

# Position on Employee Health and Well-Being

## Background

In today's climate of greater health awareness, companies around the world are going beyond traditional attention to employee safety at work and considering employee health and well-being from a holistic standpoint. Such an approach considers engaging employees in monitoring and improving their overall health status as measured by core health parameters such as blood pressure, weight, cholesterol, smoking, physical activity and more. It addresses other health factors that affect overall well-being, including those that may, even indirectly, be accelerated through work, such as stress and anxiety. Such programs are generally recognized to improve productivity, reduce staff turnover and reduce healthcare expenses for both employers and employees.

## Relevance

As the largest and most broadly based healthcare company in the world, Johnson & Johnson has a considerable impact on the lives of many individuals and communities. We care deeply about the individuals who form our family of companies and we know that when we support them in caring for their health and well-being, they are not only happier, they are also more engaged, energized and productive.

## 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 the health of our own people. We aspire to have the healthiest workforce in the world and are taking steps to create an engaged, energized and high-performing culture within our organization.

Over the years, we have continuously expanded health and well-being programs throughout Johnson & Johnson and across the globe, incorporating new thinking and technologies to keep our offerings best in class and help employees make the healthy choice the easy choice.

### **Empowering our employees to care for their health and well-being**

We maintain a suite of programs and resources to inspire, empower and encourage employees to take control of their health and well-being and engage in healthy behaviors. For example, we provide our

employees with access to a digital health tool with personalized content to support them on their health journey.

We encourage all employees to use our **ENERGY FOR PERFORMANCE (E4P)** training program developed by the Johnson & Johnson Human Performance Institute. Built on the latest research and insights from three connected fields—performance psychology, exercise physiology and nutrition—E4P has specific, practical goals that help employees live up to their full potential. 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.

In line with our commitment to overall health and well-being, we maintain a comprehensive suite of benefits designed to help make life easier and reduce stress, such as employee assistance programs, enhanced parental leave, childcare centers and discounts for childcare facilities, and much more. See our [Position on Employee Compensation and Benefits](#).

### **Building a workplace culture of health**

We maintain workspaces designed to promote healthy lifestyles, employee engagement and collaborative working. Our Workplace Innovation Program, established in 2010, helps us better design our environments to inspire employees to work in healthier ways and provide opportunities to relieve pressure and stress. Features of healthy workspaces differ around the world, although wherever we work, we aim to enhance employees' working experience and inspire an innovative and engaged work culture.

Our workplaces incorporate elements that support physical and emotional health, such as on-site fitness centers, energy spaces, sit-stand desks, first aid rooms, outdoor activity areas, nurture and faith rooms, rooms for counseling and employee assistance, and child development centers. All our sites that offer meals or snacks in dining rooms or cafeterias provide healthy options for diverse diets and nutrition needs. We also adopt green building design principles in planning or renovating our workplaces to further enhance the health, safety, well-being and productivity of our people.

We operate on-site health centers and services at 118 locations across the globe that provide state-of-the-art, integrated health and wellness services with an emphasis on prevention and education, as well as immediate injury/illness care, occupational health and personal health coaching. These services are offered free to all employees.

## **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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