

# UNGC Communication on Progress

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 shows the location of our disclosures against the UNGC principles, with cross-references to GRI Standards disclosures.



Alex Gorsky  
Chairman, Board of Directors  
and Chief Executive Officer

| UN GLOBAL COMPACT PRINCIPLES | RESPONSE LOCATION   | CROSS-REFERENCE TO GRI STANDARDS DISCLOSURES IN THE 2020 HEALTH FOR HUMANITY REPORT |                             |
|------------------------------|---|---|-----------------------------|
| <b>Human Rights</b>          | 1. Businesses should support and respect the protection of internationally proclaimed human rights. | <a href="#">Our Credo</a>   | GRI 102-16                  |
|                              |   | <a href="#">Human Rights</a>  | GRI 407, 408, 409, 412      |
|                              | 2. Businesses should make sure that they are not complicit in human rights abuses.                  | <a href="#">Compliance &amp; Bioethics</a>  | GRI 205, 406, 419           |
|                              |   | <a href="#">Employee Attraction &amp; Development</a>                               | GRI 401                     |
|                              |   | <a href="#">Diversity, Equity &amp; Inclusion</a>                                   | GRI 405                     |
|                              |   | <a href="#">Employee Health, Safety &amp; Wellness</a>                              | GRI 403                     |
|                              |   | <a href="#">Supplier Engagement</a>   | GRI 407, 408, 409, 412, 414 |
|                              |   | <a href="#">Product Quality &amp; Safety</a>  | GRI 416                     |
|                              |   | <a href="#">Our Giving &amp; Partnerships</a>                                       | GRI 413                     |

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|------------------------------|---|--|---|
| <b>Labour Standards</b>      | 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. |  |   |
|                              | 4. Businesses should uphold the elimination of all forms of forced and compulsory labour.                                   | <a href="#">Human Rights</a>   | GRI 402, 407, 408, 409, 412   |
|                              | 5. Businesses should uphold the effective abolition of child labour.  | <a href="#">Compliance &amp; Bioethics</a>   | GRI 412, 419  |
|                              | 6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.                      | <a href="#">Diversity, Equity &amp; Inclusion</a><br><a href="#">Responsible Supply Base</a> | GRI 405<br>GRI 407, 408, 409, 414   |
| <b>Environment</b>           | 7. Businesses should support a precautionary approach to environmental challenges.  | <a href="#">Climate Resilience</a>   | GRI 302, 305  |
|                              | 8. Businesses should undertake initiatives to promote greater environmental responsibility.                                 | <a href="#">Water &amp; Waste Management</a>   | GRI 306, 303  |
|                              | 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.                      | <a href="#">Product Sustainability</a><br><a href="#">Supplier Engagement</a>                | GRI 302<br>GRI 308  |
| <b>Anti-Corruption</b>       | 10. Businesses should work against corruption in all its forms, including extortion and bribery.                            | <a href="#">Ethics &amp; Values</a>  | GRI 205, 206, 406, 417, 419   |
|                              |   | <a href="#">Supplier Engagement</a>  | GRI 414   |

Note: All Johnson & Johnson Environmental, Social and Governance Policies and Positions are [published on our website](#) in addition to being referenced in our annual Health for Humanity Report.