

Diversity, Equity & Inclusion

# Our strategy for greater diversity and inclusion

# Our strategy is based on three pillars aimed at creating value for our company, our shareholders and society.

**Each of our 11'900 associates in Switzerland is unique, with a unique story and experience that influence their decisions – and this is just the way it should be. Find out more about our [commitment to diversity and inclusion](#), which is embedded in our [Code of Ethics](#).**

## Equity

We will create a diverse, equitable and inclusive environment that treats all our associates with dignity and respect. At Novartis, we're striving to build an inclusive and equitable workplace that empowers all of our associates to achieve their full potential. That's why we've publicly committed to achieving gender balance in management by 2023 and ensuring pay equity & transparency for all of our associates globally. Furthermore, we are actively promoting and raising awareness at work and in our wider society on LGBTQI+ equity, inclusion of people with disabilities & chronic diseases in the workplaces as well as standing for racial & ethnic equity.

## Inclusivity

We seek to educate our people on inclusivity and provide all associates with equal opportunities to contribute to our company and advance their careers.

We're building a culture that stimulates curiosity and promotes opportunities to learn from and embrace all of our diverse perspectives. We want our associates to be inspired, curious and unbossed. This requires a safe and supportive working environment where we can discuss ideas, experiment, take risks, give feedback, and learn from our mistakes.

## Societal impact

We will listen to different communities with a learning mindset, to do what we can to contribute to building a world that is safer and more inclusive. Innovation is at the heart of what we do; it is fueled by curiosity and a passionate desire to have a significant impact on underserved communities across the globe. We believe that the ability to listen to and embrace diverse ideas is essential to the innovation that benefits a broader section of society.

In Switzerland, we are guided by the global Diversity & Inclusion guidelines. [Find out more about our global initiatives here.](#)

We have launched a series of local initiatives aimed at putting our global strategy into practice.





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