

GRI Index

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

For many topics, our disclosure includes topics or performance data beyond that required to meet Core requirements. Information exceeding the GRI core disclosure requirement is included in the report.

For priority (material) topics where there is no relevant GRI Topic Specific Standard, we list management approach disclosures according to a Johnson & Johnson list - see the GRI Content Index. In some cases, where available, we include reported performance indicators.

Where relevant, cross reference to United Nations Global Compact (UNGC) principles is provided in the GRI Content Index.

To see how Johnson & Johnson [Priority Topics](#) map to the GRI Standards, please see [this table](#).

General Standard Disclosures

Disclosure Number	Description	Location and Notes	Cross Reference to UNGC
GRI 102: General Disclosures 2016			
Organizational Profile			
102-1	Name of the organization	Johnson & Johnson At-A-Glance	
102-2	Activities, brands, products, and services	Johnson & Johnson At-A-Glance	
102-3	Location of headquarters	Johnson & Johnson At-A-Glance	
102-4	Location of operations	Johnson & Johnson At-A-Glance	
102-5	Ownership and legal form	Johnson & Johnson At-A-Glance	
102-6	Markets served	Johnson & Johnson At-A-Glance	
102-7	Scale of the organization	Johnson & Johnson At-A-Glance	
102-8	Information on employees and other workers	Our People	
102-9	Supply chain	Responsible Supply Base	
102-10	Significant changes to the organization and its supply chain	About This Report	

Disclosure Number	Description	Location and Notes	Cross Reference to UNGC
GRI 102: General Disclosures 2016			
Organizational Profile			
102-11	Precautionary Principle or approach	Protecting the environment and natural resources is one of Johnson & Johnson's foundational objectives, as outlined in Our Credo . We have a comprehensive environmental risk management approach in place to fulfill this obligation. This includes assessing the potential environmental impacts of all our products during the development phase, evaluating and mitigating the climate change and water risks from our operations, and continuously evaluating and reducing where possible the environmental footprint of products and packaging through our proprietary product development approach called EARTHWARDS. We also integrate environmental risk considerations in our sourcing decisions and have programs in place to identify and mitigate risks in the supply base.	UNGC Principle 7
102-12	External initiatives	Johnson & Johnson recognizes and subscribes to numerous externally developed economic, environmental and social charters and initiatives. Select examples are noted in Engaging with Our Stakeholders and throughout the report.	
102-13	Membership associations	Engaging with Our Stakeholders	
Strategy			
102-14	Statement from senior decision maker	Message from Our Leaders	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Our Credo	
102-17	Mechanisms for advice and concerns about ethics	Commitment to Ethics & Compliance	
Governance			
102-18	Governance structure	Strong Corporate Governance	
102-19	Delegating authority	Sustainability Governance	
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance	
102-21	Consulting stakeholders on economic, environmental, and social topics	Engaging with Our Stakeholders	

Disclosure Number	Description	Location and Notes	Cross Reference to UNGC
GRI 102: General Disclosures 2016			
Governance			
102-22	Composition of the highest governance body and its committees	Strong Corporate Governance	
102-23	Chair of the highest governance body	Strong Corporate Governance	
102-24	Nominating and selecting the highest governance body	Strong Corporate Governance	
102-25	Conflicts of interest	Commitment to Ethics & Compliance	
102-26	Role of highest governance body in setting purpose, values, and strategy	Strong Corporate Governance	
102-28	Evaluating the highest governance body's performance	Principles of Corporate Governance	
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Governance	
102-30	Effectiveness of risk management processes	2019 Proxy Statement , page 23	
102-31	Review of economic, environmental, and social topics	Sustainability Governance	
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance	
102-33	Communicating critical concerns	Strong Corporate Governance	
102-35	Remuneration policies	2019 Proxy Statement , pages 58-61	
102-36	Process for determining remuneration	2019 Proxy Statement , pages 64	
102-37	Stakeholders' involvement in remuneration	2019 Proxy Statement , pages 57, 64-66	
102-38	Annual total compensation ratio	2019 Proxy Statement , page 91	
102-39	Percentage increase in annual total compensation ratio	2019 Proxy Statement , page 69	

Disclosure Number	Description	Location and Notes	Cross Reference to UNGC
GRI 102: General Disclosures 2016			
Stakeholder Engagement			
102-40	List of stakeholder groups	Engaging with Our Stakeholders	
102-41	Collective bargaining agreements	Respect for Human Rights	UNGC Principle 3
102-42	Identifying and selecting stakeholders	Engaging with Our Stakeholders	
102-43	Approach to stakeholder engagement	Engaging with Our Stakeholders	
102-44	Key topics and concerns raised	Engaging with Our Stakeholders	
Reporting Practice			
102-45	Entities included in the consolidated financial statements	2018 Annual Report/Form 10-K	
102-46	Defining report content and topic Boundaries	About This Report	
102-47	List of material topics	Setting Priorities	
102-48	Restatements of information	About This Report	
102-49	Changes in reporting	About This Report	
102-50	Reporting period	About This Report	
102-51	Date of most recent report	About This Report	
102-52	Reporting cycle	About This Report	
102-53	Contact point for questions regarding the report	WW-Corporate-Governance@jnj.com	
102-54	Claims of reporting in accordance with the GRI Standards	About This Report	
102-55	GRI content index	GRI Content Index 2018	
102-56	External assurance	About This Report	

Topic Specific Standards

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 201: Economic Performance 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	2018 Annual Report/Form 10-K, pages 16-18		
201-1	Direct economic value generated and distributed	2018 Annual Report/Form 10-K, pages 92-96		
201-2	Financial implications and other risks and opportunities due to climate change	We conduct periodic assessments of risks and opportunities related to climate change and report the findings in our response to CDP		
201-3	Defined benefit plan obligations and other retirement plans	2018 Annual Report/Form 10-K, page 60		
GRI 202: Market Presence 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	2018 Annual Report/Form 10-K, pages 1-2		
202-2	Proportion of senior management hired from the local community	Each subsidiary within the business segments is, with limited exceptions, managed by residents of the country where located.	Exact proportion not tracked.	
GRI 203: Indirect Economic Impacts 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Contributing to Community Health		
203-1	Infrastructure investments and services supported	Contributing to Community Health		
203-2	Significant indirect economic impacts	Contributing to Community Health		

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 204: Procurement Practices 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Responsible Supply Base		
204-1	Proportion of spending on local suppliers	Responsible Supply Base		
GRI 205: Anti-Corruption 2016				UNGC Principle 10
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Upholding Transparency		
205-1	Operations assessed for risks related to corruption	Commitment to Ethics & Compliance		
205-2	Communication and training about anti-corruption policies and procedures	Commitment to Ethics & Compliance		
GRI 206: Anti-Competitive Behavior 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Upholding Transparency		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2018 Annual Report/Form 10-K, pages 92-96		

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 302: Energy 2016				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	EHS&S Management		
302-1	Energy consumption within the organization	Climate & Energy		
302-2	Energy consumption outside of the organization	Climate & Energy		
302-3	Energy intensity	Climate & Energy		
302-4	Reduction of energy consumption	Climate & Energy		
302-5	Reductions in energy requirements of products and services	Lifecycle Assessment with EARTHWARDS		UNGC Principle 9
GRI 303: Water 2016				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Waste & Water Management		
303-1	Water withdrawal by source	Waste & Water Management		
303-2	Water sources significantly affected by withdrawal of water	As part of our water risk assessments conducted in 2015-2016, we considered, as one of the factors, whether the water sources we use could be significantly affected by withdrawal of water in the next five years. For more information, see our 2016 Health for Humanity Report , pages 78-79	Specific details of water sources not noted.	
303-3	Water recycled and reused	Waste & Water Management		

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 304: Biodiversity 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Statement on Respecting Biodiversity		UNGC Principle 8
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>In 2016, we conducted water risk assessments at all manufacturing and R&D locations. Included in these assessments were criteria for water stress and watershed health (including inputs classifying threats to amphibians, watershed pollution, biodiversity threat, and ecosystem vulnerability, using input from several external models and tools). The resulting ranking describes the general threat to freshwater biodiversity in the area around the facility. The Johnson & Johnson sites tend to be located in industrial areas where biodiversity impacts are minimal. For more information, see 2016 Health for Humanity Report, page 84.</p>		
304-2	Significant impacts of activities, products, and services on biodiversity	<p>As a global manufacturer, Johnson & Johnson has the potential to impact biodiversity in two main areas of our value chain – the facilities where we make our products, and upstream in the places from which we source feedstocks for our ingredients. To minimize the impact of our facilities, we undertake a biodiversity review at all our key facilities. Properties with significant natural areas that have sensitive flora or fauna are expected to maintain a biodiversity conservation action plan. To minimize potential impacts on biodiversity upstream in our supply chain, we developed standards that guide our sourcing practices. For more information, see Statement on Respecting Biodiversity.</p>		

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 305: Emissions				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	EHS&S Management		
305-1	Direct (Scope 1) GHG emissions	Climate & Energy		
305-2	Energy indirect (Scope 2) GHG emissions	Climate & Energy		
305-3	Other indirect (Scope 3) GHG emissions	Climate & Energy		
305-4	GHG emissions intensity	Climate & Energy		
305-5	Reduction of GHG emissions	Climate & Energy		
305-6	Emissions of ozone-depleting substances (ODS)	Climate & Energy		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate & Energy		
GRI 306: Effluents and Waste 2016				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Waste & Water Management		
306-1	Water discharge by quality and destination	Waste & Water Management		
306-2	Waste by type and disposal method	Waste & Water Management		
GRI 307: Environmental Compliance 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	EHS&S Management		
307-1	Non-compliance with environmental laws and regulations	EHS&S Management		

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 308: Supplier Environmental Assessments 2016				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Supplier Assessments & Audits		
308-1	New suppliers that were screened using environmental criteria	Supplier Assessments & Audits		
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Assessments & Audits		
GRI 401: Employment 2016				UNGC Principle 1, 2 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Attracting the Most Talented People		
401-1	New employee hires and employee turnover	Attracting the Most Talented People		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attracting the Most Talented People		
401-3	Parental leave	Attracting the Most Talented People		
GRI 402: Labor/Management Relations				UNGC Principle 1, 2 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
402-1	Minimum notice periods regarding operational changes	Respect for Human Rights		
GRI 403: Occupational Health and Safety 2016				UNGC Principle 1 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Providing Safe Workplaces		
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Providing Safe Workplaces	Absenteeism not reported.	

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 404: Training and Education 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Creating Unique Career Opportunities		
404-2	Programs for upgrading employee skills and transition assistance programs	Creating Unique Career Opportunities Transition assistance programs are offered to support employees who are retiring or who have been terminated from employment.		
404-3	Percentage of employees receiving regular performance and career development reviews	Creating Unique Career Opportunities		
GRI 405: Diversity and Equal Opportunity 2016				UNGC Principle 1, 2 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Advancing Diversity & Inclusion		
405-1	Diversity of governance bodies and employees	Advancing Diversity & Inclusion		
405-2	Ratio of basic salary and remuneration of women to men	This information is available for our operations in the United Kingdom, and can be found in our UK Gender Pay Gap Report for 2018 .	Global data not available.	
GRI 406: Non-Discrimination 2016				UNGC Principle 1, 2 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
406-1	Incidents of discrimination and corrective actions taken	Commitment to Ethics & Compliance		
GRI 407: Freedom of Association and Collective Bargaining 2016				UNGC Principle 1, 2 and 3
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Assessments & Audits		

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 408: Child Labor 2016				UNGC Principle 1, 2 and 5
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier Assessments & Audits		
GRI 409: Forced or Compulsory Labor 2016				UNGC Principle 1, 2 and 4
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Assessments & Audits		
GRI 412: Human Rights Assessment 2016				UNGC Principle 1 and 2
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
412-1	Operations that have been subject to human rights reviews or impact assessments	Supplier Assessments & Audits		
412-2	Employee training on human rights policies or procedures	Commitment to Ethics & Compliance		
GRI 413: Local Communities 2016				UNGC Principle 1 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Engaging, Empowering & Inspiring		
413-1	Operations with local community engagement, impact assessments, and development programs	Engaging, Empowering & Inspiring See specifically our section: Engaging Employees in Communities - we aim for 100% of our operations to engage with local communities. In addition to engaging employees, we engage with local communities across several healthcare initiatives - see Better Health for All section.		

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 414: Supplier Social Assessment 2016				UNGC Principle 1 and 2
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Supplier Assessments & Audits		
414-1	New suppliers that were screened using social criteria	Supplier Assessments & Audits		
GRI 415: Public Policy 2016				UNGC Principle 1 and 2
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Upholding Transparency		
415-1	Political contributions	Upholding Transparency		
GRI 416: Customer Health and Safety 2016				UNGC Principle 1 and 2
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Putting Patient Safety First		
416-1	Assessment of the health and safety impacts of product and service categories	Putting Patient Safety First		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Quality Management Framework		
GRI 417: Marketing and Labeling 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Commitment to Ethics & Compliance		
417-1	Requirements for product and service information and labeling	Statement on Ethical Sales & Marketing Practices		

Disclosure Number	Description	Location and Notes	Omissions	Cross Reference to UNGC
GRI 418: Customer Privacy 2016				UNGC Principle 1
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Information Security & Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data"	We continue to enhance our global privacy programs to meet or exceed new and expanding regulatory requirements for privacy and data protection around the world.		
GRI 419: Socioeconomic Compliance 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Commitment to Ethics & Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	2018 Annual Report/Form 10-K, pages 83-96		

Johnson & Johnson Specific Material Topics

Disclosure Number	Description	Location and Notes	Cross Reference to UNGC
J&J-1: Access & Affordability			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Enhancing Access to Healthcare	
J&J-1		Health for Humanity 2020 Goals Progress Scorecard	
J&J-2: Global Public Health			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	World Without Disease	
J&J-2		2020 SDG Commitments Progress Scorecard	
J&J-3: Innovation			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Innovating for Better Health	
J&J-3		Innovating for Better Health \$10,775 million invested in R&D. 16.4% of Johnson & Johnson employees involved in R&D activities.	
J&J-4: Healthy Workforce			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Championing Health & Wellbeing	
J&J-4		Health for Humanity 2020 Goals Progress Scorecard	
J&J-5: Product End of Life			UNGC Principles 8 and 9
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Product Sustainability	
J&J-5		Products in the Environment In 2018 we collected 1.9 million and reprocessed 1.5 million medical devices.	

Disclosure Number	Description	Location and Notes	Cross Reference to UNGC
J&J-6: Product Stewardship			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Lifecycle Assessment with EARTHWARDS	
J&J-6		Lifecycle Assessment with EARTHWARDS, EARTHWARDS Products Summary	
J&J-7: Corporate Governance			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Strong Corporate Governance	
J&J-7		Strong Corporate Governance Corporate Governance Indicators	
J&J-8: Counterfeiting & Illicit Trade			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Anti-Counterfeiting & Brand Protection	
J&J-8		Anti-Counterfeiting & Brand Protection In 2018, we trained 803 people (stakeholders) in brand protection best practices.	
J&J-9: Ingredients			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Putting Patient Safety First	
J&J-9		Putting Patient Safety First	