

Priority Topic Definitions

Product Quality, Safety & Reliability

- Consumer/patient health impact and safety risk, reliable product reputation, manufacturing integrity, supplier transparency, product and ingredient safety and reliability, responsiveness to safety issues, product liability/litigation, misuse/abuse of products.

Ethics & Compliance

- Compliance, tax compliance, competitive behavior, policies and codes of conduct (within Johnson & Johnson and its supply chain, e.g., conflict minerals), shareholder rights, political and economic anti-corruption, lobbying policies and political transparency, responsible marketing practices, clinical trials, bioethics (animal testing, genetic testing).

Access & Affordability

- Pricing, patient assistance and co-pay programs, drug donation programs, health care spending, transparency and reporting, improve access to health care (e.g., public-private partnerships, etc.).

Global Public Health

- Emphasis on preventing and treating HIV, Ebola, multidrug-resistant tuberculosis (MDR-TB), and Zika, and promoting maternal and child health.
- Impact of environmental health on human health (e.g., antimicrobial resistance), including role of Johnson & Johnson in addressing challenges presented by climate change (e.g., spread of disease).

Innovation

- Business model/sustainable innovation, product innovation in disease areas with high medical need, socially beneficial products, socially impactful R&D and innovation, intellectual property issues.

Workplace Safety

- Safe work places for our employees and contractors.
- Leading health and safety metrics.
- Injury and fatality prevention.

Human Rights

- Design/development of policies and programs.
- Training related to human rights, working conditions and treatment of employees at our sites and within our supply base.
- Fair labor practices, collective bargaining, freedom of association, grievance processes.

Ingredients

- Sustainable ingredients and sustainable ingredient ecosystems.
- What we use and how we use it/them.
- Chemicals-based legislation/emerging issues with chemicals.

Community Impact & Development

- Philanthropy and Johnson & Johnson employee engagement in local communities.
- Support for employee, customer, and supplier causes (e.g., matching gifts, partnerships), community partnerships, local community development (e.g., job creation, small business support).
- Additional consequences of the direct impact of financial transactions and the flow of economic activity between Johnson & Johnson and stakeholders (e.g., infrastructure investments and services supported).

Procurement & Supplier Management

- Supply chain transparency.
- Environmental, social and economic impact of suppliers.
- Safe and ethical working conditions and fair treatment of employees at supplier sites.
- Supplier diversity and partnerships.
- Spending with diverse suppliers.

Diverse & Inclusive Workforce

- Equal opportunity and diversity (gender, LGBTQ, minorities).

Healthy Workforce

- Employee health and wellness.

Product Stewardship

- The responsible management of the entire product lifecycle to ensure that more sustainable and environmentally compliant products and packaging are available to our customers.
- Includes natural resource conservation, supporting the circular economy, stewarding products to reduce resource impacts/increase compliance, product reusability, importance of and process for delivering sustainable/greener products.
- Product design and lifecycle management; material use and efficiency.

Corporate Governance

- Adherence to requirements, executive compensation, board diversity and tenure, C-suite values and ethics (includes Credo values-driven culture).

Data Protection & Privacy

- Security of corporate data, privacy of customer data and health information, product security from cyber threats.

Human Capital Development

- Educational access and training.
- Recruitment, retention, and turnover.
- Performance management.

Counterfeiting & Illicit Trade

- Product safety and integrity, supply chain security, channel security.

Climate & Energy

- Fossil and renewable energy use.
- Carbon emissions from our operations and those of our suppliers.
- Efforts to reduce our dependence on fossil fuels.

Product End of Life

- Issues that are raised at the end of a product's use, including policies on product take back/extended producer responsibility, pharmaceuticals in the environment, product packaging, disposal and recycling, and antimicrobial resistance stewardship.

Water

- Water use and water discharge.
- Water scarcity, and our operations in water-sensitive areas.

Economic Performance

- Economic value generated and distributed; defined benefit plan obligations; financial assistance received from any government; and the financial implications of climate change.
- Contribution to economic development in the local areas of communities where we operate, e.g., remuneration, local hiring (including senior management), and other direct economic aspects of local involvement.

Compensation & Remuneration

- Employee compensation.

Waste

- Waste management, generation, reduction and disposal.

Biodiversity

- The diversity of life on Earth including at gene, species and ecosystem levels.