Position on Employee Health and Well-Being

Background
The world continues to navigate and adapt to emerging health risks and develop greater health awareness. The COVID-19 pandemic, prevalence of non-communicable diseases such as heart disease, increased focus on mental and emotional health have emphasized the importance of moving beyond traditional approaches to employee health and well-being and safety at work. Such approaches require a forward-looking strategy that further embeds a culture of health throughout an organization to enable the total health and well-being of the workforce.

Relevance
As the largest and most broadly based healthcare company in the world, Johnson & Johnson has an impact on the lives of the patients, doctors, nurses, customers and communities we serve – and our ability to have this impact starts with our employees. When we empower our employees to care for their health and well-being, they are happier, more engaged, energized and innovative, helping us to create a healthier organization that drives a healthier world. Wherever our employees and their families are in their journey, we are there to support them across all dimensions of their health and well-being – physical, mental, emotional and financial.

Guiding Principles
As stated in Our Credo: “We are responsible to our employees who work with us throughout the world…. We must support the health and well-being of our employees and help them fulfill their family and other personal responsibilities.”

Our Position
At Johnson & Johnson, we believe that advancing health for humanity starts with advancing and enabling the health of our own people. We aspire to have the healthiest workforce and have created a strong foundation where our employees are empowered and motivated to proactively champion and advance their health and well-being. Our health and well-being strategy, including policies, programs and people leaders prioritizes and enables the total health of our employees. We ensure that our employees can readily and easily access supportive tools, health resources and an environment that work best for them and their families.

Empowering our employees to care for their health and well-being
As health and well-being related needs evolve around the world, we are listening to our employees and working to further improve our employee experience. We will reinforce our commitment to protecting the health of our employees in the workplace through the continued completion of risk-based employee medical
evaluations and by ensuring leaders are engaged in employee health protection and accountable for compliance with required medical assessments based on workplace risks and exposures across our workforce.

We inspire, empower and encourage employees to take control of their health and well-being. These programs and resources are designed to help employees balance personal and professional commitments, build resiliency, reduce stress and engage in healthy behaviors. We provide our employees with access to a digital health tool with personalized content and our employee assistance program, as well as offer enhanced parental leave for new moms and dads (biological, adoptive, surrogacy-assisted or foster), childcare centers and discounts for childcare facilities and much more. See our Position on Employee Compensation and Benefits.

We encourage all employees to learn the principles of energy management, techniques and tools through our training program which utilizes the latest research and insights from three connected fields—performance psychology, exercise physiology and nutrition. This free resource encourages a holistic, purpose-driven approach to become physically energized, emotionally connected, mentally focused and fully engaged in the moments that matter.

We maintain programs to raise awareness of mental well-being in the workplace and around the world. Our global Healthy Mind Policy outlines the expected approaches and resources required to remove stigma, strengthen our culture of inclusion and elevate mental health to the same level of importance as that of physical health.

Enabling a resilient workforce through our culture of health
Features of healthy workspaces differ around the world, although wherever we work, we aim to enhance employees' working experience, protect our employees' safety and inspire an innovative and engaged work culture. We maintain a way of working with workspaces designed to promote healthy lifestyles, employee engagement and collaborative working. From global well-being reimbursement to walking trails and child development centers to enterprise-wide activity challenges, we’ve created a culture of health that makes the healthy choice, the easy choice.

In a continuation of our efforts to enable the health and well-being of employees, we are evolving our work strategy to prioritize flexibility and balance. We value collaboration, connectivity and convergence found in both in-person and virtual settings to drive innovation and support work-life balance.

To protect the health and safety of our employees, we provide state-of-the-art, integrated health and well-being services with an emphasis on prevention and education, as well as immediate injury/illness care, occupational health and personal health coaching. This includes 119 on-site healthcare clinics in 35 countries across all sectors of our business and more than 100 on-site fitness centers. These services are offered free to all employees.

By making health a core part of the Johnson & Johnson experience through organizational and leadership commitment and support, we will accelerate the individual efforts of our employees. We host an annual global activity challenge, engaging thousands of employees around the world to connect with one another and get active. We are also making it easier for our employees to work out in ways that work for them through our Global Well-being Reimbursement. This benefit includes reimbursement for fitness classes and memberships, as well as virtual well-being subscriptions and in-home exercise equipment.
Application

This position is relevant for all companies in the Johnson & Johnson Family of Companies, as detailed in our governance materials. We provide updates relating to employee health and well-being in our annual Health for Humanity Report.

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