

Novartis Position on Genetic Testing of Employees

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Genetic testing, defined as the analysis of human DNA, RNA, chromosomes, proteins, and certain metabolites in order to detect heritable disease-related genotypes, mutations, phenotypes or karyotypes for clinical purposes, holds great promise in the fight against disease. The advent of exciting scientific discoveries and new projects continues to fuel public awareness of this issue. At the same time, it gives rise to complex social and ethical concerns such as confidentiality and use of individual genetic data.

Novartis Position

- Novartis does not select or discriminate against its associates on the basis of their genetic profile. The company does not perform any genetic tests in the context of pre-placement or employment related examinations. This practice is in line with Novartis' commitment to the [UN Global Compact](#) and our firm embracement of principles of social justice.

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