

GRI Content 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.

General Standard Disclosures

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020
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GRI 102: General Disclosures 2016

Organizational Profile

102-1	Name of the organization	Our Approach
102-2	Activities, brands, products, and services	Our Approach
102-3	Location of headquarters	Our Approach
102-4	Location of operations	Our Approach
102-5	Ownership and legal form	Our Approach
102-6	Markets served	Our Approach

GRI 102: General Disclosures 2016

Organizational Profile

102-7	Scale of the organization	Our Approach
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
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.
102-11	External initiatives	Johnson & Johnson recognizes and subscribes to numerous externally developed economic, environmental and social charters and initiatives, including the UN Global Compact. Select examples are noted in Sustainability Governance (Engaging with Our Stakeholders) and throughout the report.
102-13	Membership of associations	Engaging with Our Stakeholders

GRI 102: General Disclosures 2016

Strategy

102-14	Statement from senior decision maker	Message from Our Chairman and CEO
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Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	Our Approach
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102-17	Mechanisms for advice and concerns about ethics	Ethics & Values
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Governance

102-18	Governance structure	Corporate Governance
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102-19	Delegating authority	Sustainability Governance
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102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance
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102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Governance
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102-22	Composition of the highest governance body and its committees	Corporate Governance
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102-23	Chair of the highest governance body	Corporate Governance
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102-24	Nominating and selecting the highest governance body	Corporate Governance
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102-25	Conflicts of interest	Corporate Governance
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102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability Governance
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102-28	Evaluating the highest governance body's performance	Principles of Corporate Governance
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GRI 102: General Disclosures 2016

Governance

102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Governance
102-30	Effectiveness of risk management processes	2021 Proxy Statement , page 25
102-31	Review of economic, environmental, and social topics	2021 Proxy Statement , page 29
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance
102-33	Communicating critical concerns	Corporate Governance
102-35	Remuneration policies	2021 Proxy Statement , page 28
102-36	Process for determining remuneration	2021 Proxy Statement , pages 27, 66
102-37	Stakeholders' involvement in remuneration	2021 Proxy Statement , page 33
102-38	Annual total compensation ratio	2021 Proxy Statement , page 101
102-39	Percentage increase in annual total compensation ratio	2021 Proxy Statement , page 101

Stakeholder Engagement

102-40	List of stakeholder groups	Engaging with Our Stakeholders
102-41	Collective bargaining agreements	Human Rights
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

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020
GRI 102: General Disclosures 2016		
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2020 Annual Report/Form 10-K , page 14
102-46	Defining report content and topic Boundaries	About this Report
102-47	List of material topics	Sustainability 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	Enterprise ESG Program Office
102-54	Claims of reporting in accordance with GRI Standards	About this Report
102-55	GRI Content Index	2020 GRI Content Index
102-56	External assurance	About this Report

Topic-Specific Standards

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
GRI 201: Economic Performance 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	2020 Annual Report/Form 10-K , pages 1-4	
201-1	Direct economic value generated and distributed	2020 Annual Report/Form 10-K , pages 39-40. Our Giving data in Strengthening Health Systems	
201-2	Financial implications and other risks and opportunities due to climate change	CDP response TCFD	
201-3	Defined benefit plan obligations and other retirement plans	2020 Annual Report/Form 10-K , page 41-42	
GRI 203: Indirect Economic Impacts 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Strengthening Health Systems	
203-1	Infrastructure investments and services supported	Strengthening Health Systems	
203-2	Significant indirect economic impacts	Strengthening Health Systems	

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
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 : We disclose our supplier spend contracted by region, based on the location of regional procurement operations.	
GRI 205: Anti-Corruption 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Ethics & Values	
205-1	Operations assessed for risks related to corruption	100% of operations identified as high risk are assessed annually.	
205-2	Communication and training about anti-corruption policies and procedures	Ethics & Values - included in Health Care Compliance and Code of Conduct Training. See also Responsible Supply Base for Responsibility Standards for Suppliers.	
GRI 206: Anti-Competitive Behavior 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Ethics & Values	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2020 Annual Report/Form 10-K , pages 93-99	

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
GRI 302: Energy 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Environmental Health	
302-1	Energy consumption within the organization	Climate Resilience	
302-2	Energy consumption outside of the organization	Climate Resilience	
302-3	Energy intensity	Climate Resilience	
302-4	Reduction of energy consumption	Climate Resilience	
302-5	Reductions in energy requirements of products and services	Product Sustainability	

GRI 303: Water 2018

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Water & Waste Management	
303-1	Interactions with water as a shared resource	Position on Water and Waste Management	
303-2	Management of water discharge-related impacts	Position on Water and Waste Management	
303-3	Water withdrawal	Water & Waste Management	
303-4	Water discharge	Water & Waste Management	
303-5	Water consumption	Water & Waste Management	

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
GRI 305: Emissions 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Environmental Health	
305-1	Direct (Scope 1) GHG emissions	Climate Resilience	
305-2	Energy indirect (Scope 2) GHG emissions	Climate Resilience	
305-3	Other indirect (Scope 3) GHG emissions	Climate Resilience	
305-4	GHG emissions intensity	Climate Resilience	
305-5	Reduction of GHG emissions	Climate Resilience	
305-6	Emissions of ozone-depleting substances (ODS)	Climate Resilience	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate Resilience	
GRI 306: Waste 2020			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Waste & Water Management	
306-1	Waste generation and significant waste-related impacts	Position on Water and Waste Management	
306-2	Management of significant waste-related impacts	Position on Water and Waste Management	
306-3	Waste generated	Water & Waste Management	
306-4	Waste diverted from disposal	Water & Waste Management	
306-5	Waste directed to disposal	Water & Waste Management	

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
GRI 307: Environmental Compliance 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Environmental Health	
307-1	Non-compliance with environmental laws and regulations	Environmental Health	
GRI 308: Supplier Environmental Assessments 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Supplier Engagement	
308-1	New suppliers that were screened using environmental criteria	Supplier Engagement	
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Engagement	
GRI 401: Employment 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Our People	
401-1	New employee hires and employee turnover	Employee Attraction & Development	Turnover by gender not available.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Attraction & Development	
401-3	Parental leave	Employee Attraction & Development	Data on employees remaining 12 months after parental leave not available.

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
GRI 402: Labor/Management Relations			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Human Rights	
402-1	Minimum notice periods regarding operational changes	Human Rights	
GRI 403: Occupational Health and Safety 2018			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Employee Health, Safety & Wellness	
403-1	Occupational health and safety management system	Position on Environmental Health and Safety Management	
403-2	Hazard identification, risk assessment, and incident investigation	Position on Environmental Health and Safety Management	
403-3	Occupational health services	Position on Environmental Health and Safety Management	
403-4	Worker participation, consultation, and communication on occupational health and safety	Position on Environmental Health and Safety Management	
403-5	Worker training on occupational health and safety	Position on Environmental Health and Safety Management	
403-6	Promotion of worker health	Position on Employee Health and Well-Being Culture of Health for Business Framework	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsibility Standards for Suppliers	
403-8	Workers covered by a health and safety system	Position on Environmental Health and Safety Management	

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
GRI 403: Occupational Health and Safety 2018			
403-9	Work-related injuries	Employee Health, Safety & Wellness	
403-10	Work-related ill health	Employee Health, Safety & Wellness	
GRI 404: Training and Education 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Our People	
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Attraction & Development	
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Attraction & Development	
GRI 405: Diversity and Equal Opportunity 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Diversity, Equity & Inclusion	
405-1	Diversity of governance bodies and employees	Diversity, Equity & 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 2020 .	Global data not available.
GRI 406: Non-Discrimination 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Human Rights	
406-1	Incidents of discrimination and corrective actions taken	Ethics & Values	

GRI 407: Freedom of Association and Collective Bargaining 2016

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary,
components, evaluation

[Human Rights](#)

407-1

Operations and suppliers in which the right to
freedom of association and collective bargaining
may be at risk

[Supplier Engagement](#)

GRI 408: Child Labor 2016

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary,
components, evaluation

[Human Rights](#)

408-1

Operations and suppliers at significant risk
for incidents of child labor

[Supplier Engagement](#)

GRI 409: Forced or Compulsory Labor 2016

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary,
components, evaluation

[Human Rights](#)

409-1

Operations and suppliers at significant risk
for incidents of forced or compulsory labor

[Supplier Engagement](#)

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
GRI 412: Human Rights Assessment 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Human Rights	
412-1	Operations that have been subject to human rights reviews or impact assessments	Supplier Engagement	
412-2	Employee training on human rights policies or procedures	Human Rights	
GRI 413: Local Communities 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Our Giving & Partnerships	
413-1	Operations with local community engagement, impact assessments, and development programs	Our Giving & Partnerships . See also Employee Engagement We aim for 100% of our operations to engage with local communities across our corporate and employee (Talent for Good) initiatives.	
GRI 414: Supplier Social Assessment 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Supplier Engagement	
414-1	New suppliers that were screened using social criteria	Supplier Engagement	
GRI 416: Customer Health and Safety 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Medical Safety	

DISCLOSURE	DESCRIPTION	DISCLOSURES IN 2020	OMISSIONS
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Medical Safety	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Quality Management	
GRI 417: Marketing and Labeling 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Ethics & Values	
417-1	Requirements for product and service information and labeling	Position on Ethical Sales and Marketing	
GRI 418: Customer Privacy 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Information Security & Data 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.	Details are confidential.
GRI 419: Socioeconomic Compliance 2016			
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Ethics & Values	
419-1	Non-compliance with laws and regulations in the social and economic area	2020 Annual Report/Form 10-K , pages 93-99	

Johnson & Johnson Material Topics (PTA)

GRI STANDARD

GRI DISCLOSURE

DISCLOSURES IN 2020

J&J20-1: Access

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary, components, evaluation

[Access & Affordability](#)

J&J20-1

Enhance access through specific goals supporting SDG 3

[Health for Humanity 2020 Goals Progress Scorecard](#)

J&J20 -2: Advancing Public Health

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary, components, evaluation

[Global Public Health Strategy](#)

J&J20-2

Enhance access through specific goals supporting SDG 3

[2020 UN SDG Commitment Progress Scorecard](#)

J&J20-3: Bioethics

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary, components, evaluation

[Compliance & Bioethics](#)

J&J20-4: Supply Integrity, Counterfeit & Illicit Trade

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary, components, evaluation

[Counterfeiting & Illicit Trade](#)

J&J20-4

Number of stakeholders trained in brand protection best practices

[Counterfeiting & Illicit Trade](#)

J&J20-5: Digital Innovation and Emerging Technologies

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary, components, evaluation

[Innovation](#)

J&J20-6: Disclosure & Transparency

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary, components, evaluation

[Ethics & Values](#)

J&J20-6

Reporting on sustainability in line with leading standards and frameworks

In 2020 we disclosed against the GRI [Culture of Health for Business Framework](#), and [TCFD](#) for the first time.

J&J20-7: Intellectual Property

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary, components, evaluation

[Position on Intellectual Property](#)

J&J20-8: Pricing

103-1, 103-2,
103-3

GRI 103: Management Approach 2016:
Material topic: explanation, Boundary, components, evaluation

[Compliance & Bioethics](#)

J&J20-8

Publishing detailed pricing information for our products

[The 2020 Janssen U.S. Transparency Report](#)

J&J20-9: Product Quality

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Product Quality & Safety
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J&J20-9	Global product recall rate	Quality Management
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J&J20-10: R&D Investment

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Innovation
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J&J20-10	Total investment in R&D	Innovation
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J&J20-11: Strengthening Health Systems

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Strengthening Health Systems
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J&J20-11	Frontline healthcare workers trained	Health for Humanity 2020 Goals Progress Scorecard
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J&J20-12: Sustainable Products

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Product Sustainability
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J&J20-12	Products achieving EARTHWARDS recognition	Product Sustainability
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