



GRI Content Index

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At Johnson & Johnson we are committed to transparent reporting on environmental, social and governance topics most relevant to our Company. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. To find the information relating to each of the GRI disclosures included in this report, see our GRI Content Index table below. For more information about the disclosures, visit [Global Reporting Initiative](#) website.

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A Message from Our Chairman and CEO						
Core	GRI 102	General Disclosures	102-14	Statement from senior decision-maker	A Message from Our Chairman and CEO	Additional information throughout report
	GRI 102	General Disclosures	102-15	Key impacts, risks, and opportunities	A Message from Our Chairman and CEO	Additional information throughout report
Our Citizenship & Sustainability Approach; Governance						
Core	GRI 102	General Disclosures	102-19	Delegating authority	Citizenship & Sustainability Governance	
	GRI 102	General Disclosures	102-20	Executive-level responsibility for economic, environmental, and social topics	Citizenship & Sustainability Governance	
	GRI 102	General Disclosures	102-21	Consulting stakeholders on economic, environmental, and social topics	Citizenship & Sustainability Governance	
	GRI 102	General Disclosures	102-27	Collective knowledge of highest governance body	Citizenship & Sustainability Governance	
	GRI 102	General Disclosures	102-31	Review of economic, environmental, and social topics	Citizenship & Sustainability Governance	

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Our Citizenship & Sustainability Approach; Governance (cont.)							
		GRI 102	General Disclosures	102-32	Highest governance body's role in sustainability reporting	Citizenship & Sustainability Governance	
		GRI 103	Management Approach	103-3	Evaluation of the management approach	Citizenship & Sustainability Governance	Also Included within topic areas, as appropriate
Organizational Profile							
	Core	GRI 102	General Disclosures	102-1	Name of the organization	Citizenship & Sustainability Governance	
	Core	GRI 102	General Disclosures	102-2	Activities, brands, products, and services	Organizational Profile; Ethics & Compliance	
	Core	GRI 102	General Disclosures	102-3	Location of headquarters	Organizational Profile	
	Core	GRI 102	General Disclosures	102-4	Location of operations	Organizational Profile	
	Core	GRI 102	General Disclosures	102-5	Ownership and legal form	Organizational Profile	
	Core	GRI 102	General Disclosures	102-6	Markets served	Organizational Profile	
	Core	GRI 102	General Disclosures	102-7	Scale of the organization	Organizational Profile	
						2016 Annual Report	
	Core	GRI 102	General Disclosures	102-9	Supply chain	Organizational Profile	



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Organizational Profile (cont.)						
Core	GRI 102	General Disclosures	102-10	Significant changes to the organization and its supply chain	Organizational Profile	
Core	GRI 102	General Disclosures	102-11	Precautionary principle or approach	UNGC Index, #7	For more than 130 years, the Company's desire to make a difference has inspired every invention, every product and every breakthrough we have brought to human health. This commitment to serving the needs of others is guided by Our Credo, which shapes our approach to business and defines our responsibilities to society at large. One of the most important responsibilities emphasized in Our Credo is our obligation to the environment: "We must maintain in good order the property we are privileged to use, protecting the environment and natural resources."
Stakeholder Engagement						
Core	GRI 102	General Disclosures	102-12	External initiatives	Stakeholder Engagement	Examples of external initiatives also appear throughout report.
Core	GRI 102	General Disclosures	102-13	Membership of associations	Stakeholder Engagement	
Core	GRI 102	General Disclosures	102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement	



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Stakeholder Engagement (cont.)						
Core	GRI 102	General Disclosures	102-40	List of stakeholder groups	Stakeholder Engagement	
Core	GRI 102	General Disclosures	102-42	Identifying and selecting stakeholders	Stakeholder Engagement	
Core	GRI 102	General Disclosures	102-43	Approach to stakeholder engagement	Stakeholder Engagement	
Core	GRI 102	General Disclosures	102-43 102-44	Approach to stakeholder engagement Key topics and concerns raised	Stakeholder Engagement	
Core	GRI 102	General Disclosures	102-44	Key topics and concerns raised	Stakeholder Engagement	
Priority Topics Assessment						
Core	GRI 102	General Disclosures	102-46	Defining report content and topic boundaries	Our Priority Topics Assessment	
Core	GRI 102	General Disclosures	102-47	List of material topics	Our Priority Topics Assessment	
Core	GRI 102	General Disclosures	102-49	Changes in reporting	Our Priority Topics Assessment	
Core	GRI 103	Management Approach	103-1	Explanation of the material topic and its boundary	Our Priority Topics Assessment	
Core	GRI 103	Management Approach	103-2	The management approach and its components		See Economic Performance, and "How We Approach it" for each material topic. For Grievances, see Human Rights.



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About this Report						
Core	GRI 102	General Disclosures	102-45	Entities included in the consolidated financial statements	About This Report	
Core	GRI 102	General Disclosures	102-48	Restatements of information	About This Report	
Core	GRI 102	General Disclosures	102-49	Changes in reporting	About This Report	
Core	GRI 102	General Disclosures	102-50	Reporting period	About This Report	
Core	GRI 102	General Disclosures	102-51	Date of most recent report	About This Report	
Core	GRI 102	General Disclosures	102-52	Reporting cycle	About This Report	
Core	GRI 102	General Disclosures	102-53	Contact point for questions regarding the report	Post a comment on the 2016 Health for Humanity Report microsite by signing in with your social account	
Core	GRI 102	General Disclosures	102-54	Claims of reporting in accordance with the GRI Standards	About This Report	
Core	GRI 102	General Disclosures	102-55	GRI content index	GRI Content Index	
Core	GRI 102	General Disclosures	102-56	External assurance	About This Report	

Product Quality, Safety & Reliability

Core	GRI 416			Management Approach Disclosure	Product Quality, Safety & Reliability; How We Approach it	
	GRI 416	Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Product Quality, Safety & Reliability	



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Ethics and Compliance						
		Core		Management Approach Disclosure	Ethics & Compliance ; How We Approach it	
	GRI 102	General Disclosures	102-16	Values, principles, standards, and norms of behavior	Ethics & Compliance	
	GRI 102	General Disclosures	102-17	Mechanisms for advice and concerns about ethics	Ethics & Compliance	
	GRI 205	Anti-corruption	205-1	Operations assessed for risks related to corruption	Ethics & Compliance	
	GRI 205	Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	Ethics & Compliance	
	GRI 205	Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	Ethics & Compliance	
	GRI 206	Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Ethics & Compliance	
	GRI 306	Effluents and Waste	306-3	Significant spills	Ethics & Compliance	
	GRI 307	Effluents and Waste	307-1	Non-compliance with environmental laws and regulations	Ethics & Compliance	
	GRI 415	Public Policy	415-1	Political contributions	Political Contributions	

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Ethics and Compliance (cont.)						
	GRI 416	Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Ethics & Compliance	Confidential. When public disclosure criteria are met, anticompetitive behavior, antitrust claims, product liability claims, and lawsuits that cover customer health and safety, labeling or marketing, as well as corrective actions and resulting fines and penalties, are outlined in our 10-Q and 10-K filings.
	GRI 417	Marketing and Labeling	417-1	Requirements for product and service information and labeling	Ethics & Compliance	
	GRI 417	Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	Ethics & Compliance	Confidential. When public disclosure criteria are met, anticompetitive behavior, antitrust claims, product liability claims, and lawsuits that cover customer health and safety, labeling or marketing, as well as corrective actions and resulting fines and penalties, are outlined in our 10-Q and 10-K filings.

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C&S Approach		GRI 417	Marketing and Labeling	417-3	Incidents of non-compliance concerning marketing communications	Ethics & Compliance	Confidential. When public disclosure criteria are met, anticompetitive behavior, antitrust claims, product liability claims, and lawsuits that cover customer health and safety, labeling or marketing, as well as corrective actions and resulting fines and penalties, are outlined in our 10-Q and 10-K filings.
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Places		GRI 419	Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	Ethics & Compliance	
Practices							
Access & Affordability							
Appendix	Core				Management Approach Disclosure	Access & Affordability ; How We Approach it	
Global Public Health							
	Core				Management Approach Disclosure	Global Public Health ; How We Approach it	
Innovation							
	Core				Management Approach Disclosure	Innovation ; How We Approach it	



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Workplace Safety						
Core				Management Approach Disclosure	EHS&S Governance Workplace Safety ; How We Approach it	
	GRI 403	Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	Workplace Safety	
	GRI 403	Occupational Health and Safety	403-3	Workers with high incidence or high risk of diseases related to their occupation	Workplace Safety	
	GRI 403	Occupational Health and Safety	403-4	Health and safety topics covered in formal agreements with trade unions	Workplace Safety	
Human Rights						
Core				Management Approach Disclosure	Human Rights ; How We Approach it	
Core	GRI 102	General Disclosures	102-16	Values, principles, standards, and norms of behavior	Human Rights	Also Included within topic areas, as appropriate
Core	GRI 102	General Disclosures	102-41	Collective bargaining agreements	Human Rights	
	GRI 103	General Disclosures	103-2	Grievances	Human Rights	



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Human Rights (cont.)						
	GRI 402	Labor/Management Relations	402-1	Minimum notice periods regarding operational changes		Specific timeframes requested by this indicator are not available. Given the complex and decentralized nature of our organization, this information is not tracked.
	GRI 406	Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Human Rights	Confidential. We conduct assessments against our Global Labor and Employee Guidelines, which include our expectations related to nondiscrimination, on an ongoing basis through local Human Resources and our Global Employee & Labor Relations function. We consider assessment data confidential.
	GRI 407	Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights	
	GRI 408	Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights	
	GRI 409	Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	
	GRI 412	Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights	



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Human Rights (cont.)							
		GRI 412	Human Rights Assessment	412-2	Employee training on human rights policies or procedures	Human Rights	
		GRI 412	Human Rights Assessment	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		This information is not tracked.
Ingredients							
	Core				Management Approach Disclosure	EHS&S Governance Ingredients; How We Approach it	
Community Impact & Development (includes elements of Indirect Economic Impact)							
	Core				Management Approach Disclosure	Community Impact & Development; How We Approach it	
		GRI 203	Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Community Impact & Development	
		GRI 203	Indirect Economic Impacts	203-2	Significant indirect economic impacts	Community Impact & Development	
		GRI 413	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Community Impact & Development	Specific information requested is not currently tracked across the enterprise, and local assessments are considered confidential.

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Community Impact & Development (includes elements of Indirect Economic Impact) (cont.)						
	GRI 413	Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities		This information is not currently tracked across the enterprise.
Procurement & Supplier Management						
Core	GRI 102	General Disclosures	102-9	Supply chain	Procurement & Supplier Management	
Core				Management Approach Disclosure	Procurement & Supplier Management ; How We Approach it	
	GRI 204	Procurement Practices	204-1	Proportion of spending on local suppliers	Procurement & Supplier Management	Specific details requested are not available at this time.
	GRI 308	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Procurement & Supplier Management	We use a risk-based approach when assessing our suppliers.
	GRI 308	Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	Procurement & Supplier Management	
	GRI 414	Supplier Environmental Assessment	414-1	New suppliers that were screened using social criteria	Procurement & Supplier Management	We use a risk-based approach when assessing our suppliers.
	GRI 414	Supplier Environmental Assessment	414-2	Negative social impacts in the supply chain and actions taken	Procurement & Supplier Management	

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Product Stewardship						
				Management Approach Disclosure	EHS&S Governance	
					Product Stewardship; How We Approach it	
	GRI 302	Energy	302-5	Reductions in energy requirements of products and services	Product Stewardship	
Corporate Governance						
				Management Approach Disclosure	Corporate Governance; How We Approach it	
Core	GRI 102	General Disclosures	102-18	Governance structure	Corporate Governance	
	GRI 102	General Disclosures	102-21	Consulting stakeholders on economic, environmental, and social topics	Corporate Governance	
	GRI 102	General Disclosures	102-22	Composition of the highest governance body and its committees	Corporate Governance	
	GRI 102	General Disclosures	102-23	Chair of the highest governance body	Corporate Governance;	
	GRI 102	General Disclosures	102-24	Nominating and selecting the highest governance body	Johnson & Johnson 2017 Proxy statement	
	GRI 102	General Disclosures	102-25	Conflicts of interest	Code of Business Conduct & Ethics for Members of the Board of Directors and Executive Officers	

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Corporate Governance (cont.)							
		GRI 102	General Disclosures	102-26	Role of highest governance body in setting purpose, values, and strategy	Johnson & Johnson 2017 Proxy statement	
		GRI 102	General Disclosures	102-27	Collective knowledge of highest governance body	Corporate Governance	
		GRI 102	General Disclosures	102-28	Evaluating the highest governance body's performance	Corporate Governance	
		GRI 102	General Disclosures	102-29	Identifying and managing economic, environmental, and social impacts	Corporate Governance	
		GRI 102	General Disclosures	102-30	Effectiveness of risk management processes	Corporate Governance	
		GRI 102	General Disclosures	102-33	Communicating critical concerns	Corporate Governance	
		GRI 102	General Disclosures	102-34	Nature and total number of critical concerns	Corporate Governance	
Data Protection & Privacy							
	Core				Management Approach Disclosure	Data Protection & Privacy; How We Approach it	
		GRI 418	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Not available at this time; this information is considered confidential.



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Human Capital Development							
					Management Approach Disclosure	Human Capital Development ; How We Approach it	
		GRI 401	Employment	401-1	New employee hires and employee turnover	Human Capital Development	
		GRI 404	Training and Education	404-1	Average hours of training per year per employee	Human Capital Development	
		GRI 404	Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital Development	
		GRI 404	Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	Human Capital Development	
Counterfeiting & Illicit Trade							
					Management Approach Disclosure	Counterfeiting & Illicit Trade ; How We Approach it	
Climate & Energy							
					Management Approach Disclosure	EHS&S Governance Climate & Energy ; How We Approach it	
		GRI 302	Energy	302-1	Energy consumption within the organization	Climate & Energy	



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Climate & Energy (cont.)						
	GRI 302	Energy	302-2	Energy consumption outside of the organization	Climate & Energy	
	GRI 302	Energy	302-3	Energy intensity	Climate & Energy	
	GRI 302	Energy	302-4	Reduction of energy consumption	Climate & Energy	
	GRI 305	Emissions	305-1	Direct (Scope 1) GHG emissions	Climate & Energy	
	GRI 305	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	Climate & Energy	
	GRI 305	Emissions	305-3	Other indirect (Scope 3) GHG emissions	Climate & Energy	
	GRI 305	Emissions	305-4	GHG emissions intensity	Climate & Energy	
	GRI 305	Emissions	305-5	Reduction of GHG emissions	Climate & Energy	
	GRI 305	Emissions	305-6	Emissions of ozone-depleting substances (ODS)	Data Summary Table	
	GRI 305	Emissions	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Data Summary Table	

Product End of Life

Core

Management Approach Disclosure

[EHS&S Governance](#)

[Product End of Life; How We Approach it](#)



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Water						
Core				Management Approach Disclosure	EHS&S Governance	Water ; How We Approach it
	GRI 303	Water	303-1	Water withdrawal by source	Water	
	GRI 303	Water	303-2	Water sources significantly affected by withdrawal of water	Water	
	GRI 303	Water	303-3	Water recycled and reused	Water	
	GRI 306	Effluents and Waste	306-1	Water discharge by quality and destination	Water	
	GRI 306	Effluents and Waste	306-5	Water bodies affected by water discharges and/or runoff	Water	

Economic Performance (includes elements of Market Presence)

Core				Management Approach Disclosure	Economic Performance ; How We Approach it	
	GRI 201	Economic Performance	201-1	Direct economic value generated and distributed	Economic Performance	



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Economic Performance (includes elements of Market Presence)(cont.)						
	GRI 201	Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change		Those risks posed to Johnson & Johnson by climate change and related policies are not considered to be significant. However, such risk analysis is included as part of our continued involvement in the CDP. This analysis is included in a complete report filed with CDP and available at www.cdp.net.
	GRI 201	Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	2016 Annual Report	Johnson & Johnson sponsors various retirement and pension plans, including defined benefit, defined contribution and termination indemnity plans, which cover most employees worldwide. Plan descriptions and the fair value of plan assets can be found in Note 10 "Pensions and Other Benefit Plans" of our 2016 Annual Report.
	GRI 201	Economic Performance	201-4	Financial assistance received from government	2016 Annual Report	(See Note 8 to the Consolidated Financial Statements for further information regarding income taxes.)
	GRI 202	Market Presence	202-2	Proportion of senior management hired from the local community	Economic Performance	



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Compensation & Remuneration						
Core				Management Approach Disclosure	Compensation & Remuneration; How We Approach it	
	GRI 102	General Disclosures	102-35	Remuneration policies	Compensation & Remuneration	
	GRI 102	General Disclosures	102-36	Process for determining remuneration	Compensation & Remuneration	
	GRI 102	General Disclosures	102-37	Stakeholders' involvement in remuneration	Compensation & Remuneration	
	GRI 102	General Disclosures	102-38	Annual total compensation ratio	Compensation & Remuneration	
	GRI 102	General Disclosures	102-39	Percentage increase in annual total compensation ratio	Compensation & Remuneration	
	GRI 202	Market Presence	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Compensation & Remuneration	Wage information is considered confidential.
	GRI 405	Diversity and Equal Opportunity	405-2	Ratio of basic salary and remuneration of women to men	Compensation & Remuneration	Wage information is considered confidential.

Waste

Core				Management Approach Disclosure	EHS&S Governance Waste; How We Approach it	
	GRI 306	Effluents and Waste	306-2	Waste by type and disposal method	Waste	

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Biodiversity						
Core				Management Approach Disclosure	EHS&S Governance Biodiversity; How We Approach it	
	GRI 304	Biodiversity	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas		Not available. While assessments have been conducted that include some elements of this indicator, the information is not directly applicable, and has not been compiled.
	GRI 304	Biodiversity	304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity Procurement	
	GRI 304	Biodiversity	304-3	Habitats protected or restored	Biodiversity	
	GRI 304	Biodiversity	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not available. This information is not tracked.

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