

# Our Approach to Nature and Biodiversity

Johnson & Johnson recognizes the importance of conserving nature and biodiversity and believes these to be important shared public and private sector responsibilities. As stated in [Our Credo](#): “We are responsible to the communities in which we live and work and to the world community as well... We must maintain in good order the property we are privileged to use, protecting the environment and natural resources.” These values guide our approach to proactively assess and mitigate potential risks to nature and biodiversity associated with our business.

We acknowledge the principles of both the Convention on Biological Diversity, which promotes conservation and sustainable use of biodiversity and its components, and the Nagoya Protocol on Access and Benefit-sharing.

## Our approach

We have used the LEAP (Locate, Evaluate, Assess, Prepare) approach, developed by the Taskforce on Nature-related Financial Disclosures (TNFD) to assess our nature-related impacts and dependencies. We also continually assess the effectiveness of our environmental standards and programs to help mitigate nature-related risks and identify opportunities for improvement.

To support our environmental stewardship efforts, Johnson & Johnson maintains a robust [environmental management system](#) that requires all Johnson & Johnson sites to conform to our Environmental Health and Safety (EH&S) Standards, which address environmental aspects and impacts including air emissions, water use and wastewater discharges, waste management and biodiversity. In our own operations, the majority of Johnson & Johnson’s manufacturing and research and development (R&D) sites are certified as meeting the ISO 14001 environmental management system standard.

Reflecting many years of environmental efforts at Johnson & Johnson, we have had a variety of public facing goals in areas related to environmental impacts. As we make progress and our programs mature, we sunset these goals and integrate required environmental stewardship practices into our standards and environmental management system. As an example, over the last decades we have set and achieved

several sets of goals related to our consumption of water and management of water-related risks. Our last set of water-related goals culminated in 2020, and water stewardship practices are now integrated into our ongoing site due diligence and action plans for prioritized sites.

We also expect our direct suppliers to uphold the Johnson & Johnson [Responsibility Standards for Suppliers](#) (RSS), which detail our expectations that suppliers comply with applicable laws and regulations and operate in an environmentally responsible manner. Specifically, we expect our suppliers to integrate biodiversity considerations and programs into their operations and into their supply base, as well as implement programs that manage and control air and wastewater emissions and other impacts on the environment. We continually monitor our suppliers' compliance with the RSS through a formal assessment and audit program.

Broad-based assessments of our suppliers' environmental and social capabilities are largely administered through EcoVadis, with additional assessments coming from site audits. These assessments are completed by suppliers participating in our Supplier Sustainability Program, generally representing over 80% of our global cross-category spend in addition to high-risk or high-impact suppliers, or through our EH&S risk assessment program.

For more details on our environmental programs including water stewardship, waste management and biodiversity, please refer to:

[Position on Environmental Stewardship](#)

[Position on Pharmaceuticals in the Environment](#)

## Governance

Progress against our environmental commitments and risks, including nature-related issues, is shared at least annually with the Regulatory Compliance & Sustainability Committee (RCSC) of the Johnson & Johnson Board of Directors. Our Chief Sustainability Officer (CSO) also provides regular updates to the Executive Vice President, Chief Technical Operations & Risk Officer, who is a member of the Company's Executive Committee and a management representative to the RCSC.

At the management level, the CSO is a standing member of the Enterprise Compliance & Risk Committee (ECRC). The ECRC, chaired by our Chief Technical Operations & Risk Officer, is a centralized Committee

that provides governance and oversight of risk management activities, including on environmental-related issues across Johnson & Johnson. The ECRC has representation across sectors and functions and meets regularly to proactively review risk areas, integrate external risks and opportunities and monitor risk mitigation plans and actions. A third-party independent review of our environmental performance is conducted annually as part of our ISO 14001 Certification process.

## Grievance process

The Johnson & Johnson Our Credo Integrity Line provides a global, accessible channel for reporting concerns and is available 24 hours a day, 7 days a week, and in 24 languages. It is independent, secure and confidential, offering a safe mechanism for anonymous reporting (where permitted by local law) of suspected concerns or potential violations of our policies or the law. We communicate the Our Credo Integrity Line so that employees and other stakeholders, such as workers in our supply base, can access this channel to raise grievances at any time.

## Reporting and disclosure

Our environmental performance is reported at a minimum annually through our [Health for Humanity Report](#).

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