

# Position on Employment and Labor Rights

## Background

Employers impact people's lives in very meaningful ways. This impact extends not only to our direct employees and the employees of our business partners, but also to their families, communities and the broader society in which they live and work. While countries have many laws governing employment and labor rights, an employer's influence extends well beyond the provisions of laws and regulation, encompassing many different aspects of a person's life throughout their employment lifecycle. For example, fair and equitable compensation; inclusive, safe and healthy working environments; learning and development programs; and opportunities to progress and make a contribution to local community life are just a few of the areas in which people experience the potentially transformative effects of employment on their lives.

## 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 globe. We deeply care about the individuals who form our family of companies and we know that, when we practice values-based, responsible, ethical and inclusive employment, they are motivated and empowered to contribute at their best. This enables us to have confidence in our ability to attract and retain the most talented people, engage them in meaningful and inspiring work, and as a result, deliver on business goals and objectives. In doing so, we advance our purpose of blending heart, science and ingenuity to change the trajectory of health for humanity and help advance prosperity around the world.

Our ability to succeed depends on every individual in our global Johnson & Johnson team contributing at their personal best, and it is our responsibility to our stakeholders to create and maintain the conditions that empower them to do so. In fact, it's more than a responsibility—it's a privilege.

## Guiding Principles

As stated in [Our Credo](#): "We are responsible to our employees who work with us throughout the world. We must provide an inclusive work environment where each person must be considered as an individual. We must respect their diversity and dignity and recognize their merit. They must have a sense of security, fulfillment and purpose in their jobs. Compensation must be fair and adequate and working conditions clean, orderly and safe. We must support the health and well-being of our employees and help them fulfill their family and other personal responsibilities. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified. We must provide highly capable leaders and their actions must be just and ethical."

## Our Position

At Johnson & Johnson, we believe in respecting and supporting the thousands of individuals who, every day, help fulfill our vision and mission to deliver better health for all. We believe in the value of all individuals and their inalienable rights as represented in the United Nations' [Universal Declaration of Human Rights](#) and the principles defined in the International Labour Organization's (ILO) [Declaration on Fundamental Principles and Rights at Work](#). We believe in upholding our employees' rights as individuals in the workplace and in helping them thrive and prosper throughout their lifetime. We celebrate the richness that a diverse workforce brings to our businesses, and to each of us as individuals, and we practice inclusion so that everyone can be heard, recognized and rewarded. We believe in supporting our employees in their personal and professional development and in helping them thrive as people, employees, family and community members, and pillars of a responsible and just society. We support our beliefs with actions by:

### **Maintaining a respectful and supportive culture for all**

A workplace is more than somewhere to complete tasks. It's first and foremost a place of human interaction and collaboration, where we strive to achieve shared, meaningful goals. By insisting on respect for all, and by genuinely showing we care about each other, we instill a culture that welcomes diversity, celebrates individual contribution and empowers each to be at their best. Deliberately fostering a respectful and caring culture is the backbone of our approach as a responsible and ethical employer.

### **Compliance with employment laws**

We strive to ensure that all employment complies with all applicable laws and regulations in every country in which we operate, including those concerning hours of work and rest, compensation, equal opportunity, human rights and working conditions.

### **Upholding labor rights**

We respect, uphold and promote adherence to fundamental and universally accepted labor rights. See also our [Position on Human Rights](#). Our approach to labor rights includes, but is not limited to:

- Our support for the right of children to a childhood free of work responsibilities. We prohibit the employment of young persons (under the age of 18) anywhere in our business, other than in compliance with ILO Conventions 138 and 182 and all applicable laws and regulations concerning age, hours, compensation, health and safety. We also support the right of individuals to freely choose their place of work and therefore prohibit the use of any forced or bonded labor in the manufacture of any product, or any component of a product, by or for any of our businesses. We do not tolerate any form of trafficking or unlawful exploitation of individuals. See also our [Employment of Young Persons Policy](#) and [Anti-Human Trafficking Policy](#).
- Our respect for the right of our employees to join a labor union (freedom of association) and engage in collective bargaining. We require our operating companies to respect each employee's right to decide to join or not join associations or labor unions, and to respect each employee's ability to make an informed decision, free of coercion. We maintain constructive dialogue with employees' freely chosen representatives and bargain with them in good faith. An employee's choice regarding joining an association or labor union must not impact the employee's employment or an individual's application for employment. See our [Position on Freedom of Association](#).
- Our compliance with applicable regulations governing hours of work in every country in which we operate. We respect limits for overtime work and irregular work hours, including weekends and national or religious holidays. We do not force employees to work overtime and we compensate those who do in a fair and proper manner, always in line with the law as a minimum standard.

### **Providing a workplace free from discrimination and harassment**

We base employment decisions on merit, and consider qualifications, skills and achievements. We do not tolerate discrimination based on characteristics such as age, gender, race, ethnic background, sexual orientation, gender identity, national origin, religious beliefs or any other dimension of diversity.

We believe a place of work should be a safe haven for all, where individuals have no fear of expressing themselves freely and respectfully. We strictly prohibit all forms of harassment, including sexual harassment, physical or mental punishment, and other forms of abuse in any part of our operations. We provide education for all employees so they understand the various forms harassment can take and are empowered to report any breaches of this approach. See also our [Position on Providing a Discrimination-Free Workplace](#) and our [Position on Providing a Safe and Harassment-Free Workplace](#).

### **Providing fair compensation**

We are committed to compensating our employees fairly and to offering the kinds of benefits that are relevant to meet the needs of today's employees and their families. Through our compensation framework, a set of core principles that guide all compensation decisions, we recognize the important contribution of our employees to delivering our mission in ways that align with our values. We observe legal minimum wage provisions and aim to exceed these. We have integrated a living wage assessment into our standard processes and plan to conduct this analysis on a regular basis going forward. Our benefits packages aim to improve the quality of life for employees by providing practical support for family, health, education and long-term financial management needs. See also our [Position on Employee Compensation and Benefits](#).

### **Maintaining health, safety and well-being in the workplace**

We have a shared interest with our employees in their safety at work at all times and their ability to invest in their health and well-being while in our employment. We believe employees do their best work in a clean, orderly and safe environment. We therefore invest in maintaining a safe and healthy workplace, fully complying with applicable workplace safety and industrial hygiene standards as mandated by law and exceeding these where our own Johnson & Johnson standards go beyond legal requirements.

We aim to create a culture of safety where everyone takes personal responsibility for their own safe practices and seeks continuous improvement. We provide our employees with the relevant training, tools and equipment to perform their duties safely. See also our [Position on Environmental Health and Safety Management](#).

We also address different aspects of well-being, including ways to manage work and other responsibilities in a balanced way. We encourage employees to use our well-being platforms to assist them in maintaining their well-being, undergo medical assessments, take physical exercise, eat healthily and manage stress effectively. See also our [Position on Employee Health and Well-Being](#).

### **Maintaining fair and respectful disciplinary procedures and grievance resolution**

When required, employees who breach the standards expressed in our [Code of Business Conduct](#) and our other policies will be disciplined fairly, in line with internal Company standards. Physical punishment is never permitted. In cases of serious breaches of conduct, we will terminate individuals' employment with the Company. In any event, appropriate process is observed in the case of disciplinary measures and in addressing and resolving employee grievances. The [Johnson & Johnson Our Credo Integrity Line](#) is available for all employees to voice a grievance. See our [Position on Resolving Employee Grievances](#).

### **Advancing diversity, equity and inclusion**

Johnson & Johnson and all its operating companies are committed to workplace diversity and to cultivating, fostering and preserving a culture of inclusion. We know that bringing our diverse backgrounds, cultures, and

perspectives together enables us to best solve today's complex health problems. Enabling everyone within Johnson & Johnson to perform at their best while being themselves is fundamental to our continued success.

Our diversity, equity and inclusion (DEI) global strategy and policy set out the principles and requirements for enhancing DEI throughout the organization. Our DEI vision is: *Be yourself, change the world*. Our vision at Johnson & Johnson is for all employees to draw on their unique experiences and backgrounds together—to spark solutions that create a better, healthier world. Our three-pillar strategy includes: advancing a culture of inclusion and innovation; building a diverse workforce for the future; and enhancing business performance and reputation. For further details, see our [Diversity, Equity and Inclusion Policy](#).

### **Encouraging employees to learn, develop and advance their careers**

The opportunity to develop personally and professionally is a core aspiration both for employees who have newly joined our organization and for those who have been part of the Johnson & Johnson family for years. We therefore deploy a global approach to ensure development is for everyone, regardless of where they are on their career journey. Our objective is to foster a learning culture that helps shape each person's unique career path and empower them to better contribute to achieving our business objectives while creating a robust pipeline of talent to deliver our long-term strategies.

At Johnson & Johnson, we believe development is for everyone. We maintain an integrated, enterprise-wide approach to human resources management and professional development, empowering everyone to achieve their personal best at work. See our [Position on Employee Development](#) for further details.

### **Providing opportunities for employees to use their talent for good**

We believe that the skills, expertise and ingenuity of our employees are the key to our effectiveness in advancing the trajectory of health. To unleash the potential and impact of our people, we provide a range of opportunities for employees to help our community-based partners address critical capacity-building needs. These include, for example, programs for employees to take paid time as secondees in NGO partner organizations, as volunteers in community causes through our Volunteer Leave Policy, or as first responders through our First Responder Time-Off Policy. See our [Position on Community Impact](#) for further details.

### **Providing support for our managers around the world**

With more than 260 operating companies around the world, we seek to ensure that our employment policies, positions and standards are implemented in full throughout our businesses. Our Human Resources organization supports managers in understanding and upholding their responsibilities toward employees, and we encourage proactive discussion about training, development, benefits and any other aspect of employment as part of the "5 Conversations" framework.

### **Monitoring, auditing and reporting on employment issues**

We maintain systems around the world to monitor and audit the implementation of our employment practices and take corrective action should any aspect of practice fall short of our policies and provisions. We report regularly to the Johnson & Johnson Executive Committee and to our Board of Directors on employment matters.

### **Extending our position on employment and labor rights to our contractors and suppliers**

We view our extended supply chain as an extension of our own businesses and expect all contractors and suppliers to adhere to the same level of integrity and respect for employment standards and labor rights that govern our own operations. We make all reasonable effort to ensure those who work with our Company know what is expected of them, and we have systems in place to ensure compliance. The Johnson & Johnson

[Responsibility Standards for Suppliers](#) outlines our expectations of supplier business conduct, including respect for human and employment rights.

## Application

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

Related policies and positions available on our website:

[Diversity, Equity and Inclusion Policy](#)

[Employment of Young Persons Policy](#)

[Anti-Human Trafficking Policy](#)

[Position on Community Impact](#)

[Position on Employee Compensation and Benefits](#)

[Position on Employee Development](#)

[Position on Employee Health and Well-Being](#)

[Position on Environmental Health and Safety Management](#)

[Position on Freedom of Association](#)

[Position on Human Rights](#)

[Position on Providing a Discrimination-Free Workplace](#)

[Position on Providing a Safe and Harassment-Free Workplace](#)

[Position on Resolving Employee Grievances](#)

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