

Healthiest Workforce

Our Vision: The Healthiest Workforce

At Johnson & Johnson, we know that our mission of helping people around the globe live longer, healthier, and happier lives starts with caring for our own workforce. Inspired by Our Credo, we have a 100+ year legacy of improving and sustaining the health and wellness of our employees. And we continue to believe that caring for the health and wellbeing of our employees is good for the health of our business and ultimately the health of families, customers and patients everywhere.

Global Culture of Health

Johnson & Johnson has taken the lead in expanding health and wellness programs worldwide – establishing good will, elevating our reputation, and creating a new benchmark.

More than 90% of our employees around the globe have access to programs that support healthy living.¹ Highlights of our programs and services include:

- **Wellness and Health Promotion Programs:** encouraging preventive care, healthy eating, healthy movement.
- **Digital Health Tools:** conveniently and confidentially connecting employees to their everyday health and well-being.
- **Health Assessment:** identifying health and lifestyle risks, so employees can make adjustments to improve their overall quality of life and health.
- **Energy for Performance™:** based on the Corporate Athlete® principles developed at the Johnson & Johnson Human Performance Institute. This training program integrates all aspects of personal health to individual purpose and mission – and is woven into every aspect of our culture.

- We encourage on-site movement: offerings include access to fitness centers, on-site exercise classes, personal training, and incorporation of movement into every day practices (such as movement breaks for any work requiring prolonged sitting, regular breaks in meetings, and walking one on ones).
- Employee Assistance Program and Work Life Services: available to help employees achieve personal and professional success, providing assistance with major life issues as well as convenience services. This includes best-in-class family leave policies and flexible working arrangements.
- Tobacco-Free Workplace Policy: smoking cessation programs reinforce our cancer prevention efforts.
- Global HIV/AIDS Workforce Policy: access to confidential testing, treatment, and support services for employees and their dependents living with HIV/AIDS.
- Occupational Health Services: safe and healthy work environment to ensure our employees are cared for on the job.

Our Results

Our wellness and health promotion programs have a proven return on investment and demonstrate strong links to improved market performance.² Through robust participation in our wellness programs, many employees have made meaningful reductions in rates of obesity, high blood pressure, high cholesterol, tobacco use, physical inactivity, and poor nutrition.

We have been recognized for our work, including CEO Gold Standard for Cancer Prevention (global recognition), the National Business Group on Health *Best Employers for Healthy Lifestyles*[®] *Global Distinction award (Platinum)* best practices case study at the Harvard School of Public Health, and Great Britain's Healthiest Workforce.

Healthy Future

As we look to 2020, we are committed to engaging and empowering employees to achieve their personal best – pursuing programs and policies to support every individual's unique purpose and wellness.

¹These programs include Tobacco-Free Workplace Policy, HIV/AIDS Workforce Policy, health profile, employee assistance, exercise, medical surveillance, health promotion, stress management, cancer awareness, healthy eating, return-to-work, and travel health.

²2009 dollars; (2011 Health Affairs, Henke); *Do Workplace Health Promotion (Wellness) Programs Work?* (JOEM, 2014); *The Link between Workforce Health & Safety and the Bottom Line* (2013 JOEM, Fabius)

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