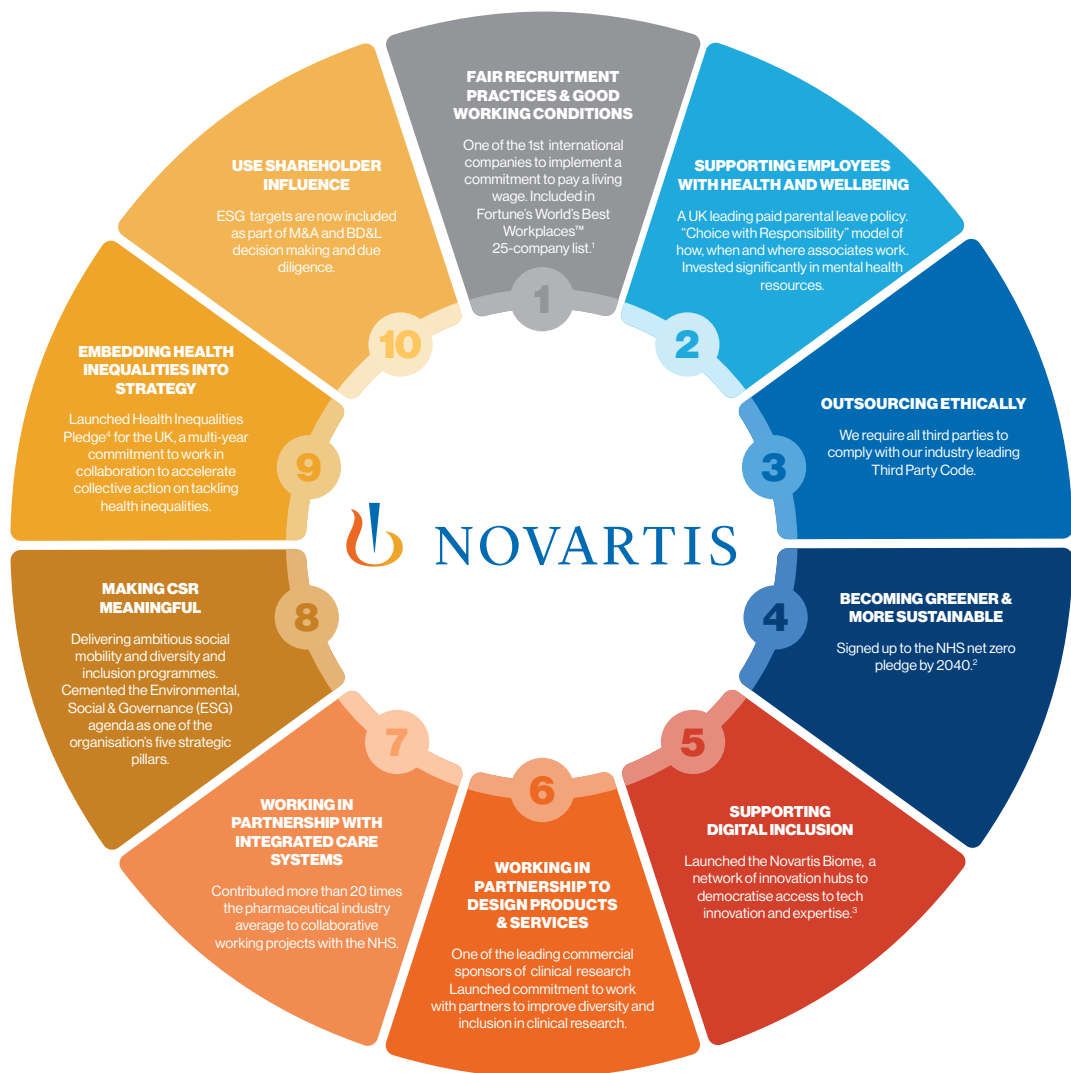


10 Ways Novartis is Working to Reduce Health Inequalities

At Novartis, we use science-based innovation to address some of society's most challenging healthcare issues. We discover and develop breakthrough treatments and find new ways to deliver them to as many people as possible. We have a great responsibility and an even greater opportunity to lead in creating a positive social change, embracing societal impact as a core business objective.

We recognise that we have an important role in tackling health inequalities together with policymakers, healthcare systems and local communities. Businesses influence health in many ways: through employment, procurement, resource allocation, diversity and inclusion, sustainability and capital investment.

NHS England has identified 10 ways in which business can reduce health inequalities. Here is the action Novartis is taking:



To read more about the Novartis UK Health Inequalities Pledge go to:
<https://www.novartis.co.uk/health-inequalities>

References:

1. Fortune (2022). World's 25 Best Workplaces. Available at: <https://fortune.com/worlds-best-workplaces/> [Accessed June 2022]
2. Novartis Pharmaceuticals UK Ltd (2020). 'Climate'. Available at: <https://www.novartis.com/esg/environmental-sustainability/climate> [Accessed June 2022]
3. Novartis Pharmaceuticals UK Ltd (2022). 'The Novartis Biome'. Available at: <https://www.biome.novartis.com/> [Accessed June 2022]
4. Novartis Pharmaceuticals UK Ltd (2022). 'Health Inequalities'. Available at: <https://www.novartis.co.uk/health-inequalities> [Accessed June 2022]

Embedding diversity and inclusion throughout our organisation

We seek to create a diverse, equitable, and inclusive environment that provides equal opportunities for all employees and where everyone is treated with dignity and respect. We do this not only because it is right, but also because it helps to generate new ideas and brings us closer to the diverse perspectives of patients and other stakeholders.

- We are proud to be recognized in the Refinitiv **Top 25 Most Diverse & Inclusive Companies 2020**⁵ as the leading pharmaceutical company for the third year in a row and in the 2022 Bloomberg Gender-Equality Index.⁶
- **UK Top Employer** awarded by the Top Employers Institute for our progressive 'people-first' HR policies.⁷
- **50%** of the highest pay quartile were women.

The Novartis D&I Council aims to create a shared vision to support the organisation's D&I strategy by leading, implementing, advocating, and monitoring progress across the UK. In addition, we leverage the intersections with other Novartis culture activation groups to drive culture change. Lastly, we engage and guide D&I Champions Groups and Employee Resource Groups.

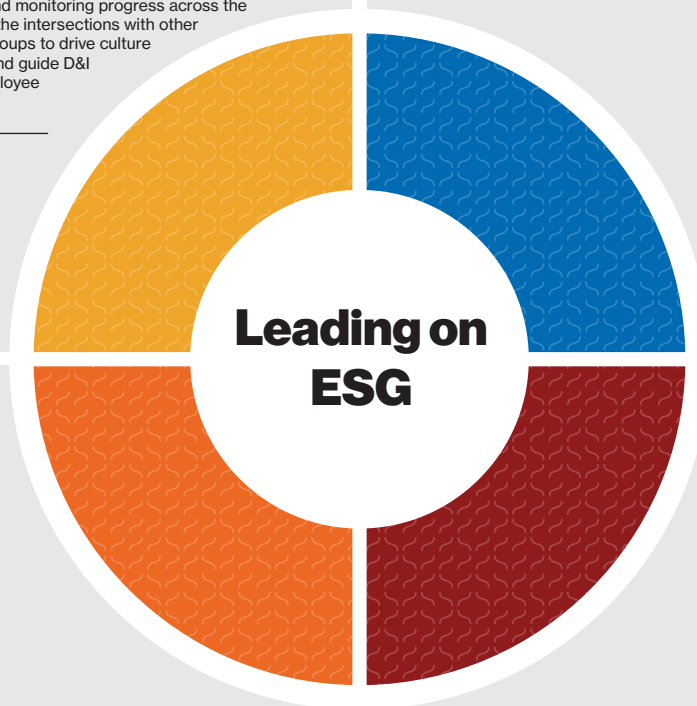
Partnering with the NHS to tackle health inequalities

In 2021 Novartis UK launched its Health Inequalities Pledge:

"We will collaborate with policymakers and healthcare systems to build solutions for faster diagnosis and earlier intervention for those population groups who are at the greatest risk of ill-health and poor health outcomes".⁸

Our focus areas:

- Improving access to healthcare through helping to identify at-risk patients and opportunities for early intervention.
- Enabling innovative models of care through co-creating solutions, in collaboration with health system partners.
- Working with research partners to strengthen inclusion in clinical trials.
- Upskill our people to engage and partner with the healthcare system to tackle health inequalities.



Working with community partners to address social mobility

Novartis re-imagined its 2022 Community Partnership Day (CPD) to focus on one of the most damaging hidden legacy's of the COVID-19 Pandemic, it's impact on young people and social mobility. We launched new partnerships with:

F4S

**SOCIAL
MOBILITY
FOUNDATION**

OnSide
Here for young people

Novartis UK allocated 8 hours per associate to volunteer with these charities to support social mobility.

Novartis UK is funding two new state of the art Youth Centres, in London and Grimsby, working with the some of the most disadvantaged communities in UK.

Taking decisive action on sustainability

We have ambitious, approved Science Based Targets to achieve carbon neutrality in our own operations by 2025, across our value chain by 2030 and net zero across our value chain by 2040; more than aligned to NHS net zero by 2045.

2030 – Plastic neutral
2030 – Water Neutral
2030 – All new products will meet sustainable design principles

We recycle **80%** of non-hazardous waste and **60%** of hazardous waste.⁹

100% of clinical trials started since mid 2020 have visible CO₂ impact.

Virtual Purchase Power Agreements to deliver **100%** renewable energy in European operations by 2023.¹⁰

Decarbonisation of global fleet of 26,000 vehicles will reduce fleet emissions by 63% by 2025 and over 90% by 2030.

References:

5. Refinitiv (2020). 'Top 100 Diversity and Inclusion Companies 2020'. Available at: <https://www.refinitiv.com/en/sustainable-finance/diversity-and-inclusion-top-100/2020> [Accessed June 2022]
6. Bloomberg (2022). 'Bloomberg Gender-Equality Index'. Available at: <https://www.bloomberg.com/gel/resources/> [Accessed June 2022]
7. Novartis Pharmaceuticals UK Ltd (2020). 'Gender Pay Dashboard 2020'. Available at: <https://www.novartis.co.uk/sites/www.novartis.co.uk/files/Novartis%20UK%20-%20Gender%20Pay%20Gap%20Report%202020%2016%20-%20April%202021.pdf>
8. Novartis Pharmaceuticals UK Ltd (2021). 'Leveling Up Health: A new approach to address health inequalities'. Available at: https://www.novartis.co.uk/sites/www.novartis.co.uk/files/Novartis%20Health%20Inequalities%20report_v10%20copy.pdf [Accessed June 2022]
9. Novartis Pharmaceuticals UK Ltd (2022). 'Waste'. Available at: <https://www.novartis.com/ess/environmental-sustainability/waste#--text=All%20Novartis%20sites%20report%20waste%20data%20on%20a.continue%20to%20maximize%20opportunities%20for%20reuse%20and%20recycling> [Accessed June 2022]
10. Novartis Pharmaceuticals UK Ltd (2020). 'Climate'. Available at: <https://www.novartis.com/ess/environmental-sustainability/climate> [Accessed June 2022]