

Johnson & Johnson Environment, Health and Safety Policy

Our Credo is the foundation of our Environment, Health and Safety Policy.

It provides us with a clear, compelling and enduring reminder of our responsibilities to mothers, fathers, doctors, nurses and caregivers, employees, communities, and shareholders. Our Credo states we must ensure working conditions are clean, orderly and safe; encourage better health and education; and maintain in good order the property we are privileged to use, protecting the environment and natural resources.

We believe that robust compliance is an essential prerequisite for EHS excellence.

We shall meet or exceed all applicable EHS regulations, company standards and voluntary initiatives to which we subscribe. Each employee at Johnson & Johnson companies has a responsibility to comply with EHS legal requirements. We follow established policies and procedures to create safe and compliant workplaces, environmentally responsible operations, and a culture where healthy lifestyles are encouraged.

We believe that employee safety is a core value, inseparable from our mission of improving human health.

We foster a culture of safety for our employees, contractors, and key partners. We fulfill this responsibility whether in manufacturing, in a laboratory, in an office, or in a vehicle. To manage our risks, we use management systems that identify hazards, drive continual improvement, and position us as a global safety leader.

We believe that healthier employees are more engaged, more satisfied, and more productive.

We empower our employees by encouraging them to know their health risks and by providing them access to healthy lifestyle programs and resources. We offer support for their physical, emotional and mental well-being, enabling them to live healthy, full and productive lives.

We believe that a healthy planet is the ultimate human health issue.

We are committed to operating responsibly and we seek to reduce adverse environmental impacts from our operations, products, and services. To manage our environmental risks, we pursue a path of continual improvement - investigating, assessing, understanding, and improving environmental aspects and impacts using robust management systems. We educate our employees, our suppliers, our customers, and other interested parties about our efforts and expectations in this area.

We believe that engagement and dialogue contribute to sustainable growth.

We continually engage with our employees, customers, and key stakeholders. We believe engagement helps us learn, increases our transparency, and forges important stakeholder relationships. The diversity of ideas generated from engagement strengthens our strategy, goal-setting and reporting processes.

We integrate EHS into our overall business strategy.

Johnson & Johnson has a history of setting long-term EHS goals, and we support such goal-setting as a driver of innovation and sustainable growth. We believe that progress toward these goals should be transparent to our stakeholders.

We implement processes across Johnson & Johnson to assure adherence to this policy.

This EHS Policy is applicable to all businesses and all employees of Johnson & Johnson companies, and is to be shared publicly for all stakeholders to view. We provide our employees with the education, skills and training to adhere to the policy. We verify adherence through internal and external audits and we encourage employees to report to management any behavior inconsistent with this policy.



Alex Gorsky
Chairman of the Board and Chief Executive Officer
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