

Position on Disaster Relief

Background

Corporations operate in the heart of communities. Whether multi-national or local, corporations draw their employees, suppliers, resources and social license to operate from neighboring communities. When disaster strikes—whether it's a natural disaster, extreme weather phenomenon, infrastructure or construction failure, or even a terrorist event—everyone's affected. In these circumstances, the interdependency of community and corporate life obliges people to come together to provide emergency relief, urgent resources and lifesaving assistance. Supporting medical teams address the pressing health issues is one of the most critical first responses in any disaster. For a healthcare company, therefore, moving quickly to provide medicines and other healthcare support is an important role.

Relevance

As the world's largest and most broadly based healthcare company, Johnson & Johnson is an essential part of the fabric of society in communities around the world. We deeply care about the quality and wellbeing of our communities. We believe we share a responsibility to use our reach and resources to engage with partners in communities around the world to forge a healthier, more equitable future for all. Our employees, as well as our suppliers and other business partners, live and work in the communities we serve, and when disaster strikes, we believe we must be part of the solution. As members of our local communities, we share a responsibility to stand up when it counts and contribute to alleviating the effects of disasters by helping address urgent healthcare and medical needs.

For additional ways in which we make an impact in our communities, see our [Position on Community Impact](#).

Guiding Principles

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 help people be healthier by supporting better access and care in more places around the world. We must be good citizens — support good works and charities, better health and education, and bear our fair share of taxes."

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 130 years, we have aimed to keep people well at every age and every stage of life. We are committed to using our depth and breadth for good and to going beyond our immediate business interests by helping our communities cope with the effects of disasters that threaten lives and living conditions in the areas in which we live and work. We do this by:

Helping communities recover, rebuild and be resilient: In the aftermath of any disaster, we work with international relief partners and local affiliates to assess and rapidly respond—in many cases within hours—to critical health needs with an array of consumer, pharmaceutical and medical products. Through trusted partners on the front lines of care, such as Heart to Heart International, MAP International and Americares, we deliver emergency medicine and relief supplies to families affected by disaster events. Our partners help communities by coordinating product donations and programs that help communities recover, rebuild and become resilient.

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 and Puerto Rico.)

Ensuring the safety and security of our employees: When disaster strikes, we immediately assess the effect on our own employees and develop plans to ensure their safety and security. In cases where employees are displaced from their homes, or are affected by disruption to essential utilities, we provide assistance to ensure they can meet basic life needs. We continue to provide support until they are able to return to a regular routine.

Ensuring business continuity: In times of disaster, we must ensure business continuity, so that our supply of medicines and essential healthcare products and devices can be maintained to patients, both those affected by disaster and those in other areas covered by our extensive supply chain. Our local management teams rapidly assess the potential for supply disruption and take immediate action to ensure supply from other Johnson & Johnson operations, if necessary.

Maintaining readiness to respond: At all times, we maintain a list of nominated senior Managers to lead the Johnson & Johnson corporate Crisis Management Team (CMT), comprising many cross-functional groups across the Company. In the event of a disaster, the CMT is ready to take immediate action to coordinate and align our response and recovery program, both for our own employees and for the affected neighboring communities.

Application

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

Last Updated: June 2020