Ethics, Risk & Compliance (ERC) ">
The ERC team supports Novartis to act ethically, manage risk and compliantly achieve its objectives.

We have a coordinated approach to dealing with ethical dilemmas and how we approach and manage compliance with regards to regulatory requirements and internal policies. The team has established effective risk management processes that identify, analyze and mitigate risks. The team also aims to ensure Novartis complies with applicable regulations, laws, policies and guidelines in close collaboration with all functions and units.

The ERC team also is committed to supporting us, the Novartis associates, in our everyday efforts to build trust with society. We are empowered to do what's right and make ethical decisions.

**Ethics:** we empower associates to do what’s right so that every day, our decisions benefit patients, society and Novartis

**Risk:** we establish effective risk management that identifies, analyzes, and addresses risks that can affect our ability to operate

**Compliance:** we strive to ensure Novartis acts in compliance with applicable regulations, laws, policies and guidelines because doing what’s right matters for our patients, society and Novartis

108 000

**Associates impacted globally**

500+

**ERC associates globally**

 Four ethical principles guide our associates – be honest, be open-minded, be bold, be accountable. Our Code of Ethics was created for associates, by associates and underpinned by behavioral science.

**Klaus Moosmayer**, Chief Ethics, Risk & Compliance Officer

How will ERC do this?

Our strategy fits seamlessly to deliver on all of our Novartis priorities

- By recognizing and embracing the inherent desire of our colleagues to do the right thing and empowering them to do what’s right.
- By embracing behavioral science, decision science and data science to transform our function and to support the business.
- Enhance the way we operate, be bold in embracing agile, design thinking and co-creation so that we leverage our resources efficiently and effectively.
- Define, measure and report on how we are improving ethics, risk and compliance through meaningful and
reliable KPIs. Supporting our stakeholders through the identification and communication of up-to-date relevant and concise information for effective risk management and better decision making.
• Beyond helping our colleagues to do what’s right, we aim to strategically and actively manage how the decisions we take are perceived by our societal stakeholders.
• We have to work even harder to build trust with patients, physicians and the external world at large. We must operate in alignment with our values, make the best judgement related to ethics and operate in compliance to laws and regulations. It’s important we return more to society than we take.

Why ERC at Novartis?

• Unlike many organisations the ERC team here at Novartis reports to the CEO giving visibility to the work we do.
• The scope of ERC is broader than many organisations allowing colleagues to gain a breadth and depth of experience and knowledge.
• Our Human Rights team not only works on our own ways of working but also guides our third party suppliers.
• Using behavioral science and data science we have the unique opportunity to anticipate and address the true drivers of human behavior to foster an environment that supports our people to do what’s right.
• Unbossed careers and personal growth opportunities.

Apply your Skills:

• Compliance
• Risk and Crisis Management
• Risk Assessment and Monitoring
• Enterprise Risk Management
• Business Continuity Management
• Emergency Management
• Third-Party Risk Management (TPRM)
Human Rights

Find out more about our approach:

- Ethics, Risk & Compliance team (ERC)
- Enterprise risk management (ERM)
- Upholding Human Rights

Find your unbossed ERC career with Novartis

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