

Empowering People

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As the world's largest and most broadly based healthcare company, directly employing more than 130,000 individuals conducting business in virtually all countries of the world, Johnson & Johnson plays an important role in the local, regional and global communities we touch. Rooted in Our Credo, we are committed to supporting the individuals who form our Family of Companies. We know that fostering a culture that is values-based, responsible, ethical and inclusive motivates and empowers our employees. This culture enables us to attract and retain the most talented people, engage them in meaningful and inspiring work, and as a result, fulfill our business goals and objectives. In doing so, we propel our purpose to advance health for everyone, everywhere, and help grow prosperity around the world.

“ At Johnson & Johnson, Our Credo defines our responsibility to our employees. By continuing to prioritize inclusion, health, wellbeing and safety, and continuous growth and development, we are fostering a culture where employees feel valued and can deliver the innovations that contribute to our mission of improving health around the world.”

Peter Fasolo, Executive Vice President, Chief Human Resources Officer, Johnson & Johnson

Our Leadership Imperatives

Live Our Credo & Pursue Our Purpose

Demonstrates and models the heart of Johnson & Johnson

- Puts the needs of Our Credo stakeholders first
- Pursues the highest standards of quality, safety, compliance and ethics
- Ensures everyday actions contribute to Our Purpose

Connect

inclusively to address health needs

- Builds internal and external relationships based on respect
- Seeks, listens to and incorporates diverse points of view
- Collaborates openly across boundaries and acts as a team player

Shape

the future of health through innovation

- Inspires and contributes ideas that challenge thinking
- Courageously tries new things, tests and learns from mistakes
- Demonstrates resilience and agility to drive and adapt to change



Grow

self and others to become our best

- Develops self and others to reach their goals
- Engages in open and honest conversations
- Drives performance by managing energy and taking ownership for outcomes

In 2019, we updated our Leadership Imperatives, which define a clear set of behaviors and expectations that will enable us to shape the health of generations to come. We launched this new framework to all employees globally and introduced the new imperatives into our annual goals and objectives, development programs and training materials.