

UNGC Index

Johnson & Johnson has been a member of the United Nations Global Compact (UNGC) since 2013. We remain committed to aligning our business practices to the 10 UNGC principles in the areas of human rights, labor, environment and anti-corruption. This Report serves as our annual UNGC Communication on Progress. The table below summarizes where in the Report our disclosure on each UNGC principle can be found.

Alex Gorsky

Chairman, Board of Directors
and Chief Executive Officer

UNGC Principles	Johnson & Johnson Approach	Learn More	Cross-Reference to GRI Standards
Human Rights	<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 more than 130,000 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- and Bullying-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"> Respect for Human Rights Advancing Diversity & Inclusion Ethics & Transparency Responsible Supply Base Attract the Most Talented People Providing Safe Workplaces 	<ul style="list-style-type: none"> Human Rights: GRI 407; GRI 408; GRI 409; GRI 412 Advancing Diversity & Inclusion: GRI 405 Ethics & Transparency: GRI 205; GRI 406; GRI 419 Responsible Supply Base: GRI 308; GRI 407; GRI 408; GRI 409; GRI 414 Attracting the Most Talented People: GRI 401 Providing Safe Workplaces: GRI 403

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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>Respect for Human Rights</p> <p>Commitment to Ethics & Compliance</p> <p>Responsible Supply Base</p>	<p>Human Rights: GRI 407; GRI 408; GRI 409; GRI 412</p> <p>Commitment to Ethics & Compliance: GRI 412; GRI 419</p> <p>Responsible Supply Base: GRI 308; GRI 407; GRI 408; GRI 409; GRI 414</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 Policy</p> <p>Statement on Respecting Biodiversity</p> <p>Wood-Fiber Products Sourcing Criteria</p> <p>Impact of Pharmaceuticals and Personal Care Products in the Environment</p> <p>Responsible Palm Oil Sourcing Criteria</p>	<p>Climate & Energy</p> <p>Waste & Water Management</p> <p>Lifecycle Assessment with EARTHWARDS</p> <p>Responsible Supply Base</p>	<p>Climate & Energy: GRI 302; GRI 305</p> <p>Waste & Water Management: GRI 306; GRI 303</p> <p>Lifecycle Assessment with EARTHWARDS: GRI 302</p> <p>Responsible Supply Base: GRI 308</p>

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Anti-Corruption	<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>Commitment to Ethics & Compliance</p> <p>Responsible Supply Base</p>	<p>Commitment to Ethics & Compliance: GRI 205; GRI 206; GRI 415; GRI 417; GRI 419</p> <p>Responsible Supply Base: GRI 414</p>