

Position on Environmental Stewardship

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 core principles guide our environmental stewardship efforts to support the health of the planet.

To support our stewardship efforts, Johnson & Johnson has set and reported on public-facing environmental goals for decades. Throughout that time we have also maintained a robust [environmental management system](#), requiring all Johnson & Johnson sites conform to our Environmental Health and Safety (EH&S) Standards, which address issues such as air emissions, water and wastewater, 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. We also expect all our direct suppliers to meet the [Johnson & Johnson Responsibility Standards for Suppliers](#) (RSS), which details our expectations for suppliers to comply with applicable laws and regulations and to operate in a manner that reduces environmental impact, including that our suppliers integrate biodiversity considerations and implement programs to manage and control air and wastewater emissions and other impacts on the environment.

Our environmental stewardship efforts are focused in the following areas:

Climate action

We understand that climate health affects human health. Research shows that climate change is impacting health in many ways, including changing infectious disease patterns, increasing extreme weather events and heat and the risk of drought and food insecurity. We have taken sustained action to reduce our greenhouse gas (GHG) emissions, and we encourage our suppliers to do the same. We also work with partners to advance environmental health equity.

Learn more in our [Position on Climate Action](#) and [Our approach to climate action](#).

Sustainable products

We are committed to delivering the highest-quality products for patients and healthcare practitioners while continually seeking to reduce our environmental footprint. To accomplish this:

We ensure that every product satisfies environmental regulatory compliance requirements as the foundation of our approach to sustainable products.

We integrate product sustainability considerations with our standard product design and development processes to identify and incorporate potential environmental improvements. Additionally, we consider customer feedback regarding environmental priorities during the product development process.

We examine product environmental impacts across product categories and platforms. We also examine impacts across all stages of the product lifecycle, including design, development, procurement, manufacturing, distribution, use and end-of-life. We then focus on the product categories, platforms, and lifecycle areas with the greatest potential impact and prioritize improvements that can be implemented across multiple products to enable the most significant improvements.

We integrate the [12 Principles of Green Chemistry](#) and [Engineering](#) into our Pharmaceutical product development practices. These practices help to develop better chemical synthesis routes and processes that increase resource efficiency, promote the use of more sustainable solvents and reagents, and reduce waste. Additionally, we practice [Responsible Chemical Management](#) at all of our manufacturing and R&D sites.

We continuously explore opportunities to reduce the environmental impacts of our packaging and support a circular economy through actions such as purchasing responsibly sourced packaging materials, reducing material use, designing for recyclability, and including recycled content. Where possible, we utilize circular shipping systems like returnable, reusable cold chain shipping packaging.

We seek to minimize the impacts of our products after their use phase and therefore design products, where feasible, for recovery, reprocessing, recycling and/or reuse. We also take efforts, whether as an individual company or as part of an industry group, to educate end-users on proper end-of-life management of products, packaging, and medical technologies.

We collaborate with peers, suppliers, and companies outside of our business segments in a compliant fashion to tackle common challenges to advancing product sustainability and barriers to innovation.

For examples of how we continually seek to reduce our environmental footprint, please see our [Health for Humanity Report](#).

Natural resources

Businesses rely on nature for resources such as water, air, and raw materials, but also for ecosystem services including water purification, the provision of food and medicines, moderation of the climate, and regulation of disease vectors, pests, and pathogens upon which human health relies. Nature loss threatens all of these and there is a growing concern about the associated impacts on human health and economic development.

At Johnson & Johnson we assess nature-related dependencies and impacts and define actions accordingly.

Air & emissions management

We apply air emission controls at our facilities to meet regulatory requirements and protect public health and the environment.

We are committed to meeting the requirements of the Montreal Protocol on Substances that Deplete the Ozone Layer and its Kigali Amendment to phase out ozone depleting refrigerants and reduce the use of refrigerants with global warming potential.

Biodiversity

Johnson & Johnson acknowledges the importance of conserving biodiversity and believes that this is an important shared responsibility. Johnson & Johnson supports the objectives of the Convention on Biological Diversity, which promotes conservation and sustainable use of biodiversity and its components. We are committed to meeting the requirements of the Nagoya Protocol on Access and Benefit-Sharing, which seeks to promote the fair and equitable sharing of the benefits arising from the utilization of biological resources.

We recognize that our operations may impact local ecosystems and biodiversity. To minimize any potential direct impacts, our Environmental, Health and Safety (EH&S) Standards require that our sites assess their properties for potential risks to sensitive flora or fauna and develop action plans to conserve and protect identified species.

To minimize potential impacts on biodiversity upstream in our supply chain, we developed standards that guide our sourcing practices. All suppliers are expected to comply with our [Responsibility Standards for Suppliers](#), which include requirements for addressing sustainability and environmental responsibility. With respect to natural products and naturally-derived ingredients, we ask suppliers to ensure all purchased plant and forest-derived materials are produced, harvested, exported and imported in compliance with laws and regulations on the use and protection of forests. In addition, we ask suppliers to integrate biodiversity considerations and conservation programs promoting fair and equitable practices across their operations and in their supply base.

We understand that our large employee community can also play a role in the protection of biodiversity. WeSustain, our environmental sustainability employee engagement program, mobilizes employees who are passionate about environmental sustainability and seek to make an impact, collaborate through knowledge building and idea-sharing opportunities, and community volunteerism, often including local biodiversity conservation activities.

Waste management

We continually advance initiatives across all our facilities and throughout our supply chain to systematically avoid waste, reduce waste to landfill, increase reuse and recycling of materials, and increase sustainable management of waste. The waste streams generated directly by our operations include hazardous and non-hazardous waste from research laboratories, manufacturing processes, warehouses, and offices. Every Johnson & Johnson site must comply with local regulations regarding waste and in addition, develop its own waste management program, applying the following hierarchy of waste management practices:

1. Reduce (Source Reduction)
2. Reuse
3. Recycle/Compost
4. Recover (Energy Recovery)
5. Treat and/or Dispose

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Employees who collect and manage waste are trained annually in the site's waste management practices in alignment with the Johnson & Johnson EH&S Standards. Waste treatment and disposal facilities are subject to a risk-based Johnson & Johnson audit as part of the requirement of Johnson & Johnson approval before services can be used.

In alignment with our EH&S Standards, all facilities at Johnson & Johnson are required to have plans in place to divert non-hazardous waste from landfill, and to increase recycling and reuse. Our operations around the world adopt a wide range of practices to avoid, reduce, reuse, or recycle waste wherever possible. Such practices include:

- Applying lean manufacturing principles at our facilities to reduce waste generation at the source;
- Identifying specific waste streams for different materials and segregating waste at all our facilities;
- Engaging teams at manufacturing sites to collaborate for waste reduction in the manufacturing process and partnering with external organizations to identify and progress environmentally positive reuse or disposal options;
- Adopting innovative technology for waste streams to recover materials that can be reused;
- Striving to reduce and recycle food waste at our facilities; and,
- Working with suppliers to assure optimum packaging profiles for raw materials, and for intermediate and finished products, to reduce potential packaging waste compatible with required product protection.

Water stewardship

We work to improve water use efficiency across our operations by reducing water demand, increasing water reuse, and prioritizing water management actions using a risk-based approach that accounts for location-specific water risks at our sites worldwide. Such measures include manufacturing and engineering improvements and innovation, for example:

- Upgrading chillers, HVAC installations and water treatment utilities to the most water-efficient options;
- Applying alternative technologies for cooling towers to reduce water dependence;
- Installing rainwater capture systems to augment non-manufacturing water supplies;
- Applying leak detection technologies to support elimination of leaks; and,
- Designing manufacturing product cycles for water reuse.

We assess water stress at all our manufacturing and R&D sites and enhance sustainable water management at prioritized locations with high water stress, operating in line with the requirements of the Alliance for Water Stewardship (AWS) [International Water Stewardship Standard](#) to achieve certification. The AWS Standard is a globally applicable framework to work collaboratively for sustainable water management within a catchment context by engaging stakeholders in understanding and addressing shared catchment water challenges—as well as site water risks and opportunities—through the development and implementation of a site water stewardship action plan.

We apply strict wastewater controls concerning the quantity and quality of wastewater at all our facilities, in order to meet regulatory requirements and to voluntarily minimize impacts on the environment. All our facilities have wastewater treatment installations or use approved third-party operations for treatment. We provide secondary wastewater treatment at a minimum for our manufacturing plants, and treatment may also include advanced technologies that target removal of APIs from wastewater.

For more information, refer to [Our Position on Pharmaceuticals in the Environment](#).

Governance

Oversight of progress against environmental goals is a scheduled agenda item on the Board of Directors' relevant Committees, namely the Regulatory Compliance & Sustainability Committee (RCSC). The Chief Sustainability Officer (CSO), who leads the Office of Sustainability, presents updates on the progress toward environmental goals and targets to the RCSC at least annually. The CSO provides regular updates (at least quarterly) 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 Board of Directors in the RCSC. The Executive Vice President, Chief Technical Operations & Risk Officer has ultimate approval over environmental strategy, risk management activities, policies, and disclosure. In addition to Executive leadership, members of our senior management have environmental performance indicators as part of their individual annual goals and objectives.

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.

Finally, a third-party independent review of our environmental performance is conducted annually as part of our ISO 14001 Certification process.

Reporting and disclosure

Our environmental performance is reported at a minimum annually through our Health for Humanity Report. Current and previous Health for Humanity Reports can be found [here](#).

Application

This Position is relevant for all Johnson & Johnson businesses, as detailed in our [governance materials](#). We provide updates, where relevant, relating to environmental stewardship in our annual [Health for Humanity Report](#). Johnson & Johnson's ESG Policies and Positions on these and other issues are available in full [here](#).

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