

## We are inspiring our people

At Novartis, we see “Unleashing the Power of our People” as a key priority and as an important catalyst for driving innovation, performance and reputation, as well as enhancing our people’s work experience.



Our aspiration is to foster an Inspired, Curious and Unbossed environment where people can fulfill their potential, value diverse perspectives and ultimately bring their best self to work every day.

### Hybrid working



As Novartis continues to evolve into a focused medicines company, we understand the need to move to a hybrid working model. We want to build strong connectivity while continuing to offer our people flexibility in how they work.

True hybrid working is about adapting the work environment to the work to be done. In our case, our work can change the course of millions of individual lives.

Our unbossed working environment offers flexibility to how people work, where appropriate. This is enhancing wellbeing and collaboration, whilst fostering connectedness, developing our talent, stimulating creativity and driving innovation.





## Wellbeing

Our Wellbeing strategy plays an integral part in unleashing the power of our people. Our ambition at Novartis is to always take outstanding care of our people so that they can be their best selves in their lives and in their work, in an ever-changing environment. We take this incredibly seriously and focus on creating sustainable impact by prioritizing their mental health.

Having the confidence to talk openly about mental health, recognizing the signs that we or someone we know may need support, knowing where to find that support and igniting the discussion to de-stigmatize mental health are all key drivers of our growth and development as people.

We offer a range of support and learning tools across the mental health continuum, including:

- Employee Assistance Program, for 24/7 psychological support.
- Mental Health First Aid program, with a large and growing network of Mental Health First Aiders around the world.
- “How are you feeling?” assessment and webpage which includes resources to manage stress, build resilience and much more.
- A range of e-learning and training for managers and associates to learn more about taking care of themselves and others.

We measure the impact of our work through a custom created “Wellbeing Index” which is based on our quarterly employee engagement survey. Topics like work-life balance and associates’ perception of wellbeing as a priority are monitored. The data gathered is used to further enhance our mental health and wellbeing offerings to better meet the needs of our people

Making sure that each of our people feels confident that their voice is heard, their opinions matter and their perspectives are an integral part of our ability to develop new medicines for patients around the world. Our activities include:

- **‘OurVoice’**: Quarterly employee surveys to check the pulse of our organization and make sure that we receive and action feedback to drive our Inspired, Curious, and Unbossed culture.
- **Manager Feedback Survey**: is a way of encouraging and enabling associates to provide feedback to their managers. It’s designed to support leader self-awareness, transparency and positive change through a more regular exchange of feedback on how managers’ leadership behaviors impact their associates’ work, wellbeing and shape the culture within the organization.
- **‘Live’ magazine**: A weekly external digital magazine featuring news and topics related to Novartis. It also focuses on the people behind some of the biggest breakthroughs at the company, turning the spotlight on to individual skills and achievements.
- **SpeakUp**: The SpeakUp Office provides a safe place where anyone, internal and external, can raise concerns about misconduct/unethical behavior at Novartis.

**Parental Leave**: One of the most life-changing moments our associates experience is becoming a parent and welcoming new life into their lives. In July 2019, we introduced equal paid parental leave of at least 14 weeks to all parents, regardless of gender. We believe that this will empower our people to make the right choices for the health and well-being of their families, by enjoying more flexibility and financial stability, at the times when it matters the most.

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