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UN Global Compact Index

In July 2013, Johnson & Johnson became a member of the United Nations Global Compact (UNGC), a platform for encouraging and promoting good corporate principles and learning experiences in the areas of human rights, labor, environment, and anti-corruption.

We continue to remain committed to the UNGC principles, many of which have been embedded in our business practices for decades.



Alex Gorsky
Chairman, Board of Directors
and Chief Executive Officer

UNGC Principles	Johnson & Johnson Approach	Learn More	Cross-Reference to GRI Indicators
Human Rights			
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>2. Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>We are guided and sustained by Our Credo, a set of core principles that serve as a moral compass for how we conduct business. These principles outline our obligations to our customers, our employees, the communities where we have a presence, and our shareholders; they also unite our 134,000 employees with a common value that the fundamental rights and dignity of all people must be respected. Our commitment to respect human rights is embodied in the following Johnson & Johnson policies and statements:</p> <ul style="list-style-type: none"> California Transparency in Supply Chains Act & United Kingdom Modern Slavery Act Statement Code of Business Conduct Employment and Labor Laws and Policies Global Labor and Employment Guidelines Harassment-Free Workplace Policy Human Right to Water Human Trafficking Policy Policy on Employment of Young Persons Responsibility Standards for Suppliers Statement on Human Rights 	<ul style="list-style-type: none"> Human Rights Diversity & Inclusion Ethics & Transparency Responsible Supply Base Attract & Recruit Employee Safety 	<ul style="list-style-type: none"> Human Rights: GRI 102-41; GRI 402-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1 Diversity & Inclusion: GRI 405-1 Ethics & Transparency: GRI 102-16-17; GRI 205-1; GRI 205-2; GRI 406-1; GRI 419-1 Responsible Supply Base: GRI 102-9; GRI 204-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 414-1 Attract & Recruit: GRI 401-1-3 Employee Safety: GRI 403-2

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Labor Standards			
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>4. Businesses should uphold the elimination of all forms of forced and compulsory labor.</p> <p>5. Businesses should uphold the effective abolition of child labor.</p> <p>6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>Our Statement on Human Rights incorporates references to the key labor issues identified in the UNGC including prohibition of child labor, forced labor, human trafficking and discrimination.</p> <p>Our Global Labor and Employment Guidelines articulate our expectations for labor and employment practices at our sites, including preventing forced labor and child labor, and non-discrimination, among other matters. We continue to reinforce the expectations we have for compliance with our policies and guidelines across all of our operations, and proactively engage whenever we see behaviors that may be inconsistent with those policies and guidelines. We are currently evaluating different approaches to assessment at the enterprise-level of our own operations against the Global Labor and Employment Guidelines and expect to develop such a plan in 2018.</p> <p>Our talent management approach places a strong focus on diversity and inclusion principles. We strive to promote diversity and equal opportunity in recruiting, development and promotion as well as all other aspects of employee careers.</p> <p>In 2017, we completed a comprehensive review and revision of Johnson & Johnson Responsibility Standards for Suppliers to include expanded requirements on human rights, among other updates. The revised Standards align closely with relevant provisions of the United Nations Guiding Principles on Human Rights and the Consumer Goods Forum Forced Labor Resolution and Priority Industry Principles.</p>	<p>Human Rights</p> <p>Business Ethics</p> <p>Responsible Supply Base</p>	<p>Human Rights: GRI 102-41; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1</p> <p>Business Ethics: GRI 102-16-17; GRI 412-2; GRI 419-1</p> <p>Responsible Supply Base: GRI 102-9; GRI 308-1-2; GRI 407-1; GRI 408-1; GRI 409-1; 414-1</p>

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Environment			
<p>7. Businesses should support a precautionary approach to environmental challenges.</p> <p>8. Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>9. Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>As a global manufacturer, we recognize our role in helping to conserve and protect natural resources. As a leader in the healthcare industry, we know that human health is inextricably linked to the health of the planet—we can't have healthy people and communities without a healthy environment. To this end, we are committed to marshaling our expertise, resources and partnerships to reduce the environmental footprint of our operations, our products and our extended supply chain to unlock change at the rate and scale needed to help make better health a reality for more people, in more places. Our approach to environmental stewardship includes:</p> <ul style="list-style-type: none"> ▪ Optimizing our operations through improvements in water and energy use efficiency, reduction in carbon footprint, and prevention and reduction of waste from our facilities ▪ Reducing lifecycle impacts of our products and solutions by focusing on sustainable design, material use efficiency, reduction in product packaging and managing product end-of-life impacts. ▪ Supporting our suppliers in making environmental improvements in their own businesses and respective supply chains ▪ Partnering with stakeholders to influence change at a broader scale. <p>Our commitment to the environmental stewardship is embodied in the following Johnson & Johnson policies and statements:</p> <p>Environment, Health & Safety Policy</p> <p>Climate Friendly Energy Policy</p> <p>Statement on Respecting Biodiversity</p> <p>Principles for Safe Use of Chemicals in Products</p> <p>Sourcing Principles for Forest Products</p> <p>Impact of Pharmaceuticals and Personal Care Products in the Environment</p> <p>Responsible Palm Oil Sourcing Criteria</p>	<p>Energy Use & Carbon Emissions</p> <p>Water Management</p> <p>Waste Management</p> <p>Lifecycle Thinking</p> <p>Responsible Supply Base</p>	<p>Energy & Carbon Emissions: GRI 302-1-4; GRI 305-1-7</p> <p>Water Management: GRI 303-1-3</p> <p>Waste Management: GRI 306-1, GRI 306-2; 306-5</p> <p>Product Sustainability: GRI 302-5</p> <p>Responsible Supply Base: GRI 102-9; GRI 308-1-2</p> <p>General Disclosures: GRI 102-11</p>

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Anti-Corruption			
<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>“Johnson & Johnson takes a strong stance against bribery consistent with the anti-bribery laws that exist in many countries around the world and complies with all anti-bribery and corruption laws and regulations, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act and other applicable local anti-bribery and corruption laws and regulations. Our Code of Business Conduct expressly prohibits bribes, kickbacks, illegal payments and any other offer of items of value that may inappropriately influence or reward a customer to order, purchase or use our products and services, whether provided directly or through a third party such as a distributor, customs broker or other agent.</p> <p>We have written policies, procedures and internal controls at all levels of the organization designed to ensure compliance with anti-bribery/anti-corruption laws. We test, evaluate and refine these internal controls on an ongoing basis. Continuous monitoring includes full documentation of existing accounting and internal control systems as well record-keeping of the monitoring and evaluation procedures.</p> <p>Our policies require that all employees with relevant job functions complete anti-bribery and anti-corruption training. The training covers all aspects of our Health Care Business Integrity Guide, including charitable contributions, donations, gifts, third-party intermediary (e.g., distributors) and cross-border interactions. Further, we expect our suppliers to embrace high standards of ethical behavior that are consistent with our own. Our requirements for suppliers are outlined in Johnson & Johnson Responsibility Standards for Suppliers.</p>	<p>Business Ethics Responsible Supply Base</p>	<p>Business Ethics: GRI 102-16-17; GRI 205-1; GRI 205-2; GRI 206-1; GRI 415-1; GRI 417-1-3; GRI 419-1</p> <p>Responsible Supply Base: GRI 414-1</p>

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