdfunding initiative for employees and others to donate funds to support disaster relief and global public health efforts. Johnson & Johnson matches a portion of funds pledged for select projects.
- **Product donations** via our operating companies around the world support patients in need, and are delivered through patient assistance partners.

Supporting employee engagement

- **Providing opportunities for employees to use their talent for good:** We believe that the skills, expertise and ingenuity of our employees are the key to our effectiveness in advancing the trajectory of health. To unleash the potential and impact of our people, we provide a range of opportunities for employees to help our community-based partners address critical capacity-building needs. For example, our Global Pro Bono program offers employees the opportunity to take up to four weeks of paid time to support NGOs globally. The Johnson & Johnson Secondment Program offers employees around the world the opportunity to share their skills, experiences and talents with NGO partner organizations across over 30 countries by serving in paid, long-term assignments of up to six months. All secondees receive one-on-one coaching from Johnson & Johnson retirees and mentoring guidance from program alumni before, during and after their secondment.
- **Maintaining a range of volunteer-friendly policies:** We maintain a range of policies and offerings around the globe that encourage volunteerism. For example, eligible individuals in the United States are supported by Volunteer Leave Policies:
 - The Volunteer Leave Policy allows employees up to 16 hours of paid leave time to volunteer; and
 - The Extended Volunteer Leave Policy provides employees with the opportunity to work on skills-based volunteer projects, and supports a leave of up to 80 hours (maximum of 40 hours’ paid and 40 hours’ unpaid leave).
 - Outside the United States, our operating companies adopt varying local policies in line with local needs and norms.
- **Supporting our employee first responders:** We support our employees who volunteer to assist when disaster strikes. Our First Responder Time-Off Policy allows employees who serve as

Emergency Volunteer Workers to take up to 40 hours a year of paid time off if an emergency summons requires the employee to be late or absent from work. (The Policy currently applies to employees in the United States.)

Collaborating in partnership with like-minded organizations

- **Engaging in partnerships:** In all our corporate giving efforts, whatever form they take, we aim to work in partnership. A key part of our approach is the selection of global and local partners who share our passion for improving healthcare and collaborative mindset. Such partnerships are often strategic, multi-year and multi-faceted: where appropriate, our goal is to engage via a range of channels working in concert, including financial support, technology, knowledge-sharing and employee time and effort.
- **Working with eligible organizations:** All our corporate giving is provided to eligible nonprofit institutions and organizations that supply the necessary proof of legal standing and good governance. We do not make donations to individuals, physicians or healthcare professionals, and [we do not accept unsolicited proposals](#).
- **Assessing impact:** It is important to us to know that our corporate giving is delivering the social and healthcare benefits that we intend. For this reason, we ask our key partners to report on the way our donated resources are used and the effects of their interventions on the population that they serve. In certain cases, we may request or conduct internal and external evaluations to gain a deeper understanding of social outcomes and ongoing needs, and to use their results for continuous program improvement and organizational learning. We share progress on our strategic investments in our annual [Health for Humanity Report](#) along with the annual external assurance of any corporate giving goals set.

Independent program and Foundation support

In the United States, we also support independent initiatives by donating medicines and funding. For example:

- **The Johnson & Johnson Patient Assistance Foundation, Inc. (JJPAF)** is an independent, nonprofit organization committed to helping eligible patients without insurance coverage receive prescription products donated by Johnson & Johnson operating companies. More information about the JJPAF is available at www.jjpaf.org.

Application

This Position is relevant for the Johnson & Johnson Family of Companies, as detailed in our [governance materials](#). We provide updates relating to community impact in our annual [Health for Humanity Report](#).

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