



# UNGC Index

## United Nations Global Compact

In July 2013, Johnson & Johnson became a member of the United Nations Global Compact (UNGC), a platform for encouraging and promoting good corporate principles and learning experiences in the areas of human rights, labor, environment, and anti-corruption.

We continue to remain committed to the UNGC principles, many of which have been embedded in our business practices for decades.



Alex Gorsky  
Chairman and Chief Executive Officer  
Johnson & Johnson

This report provides Johnson & Johnson's annual [United Nations Global Compact Communication on Progress](#), including detailed information on our implementation of the 10 UNGC Principles. The index below indicates the location of information about our adherence to UNGC principles within our 2016 Health for Humanity Report.

	UNGC Principals	Johnson & Johnson Approach	Learn More	Cross-Reference to GRI Indicators
Human Rights	<ol style="list-style-type: none"> <li>1. Support and respect the protection of internationally proclaimed human rights.</li> <li>2. Make sure the business is not complicit in human rights abuses.</li> </ol>	<p>Our commitment to respect human rights is embodied in several of our policies and statements, including:</p> <ul style="list-style-type: none"> <li><a href="#">Code of Business Conduct</a></li> <li><a href="#">Statement on Human Rights</a></li> <li><a href="#">Human Trafficking Policy</a></li> <li><a href="#">Statement on Human Right to Water</a></li> <li><a href="#">Global Labor and Employment Guidelines</a></li> <li><a href="#">Harassment Free Workplace Policy</a></li> <li><a href="#">Policy on Employment of Young Persons</a></li> <li><a href="#">Responsibility Standards for Suppliers</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Human Rights</a></li> <li><a href="#">Diverse &amp; Inclusive Workplace</a></li> <li><a href="#">Ethics &amp; Compliance</a></li> <li><a href="#">Procurement &amp; Supplier Management</a></li> </ul>	<p><b>Human Rights:</b> GRI 102-16, 41; GRI 103-2; GRI 402-1; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1-3</p> <p><b>Diverse &amp; Inclusive Workforce:</b> GRI 401-1-3; GRI 405-1; GRI 102-8</p> <p><b>Ethics &amp; Compliance:</b> GRI 102-16-17; GRI 205-1-3; GRI 206-1; GRI 306-3; GRI 307-1; GRI 415-1; GRI 416-2; GRI 417-1-3; GRI 419-1</p> <p><b>Procurement &amp; Supplier Management:</b> GRI 102-9; GRI 204-1; GRI 309-1-2; 414-1-2</p>
Labor Standards	<ol style="list-style-type: none"> <li>3. Uphold freedom of association and the effective recognition of the right to collective bargaining.</li> <li>4. Support elimination of all forms of forced and compulsory labor.</li> <li>5. Support effective abolition of child labor.</li> <li>6. Elimination of discrimination in respect of employment and occupation.</li> </ol>	<p>Our <a href="#">Statement on Human Rights</a> incorporates references to the key labor issues identified in the UNGC including prohibition of child labor, forced labor, human trafficking and discrimination. Our <a href="#">Global Labor and Employment Guidelines</a> articulate our expectations for labor and employment practices at our sites. These guidelines require open communication with all employees, mandate respect for each employee's right to freedom of association and good faith collective bargaining, prohibit discrimination and forced labor of any kind, and require adherence to, and enforcement of, child labor laws. Our equal opportunity, safe and healthy workplaces and other commitments to human rights reflect our belief that the success of our Company is linked with employee satisfaction and well-being. We advance compliance with these policies on a continuing basis through internal training programs, certification processes for external manufacturers and risk-based audit programs.</p>	<ul style="list-style-type: none"> <li><a href="#">Product Stewardship</a></li> <li><a href="#">Ingredients</a></li> <li><a href="#">Climate &amp; Energy</a></li> <li><a href="#">Product End of Life</a></li> <li><a href="#">Water</a></li> <li><a href="#">Waste</a></li> <li><a href="#">Biodiversity</a></li> <li><a href="#">Procurement &amp; Supplier Management</a></li> </ul>	<p><b>Product Stewardship:</b> GRI 302-5</p> <p><b>Climate &amp; Energy:</b> GRI 302-1-4; GRI 305-1-7</p> <p><b>Water:</b> GRI 303-1-3; GRI 306-1, 306-5</p> <p><b>Waste:</b> GRI 306-2, 306-4</p> <p><b>Biodiversity:</b> GRI 304-2-3</p> <p><b>Procurement &amp; Supplier Management:</b> GRI 102-9; GRI 204-1; GRI 308-1-2; GRI 309-1-2; 414-1-2</p> <p><b>General Disclosures:</b> GRI 102-11</p>
Environment	<ol style="list-style-type: none"> <li>7. Businesses are asked to support a precautionary approach to environmental challenges.</li> <li>8. Undertake initiatives to promote greater environmental challenges.</li> <li>9. Encourage the development and diffusion of environmentally friendly technologies.</li> </ol>	<p>For more than 130 years, the Company's vision to change the trajectory of health for humanity has inspired every invention, every product or service and every breakthrough to benefit health we've developed. This commitment to serving the needs of others is guided by <a href="#">Our Credo</a>, which shapes our approach to business and defines our responsibilities to society. One of the most important responsibilities emphasized in Our Credo is our obligation to the environment: "We must maintain in good order the property we are privileged to use, protecting the environment and natural resources."</p> <p>Our commitment to the environment is embodied in several of our policies and statements, including:</p> <ul style="list-style-type: none"> <li><a href="#">Environment, Health &amp; Safety Policy</a></li> <li><a href="#">Climate Friendly Policy</a></li> <li><a href="#">Impact of Pharmaceuticals and Personal Care Products in the Environment</a></li> <li><a href="#">Johnson &amp; Johnson Principles for Safe Use of Chemicals</a></li> <li><a href="#">Respecting Biodiversity</a></li> <li><a href="#">Responsibility Standard – Forest-Based Materials &amp; Products</a></li> <li><a href="#">Responsible Palm Oil Sourcing Criteria</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Product Stewardship</a></li> <li><a href="#">Ingredients</a></li> <li><a href="#">Climate &amp; Energy</a></li> <li><a href="#">Product End of Life</a></li> <li><a href="#">Water</a></li> <li><a href="#">Waste</a></li> <li><a href="#">Biodiversity</a></li> <li><a href="#">Procurement &amp; Supplier Management</a></li> </ul>	<p><b>Product Stewardship:</b> GRI 302-5</p> <p><b>Climate &amp; Energy:</b> GRI 302-1-4; GRI 305-1-7</p> <p><b>Water:</b> GRI 303-1-3; GRI 306-1, 306-5</p> <p><b>Waste:</b> GRI 306-2, 306-4</p> <p><b>Biodiversity:</b> GRI 304-2-3</p> <p><b>Procurement &amp; Supplier Management:</b> GRI 102-9; GRI 204-1; GRI 308-1-2; GRI 309-1-2; 414-1-2</p> <p><b>General Disclosures:</b> GRI 102-11</p>
Anti-Corruption	<ol style="list-style-type: none"> <li>10. Businesses should work against corruption in all its forms, including extortion and bribery.</li> </ol>	<p>The ethical principles embodied in Our Credo are the lenses through which our employees make many business decisions each day. To help ensure that we conduct business according to these principles, we have an extensive list of policies and procedures that define what we expect of our people and our business partners around the world.</p> <p>To further instill the importance of adhering to Our Credo values in how we engage with stakeholders, employees are required to participate in training on our <a href="#">Code of Business Conduct</a> ("Code") every other year, in addition to affirming that they have read the Code upon joining the Company. The Code and all training is available in 26 languages to better reflect our global, diverse workforce.</p> <p>Our policies require anti-corruption training for employees who may present a compliance risk to the Company and place a significant emphasis on the training requirements to ensure compliance.</p> <p>In 2016, more than 88,000 applicable employees completed this training.</p>	<ul style="list-style-type: none"> <li><a href="#">Ethics &amp; Compliance</a></li> <li><a href="#">Corporate Governance</a></li> <li><a href="#">Human Rights</a></li> </ul>	<p><b>Ethics &amp; Compliance:</b> GRI 102-16-17; GRI 205-1-3; GRI 206-1; GRI 306-3; GRI 307-1; GRI 415-1; GRI 416-2; GRI 417-1-3; GRI 419-1</p> <p><b>Corporate Governance:</b> GRI 102-18, 21-30, 33-34</p> <p><b>Human Rights:</b> GRI 102-16, 41; GRI 103-2; GRI 402-1; GRI 406-1; GRI 407-1; GRI 408-1; GRI 409-1; GRI 412-1-3</p>