

Position on Employee Health and Well-Being

Background

The world continues to navigate and adapt to emerging health risks and develop greater health awareness. The COVID-19 pandemic, prevalence of non-communicable diseases such as heart disease, and increased focus on mental and emotional health have emphasized the importance of moving beyond traditional approaches to employee health and well-being and safety at work. Such approaches require a forward-looking strategy that further embeds a culture of health throughout an organization to enable the total health and well-being of the workforce.

Relevance

As the largest, most diversified healthcare products company, Johnson & Johnson has an impact on the lives of the patients, doctors, nurses, customers, and communities we serve—and our ability to have this impact starts with our employees. When we empower our employees to care for their health and well-being, they are happier, more engaged, energized and innovative, helping us to create a healthier organization that drives a healthier world. Wherever our employees and their families are in their life and career, we are there to support them across their health and well-being journey—physical, mental, emotional and financial.

Guiding Principles

As stated in [Our Credo](#): “We are responsible to our employees who work with us throughout the world ... We must support the health and well-being of our employees and help them fulfill their family and other personal responsibilities.”

Our Position

At Johnson & Johnson, we believe that advancing health for humanity starts with advancing and enabling the health of our own people. We aspire to have the healthiest workforce and have created a strong foundation where our employees are empowered and motivated to proactively champion and advance their health and well-being. Our health and well-being strategy, including policies, programs, and people-leader capabilities, prioritizes and enables the total health of our employees. We ensure that our employees can readily and easily access supportive tools, health resources and an environment that work best for them and for their families.

Empowering our employees to care for their health and well-being

As health- and well-being-related needs evolve around the world, we are listening to our employees and working to further improve our employee experience. We frequently field a monthly employee sentiment survey to better understand employee feelings around burnout, resilience and overall well-being, and the

correlations between well-being and other critical topics such as inclusion and employee engagement. Additionally, our biennial employee engagement survey (“Our Voice”) alternates with the “Our Credo” survey, both of which track employee perception of support for their health and well-being provided by the organization and its leadership.

We reinforce our commitment to protecting the health of our employees in the workplace through the continued completion of risk-based employee medical evaluations, and by ensuring leaders are engaged in employee health protection and are accountable for compliance with required medical assessments based on workplace risks and exposures across our workforce.

We inspire, empower and encourage employees to take control of their health and well-being. We reinforce our commitment through our well-being framework and multi-channel internal activation to support the awareness, utilization and satisfaction of our diverse and extensive portfolio of rewards, and to promote well-being. This portfolio is designed to help employees balance personal and professional commitments, build resilience, reduce stress and engage in healthy behaviors. We provide our employees with access to a digital health tool with personalized content encompassing the full range of our benefits and well-being portfolio. We offer substantial parental leave for new parents (maternal, paternal, adoptive or surrogacy-assisted), flexible work arrangements, family care benefits, and much more. See our [Position on Employee Compensation and Benefits](#).

We encourage all employees to learn the principles of energy management through our training programs, which utilize a multidisciplinary approach built on the sciences of performance psychology, exercise physiology and nutrition to help create lifelong behavior change. These free resources encourage a holistic, purpose-driven approach to become physically energized, emotionally connected, mentally focused and fully engaged in the moments that matter. This curriculum includes our signature ENERGY FOR PERFORMANCE program, as well as other focused training programs to enable and enhance capabilities across all dimensions of well-being for our workforce.

We maintain programs to raise awareness of mental well-being in the workplace and around the world, focused on broad education on the critical topic of mental well-being for all employees, and additional training for people leaders on how to recognize signs of a need, how to engage in trust-based and empathetic conversations, and how to support team members and orient them to the options at hand. Our Employee Assistance Program (EAP) and CARE (Confidential. Accessible. Responsive. Engaged.) Services offer enhanced support to help employees navigate the situations and events that life presents. Our global Healthy Mind Policy outlines the expected approaches and resources required to remove stigma, strengthen our culture of inclusion, and elevate mental health to the same level of importance as that of physical health. To support our commitment to the Healthy Mind Policy, we continue to amplify the programs and resources available to leaders and employees throughout the organization, to ensure that our workforce have the tools they need to prioritize and protect their mental well-being.

Enabling a resilient workforce through our culture of health

Features of healthy workspaces differ around the world, although wherever we work, we aim to enhance our employees’ working experience, protect their safety, and inspire an innovative and engaged work culture. We maintain a way of working with workspaces designed to promote healthy lifestyles, employee engagement and collaborative working. From our Global Well-Being Reimbursement to campus-based walking trails and enterprise-wide activity challenges, we’ve created a culture of health that makes the healthy choice the easy choice.

We host an annual Global Activity Challenge, engaging thousands of employees around the world to connect with one another and get active. This challenge goes well beyond traditional “step” competitions, including themes and pursuits that encourage both physical and mental well-being through activities such as listening and moving to music, gardening, and engaging with colleagues. Our Global Well-Being Reimbursement, previously Global Exercise Reimbursement, offers reimbursement for activities including exercise, mindfulness, and nutrition, allowing our employees to use it in ways that fit best into their lives.

In a continuation of our efforts to enable the health and well-being of employees, we are evolving our work strategy to prioritize flexibility and balance. We value the collaboration, connectivity and convergence found in both in-person and virtual settings to drive innovation and support work-life balance.

To protect the health and safety of our employees, we provide state-of-the-art, integrated health and well-being services with an emphasis on prevention and education, as well as immediate injury/illness care, occupational health and personal health coaching. This includes 103 on-site healthcare clinics in 35 countries across all sectors of our business and more than 100 on-site fitness centers. These services are offered free to all employees.

By making health a core part of the Johnson & Johnson experience through organizational and leadership commitment and support, we will accelerate the individual efforts of our employees.

Application

This Position is relevant for the Johnson & Johnson Family of Companies, as detailed in our [governance materials](#). We provide updates relating to employee health and well-being in our annual [Health for Humanity Report](#).

Last Updated: May 2023