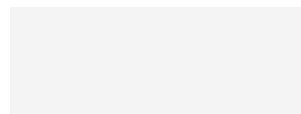




Responsibility Standards for Suppliers



PROCUREMENT



The Standards

As Johnson & Johnson, we hold ourselves to the **responsibilities** that are embodied in Our Credo.

This holds true for all the Companies that comprise our Johnson & Johnson Family of Companies (“Johnson & Johnson Companies”). These Responsibility Standards for Suppliers (“Standards”) **reflect our values** and those of our external stakeholders, such as customers, regulators, investors and civil society.

We know business relationships are better when they are built on **trust, mutual respect and common values**.

Our Credo

We believe our first responsibility is to the patients, doctors and nurses, to mothers and fathers and all others who use our products and services. In meeting their needs everything we do must be of high quality. We must constantly strive to provide value, reduce our costs and maintain reasonable prices. Customers’ orders must be serviced promptly and accurately. Our business partners must have an opportunity to make a fair profit.

We are responsible to our employees who work with us throughout the world. We must provide an inclusive work environment where each person must be considered as an individual. We must respect their diversity and dignity and recognize their merit. They must have a sense of security, fulfillment and purpose in their jobs. Compensation must be fair and adequate and working conditions clean, orderly and safe. We must support the health and well-being of our employees and help them fulfill their family and other personal responsibilities. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified. We must provide highly capable leaders and their actions must be just and ethical.

We are responsible to the communities in which we live and work and to the world community as well. We must help people be healthier by supporting better access and care in more places around the world. We must be good citizens — support good works and charities, better health and education, and bear our fair share of taxes. We must maintain in good order the property we are privileged to use, protecting the environment and natural resources.

Our final responsibility is to our stockholders. Business must make a sound profit. We must experiment with new ideas. Research must be carried on, innovative programs developed, investments made for the future and mistakes paid for. New equipment must be purchased, new facilities provided and new products launched. Reserves must be created to provide for adverse times. When we operate according to these principles, the stockholders should realize a fair return.

Johnson & Johnson

Principles, Expectations and Approach

We seek relationships with suppliers who operate in accordance with the following principles:

- ① Comply with applicable laws and regulations.
- ② Behave ethically and with integrity.
- ③ Provide goods and services of high quality and integrate quality into business processes.
- ④ Embrace environmental sustainability and operate in a manner that reduces environmental impact.
- ⑤ Respect human and labor rights, including the safety, health and well-being of all workers.
- ⑥ Foster a culture of diversity, equity & inclusion.
- ⑦ Be transparent about all impacts on the environment, human rights and other stakeholders.
- ⑧ Implement management systems and information security practices that safeguard personal information, maintain business continuity, govern performance and drive continuous improvement.

Suppliers to Johnson & Johnson Companies are expected to:

- Uphold the Standards covered in this document.
- Make reasonable efforts to disclose information relevant to these Standards (for example on a website, in a report, or to Johnson & Johnson directly).
- Uphold similar requirements in their supply base and business relationships.

Johnson & Johnson's approach encourages constructive engagement with our suppliers and aims to assist in building their capabilities in line with these Standards.

We may also engage in activities to confirm a supplier's conformance to these Standards, including on-site assessments of facilities, use of questionnaires, review of available information, or other measures necessary.

Johnson & Johnson Companies may disqualify any potential supplier or terminate any relationship with a current supplier that has failed to conform to these Standards.

In the spirit of the Standards reflected here, we encourage anyone to report any conduct known or believed to be in violation of Johnson & Johnson's policies, guidelines, or applicable law through [Our Credo Integrity Line www.ourcredointegrityline.com](http://www.ourcredointegrityline.com). The line is available 24 hours a day, 7 days a week, in 24 languages and it allows anyone to ask a question about or report a compliance, ethics, safety, or quality concern. The website and phone lines are managed by an outside party to ensure confidentiality.

Laws and Regulations

Suppliers to Johnson & Johnson Companies are expected to operate in compliance with all applicable laws and regulations of the countries, states and localities in which they operate.

This includes laws and regulations related to ethical business practices, quality, labor and employment practices, as well as health, safety and environmental protection.

Suppliers are expected to conform to generally accepted industry standards, obtain and maintain all applicable permits, licenses and registrations and operate in accordance with permit limitations and requirements at all times.

Suppliers are expected to conform to generally accepted industry standards...

Ethics and Business Conduct

Suppliers to Johnson & Johnson Companies are expected to behave ethically and with integrity in all business transactions. As such, they shall:

- Uphold standards for fair business practices, including accurate and truthful advertising and fair competition.
- Strictly prohibit the payment of bribes, kickbacks, facilitation payments, illegal political contributions, or other illegal or illicit payments or consideration for any reason, including the waiver of penalties or fines or the receipt of any other items of value, special benefits or gifts, whether provided directly or through a third party such as a distributor, customs broker, or other agent.
- Prohibit financial or professional conflicts of interest.
- Ensure that workers can report concerns or illegal activities in the workplace without threat of reprisal, retaliation, intimidation, or harassment.
- Implement safeguards to prevent improper use of intellectual property, including disclosure of confidential or sensitive information, including pricing, strategy, employee and patient information.
- Maintain an environment of transparency and keep accurate books and records.
- Treat any animals used in its activities in an ethical and humane manner, adhering to the Johnson & Johnson Humane Care and Use of Animals Policy and follow the principles of replacement, refinement and reduction of laboratory research animal testing.

Quality

Suppliers to Johnson & Johnson Companies are expected to provide goods and services of high quality in a reliable and timely manner **that consistently meet customers' needs, are safe for their intended use and perform as intended.**

Suppliers must meet the specifications agreed upon in the applicable agreement, purchase order, or other contractual relationship. Suppliers must meet certain established minimum quality requirements, including compliance with regulations where products produced for Johnson & Johnson Companies may be sold. Suppliers are also expected to establish controls with their supply base to ensure quality requirements are met. As such, they shall:

- Establish and maintain quality requirements to protect the integrity of the goods and services provided.
- Continuously improve the quality and efficiency of processes.
- Notify the relevant Johnson & Johnson Company of proposed changes to specifications, methods, suppliers, materials/components, manufacturing/supply processes, manufacturing locations or equipment in order to determine impact on the Johnson & Johnson Company's product.
- Support the relevant Johnson & Johnson Company or an authorized delegate to conduct Quality audits and/or assessments of the facilities, systems and/or documents related to the goods and services provided and promptly provide responses and take corrective actions to remedy any observations cited.
- Promptly notify the relevant Johnson & Johnson Company of Health Authority inspections and regulatory issues, such as, but not limited to, warning letters, Food and Drug Administration Form 483 observations, letters of non-compliance, seizures and injunctions, including any observations related to the products of any Johnson & Johnson Company or the quality system under which Johnson & Johnson products are made.
- Ensure that all pallets used to supply goods to any Johnson & Johnson Company comply with the Johnson & Johnson Pallet Policy.

Environmental Responsibility

Suppliers to Johnson & Johnson Companies are expected to **operate in an environmentally responsible manner and encourage their supply base to do the same.**

As such, they shall:

- Seek to optimize the efficient use of natural resources and materials in their business operations.
- Establish public, science-based greenhouse gas emissions reduction goals toward net zero emissions.
- Continuously improve energy efficiency and increase consumption of renewable energy in operations.
- Measure and publicly disclose greenhouse gas emissions.
- Implement programs to manage and control air and wastewater emissions, ensuring compliance and protection of human and environmental health.
- Prevent and mitigate accidental spills and releases of hazardous materials or substances into the environment and any subsequent adverse impacts on the local community.
- Manage waste compliantly and responsibly regarding the environment, employee safety and public health, from generation through collection, storage, transportation and ultimate disposal.
- Implement programs to reduce, reuse and recycle waste and promote recyclability and recycled content in packaging materials.
- Implement water stewardship programs that include monitoring water withdrawal and assessing and mitigating risk in water-stressed areas.
- Ensure all purchased plant and forest-derived materials are legally produced and harvested, in compliance with laws and regulations on the use and protection of forests and are legally exported and imported.
- Integrate biodiversity considerations and conservation programs promoting fair and equitable practices across their operations and in their supply base.
- Ensure products do not contain restricted or banned materials, substances and chemicals.

In addition, suppliers shall demonstrate they have policies and management systems to identify, prevent, mitigate and account for impacts on the environment in their own operations and their supply base.

Human and Labor Rights 1 of 2

Suppliers to Johnson & Johnson Companies are expected to respect all internationally recognized human rights¹ in their own operations, supply base and business relationships in line with the responsibility that all companies have under the [United Nations Guiding Principles on Business and Human Rights](#).

Supplier shall avoid infringing on human and labor rights and address negative impacts in their own operations, supply base and business relationships. As such, they shall:

- Prohibit the use of forced, bonded or compulsory labor, including involuntary prison labor. Suppliers shall not engage in any form of human trafficking or any slavery-like practices.
- Not restrict workers' freedom of movement and ensure workers have access to their identity documents, immigration papers, work permits and other personal documents.
- Ensure that workers, including foreign migrant workers, do not pay fees or other costs associated with their recruitment and employment (for example, legal costs, travel, lodging, passport or visa processing, medical exams, training, or personal protective equipment).
- Ensure workers are aware in advance of the terms and conditions of their work, preferably through a written employment contract.
- Prohibit the use of child labor. The employment of young persons shall conform with International Labour Organization Conventions 138 and 182 and comply with all applicable laws and regulations concerning age, hours, compensation, health and safety.
- Provide a workplace free from discrimination and harassment, including sexual harassment or abuse and mental or physical coercion. There shall be no discrimination or harassment of an individual on the basis of gender, race, color, age, language, ethnicity, national origin, sexual orientation, gender identity/expression, pregnancy, medical condition, disability, religion, union membership, indigenous status, military service, or marital status in hiring and employment practices and in the workplace.
- Respect the right of all workers to freely associate, to form and join trade unions of their choosing, to seek representation, to bargain collectively and to engage in peaceful assembly, as well respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate with management regarding working conditions without fear of reprisal, intimidation, or harassment.
- Provide safe, clean and orderly working conditions, respect workers' rights to rest and honor days off. Suppliers shall comply with all applicable laws and collective agreements including those relating to working hours, overtime, maximum hour rules, meal and rest periods and paid leave. Overtime work shall be voluntary with recognition of business needs and due care for the health and safety of workers. Overtime shall be compensated at a premium rate in line with the law as a minimum standard.

Human and Labor Rights 2 of 2

- Pay fair wages and benefits (statutory or negotiated) that meet or exceed the legal minimum for all hours worked and provide for an adequate standard of living. Suppliers shall communicate to all workers the wages they are to be paid in advance of commencing work, any overtime required and the wages to be paid for such overtime and provide workers with a timely and understandable wage statement.
- Provide means for all workers and affected individuals to raise concerns, complaints and grievances in an accessible and confidential manner, and without fear of harassment and retaliation. Issues shall be addressed in a timely and respectful manner and include documentation and corrective actions.

In addition, suppliers shall demonstrate they have policies and management systems in place to identify, prevent, mitigate and account for their (potential or actual) negative impacts on human and labor rights in their own operations, supply base and business relationships.

Consistent with the UN Guiding Principles on Business and Human Rights, this includes a formal commitment to respect human rights, ongoing human rights due diligence, engagement with affected stakeholders, exercising

influence over suppliers and business partners on their impacts, enabling remediation of negative human rights impacts and consideration for at-risk and vulnerable people.²

¹ “Internationally recognized human rights” are understood, at a minimum, as those expressed in the International Bill of Human Rights and the International Labour Organization’s “Fundamental Principles and Rights at Work” ([UN Guiding Principles on Business and Human Rights - pp.13-14](#)).

² “At-risk/vulnerable” people: Suppliers shall consider:

- The different types of workers in their own operations and supply base including employees, temporary, contingent, contracted, sub-contracted or outsourced workers.
- Other potentially at-risk or marginalized groups such as women, children and youth, elderly persons, ethnic minorities, religious minorities, LGBTQ+ persons, indigenous peoples, persons with disabilities, foreign migrant workers, prison workers and refugees.
- Different gender impacts, such as for women and girls.

Suppliers to Johnson & Johnson Companies are expected to **respect all internationally recognized human rights¹ in their own operations, supply base and business relationships...**

Supplier Diversity, Equity & Inclusion

Suppliers to Johnson & Johnson Companies are expected to foster a culture of Diversity, Equity and Inclusion (DEI) within their own organizations and throughout their supply base. Suppliers shall embrace DEI, which includes supplier diversity as a business strategy, practice and culture, to transform our world and the lives of all people, strengthen value creation, and support our human rights commitments. As such, they shall:

- Understand and support our Global Supplier Diversity & Inclusion commitments, including developing their own supplier diversity program.
- Actively promote the use of diverse and small suppliers across their business and in their partnerships with Johnson & Johnson Companies, to drive societal and economic impact in under-served populations.
- Provide equal access to employment and opportunities for all people, consistent with our Human Rights expectations.
- Promote an inclusive environment within their organizations that respects the dignity and diversity of all people and implement policies and practices to make DEI the way of doing business.

Health, Safety and Well-being of Employees

Suppliers to Johnson & Johnson Companies are expected to maintain their workplaces and any living quarters used to house employees in a clean, orderly and safe manner. As such, they shall:

- Provide necessary facilities and equipment to assure the health, safety and well-being of employees and visitors (for example two means of egress to safely exit areas or buildings, fire alarms and detection systems, personal protective equipment).
- Implement programs to protect workers and to prevent or control employee exposures to workplace hazards, including chemical, biological and physical hazards.
- Implement programs to manage processes safely and prevent catastrophic events.
- Identify potential emergency situations, implement preventive measures and training and be prepared to execute emergency response procedures.
- Provide safety and health information related to hazardous materials and necessary occupational health and safety training.
- Ensure that health and safety program requirements for contractors and subcontractors working at supplier's facilities are consistent with those for employees.
- Promote a culture of safety and well-being, including promoting access to health programs that positively impact the physical and mental health of employees.

Suppliers to Johnson & Johnson Companies are expected to **maintain their workplaces and any living quarters...**

Healthcare Compliance (HCC)

Suppliers to Johnson & Johnson Companies and any third party through whom we engage healthcare professionals or government officials, are expected to **uphold our strong stance against bribery and corruption, consistent with the anti-corruption laws that may be applicable to one or both parties and that exist in many countries around the world.**

As such, in connection with any Johnson & Johnson relationship, they shall:

- Follow local and internationally applicable laws and ethical standards and strictly prohibit bribes, kickbacks, illegal payments and any other offer of items of value that may inappropriately influence or reward the order, purchase, recommendation or use of our products and services, whether provided directly or through a third party, such as a distributor, customs broker, or other agent.
- Ensure appropriate training is provided to all individuals employed or appointed by them, including their affiliates or subcontractors, through whom we engage healthcare professionals or government officials.
- Avoid any other action that could inappropriately influence the medical decisions of healthcare professionals or the decisions of entities that purchase, order, recommend or use our products and services, including healthcare professionals, government regulators and inspection authorities.
- Maintain proper financial books and records.

Privacy

Suppliers to Johnson & Johnson Companies are expected to safeguard personal information in accordance with global privacy and data protection requirements...

Suppliers to Johnson & Johnson Companies are expected to safeguard personal information in accordance with global privacy and data protection requirements, Johnson & Johnson Global Privacy Framework and general best practices for the protection of personal information. Personal Information is any information relating to an identified or identifiable individual. As such, suppliers shall:

- Respect the privacy of employees, contractors, workers, customers and others whose personal information the supplier has access to, by complying with local and international laws and contractual obligations in the collection, use and protection of personal information.
- Comply with cross-border data transfer requirements as required by applicable regulations, including Data Transfer Agreement(s) with sub-contractors.
- Ensure that Privacy requirements are communicated to sub-contractors and impose obligations that reflect agreements with Johnson & Johnson Companies.
- Ensure the appropriate technical and administrative controls are in place to allow Johnson & Johnson Companies to comply with Designating Personal Data by Type obligations.
- Not sell personal information provided by Johnson & Johnson Companies.
- Report any incident or suspected incident that affects the confidentiality and integrity of personal information to ensure Johnson & Johnson Companies can meet their obligations of timely reporting to authorities and affected data subjects.
- Not pay any ransom for ransomware attacks without first reporting the incident to Johnson & Johnson.
- Follow international standards and Johnson & Johnson requirements for anonymizing personal information before using anonymized data for analytical purposes if permitted by Johnson & Johnson.
- Ensure security of personal information during transit and in storage.
- Not use, share, or otherwise access personal information for secondary purposes without the written permission of Johnson & Johnson.
- Complete any Privacy training assigned to their representatives during the on-boarding process or as a periodic update.

Management Systems and Information Security

Suppliers to Johnson & Johnson Companies are expected to manage their activities systematically with appropriate information security practices designed to safeguard data and systems, maintain business continuity, improve operations and meet the Standards set forth in this document. As such, they shall:

- Demonstrate senior management commitment through policies, objectives and formal processes.
- Develop processes and standards to maintain data confidentiality, integrity and availability, to ensure data is protected, complete, accurate and timely.
- Create, control and secure documents and records, while adhering to applicable compliance requirements.
- Manage risks such as incidents, product-related emergencies, business operations/continuity issues and non-conformance to these Standards through monitoring and incident response procedures. Such events must be reported to relevant regulatory authorities and/or Johnson & Johnson, where appropriate.
- Set performance goals and objectives, including improvement of complaint investigations, corrective actions and internal audit procedures.
- Maintain a safe and secure supply chain, by supplying genuine products and materials produced with diligent controls, appropriate authorization and according to requirements specified by the relevant Johnson & Johnson Company.
- Leverage information security standards and industry best practices, to comply with Johnson & Johnson Data Safeguards Exhibit (DSE), Supplier Information Security Requirements (SISR) and relevant security requirements.
- Where appropriate, demonstrate a commitment to information security standards by pursuing certifications or accreditations (for example ISO 27001).
- Provide training that achieves appropriate levels of knowledge, skill and competence in management and workers, to address these expectations.
- Deploy processes and controls to extend applicable elements of these Standards to their supply base.

Suppliers to Johnson & Johnson Companies are expected to **manage their activities systematically with appropriate information security practices designed to safeguard data and systems...**

Resources

① Ethics & Conduct

Johnson & Johnson Humane Care and Use of Animals Policy
www.jnj.com/about-jnj/policies-and-positions/humane-care-and-use-of-animals-policy

② Quality

Johnson & Johnson Pallet Policy as referenced in the Master Service Agreements/Contracts as applicable in the Master Service Agreements/Contracts/PO Terms & Conditions

③ Human and Labor Rights

UN Guiding Principles on Business and Human Rights
<https://www.business-humanrights.org/en/big-issues/un-guiding-principles-on-business-human-rights/>

Suppliers are expected to adhere to the relevant provisions of the following Johnson & Johnson human and labor rights-related policies and positions:

Position on Human Rights
www.jnj.com/about-jnj/policies-and-positions/our-position-on-human-rights

Human Trafficking Policy
www.jnj.com/about-jnj/policies-and-positions/human-trafficking-policy

Employment of Young Persons Policy
www.jnj.com/about-jnj/policies-and-positions/employment-of-young-persons-policy

Position on Employment & Labor Rights
www.jnj.com/about-jnj/policies-and-positions/our-position-on-employment-and-labor-rights

Position on Providing a Safe & Harassment-Free Workplace
www.jnj.com/about-jnj/policies-and-positions/our-position-on-providing-a-safe-and-harassment-free-workplace

Position on Conflict Minerals
www.jnj.com/about-jnj/policies-and-positions/our-position-on-conflict-minerals

④ Supplier Diversity, Equity & Inclusion

Global Supplier Diversity & Inclusion Commitments
www.jnj.com/suppliers/supplier-diversity-inclusion

⑤ Management Systems and Information Security

Johnson & Johnson Data Safeguards Exhibit (DSE), as applicable in Master Service Agreements/Contracts

Supplier Information Security Requirements (SISR), as applicable in Master Service Agreements/Contracts

⑥ Healthcare Compliance (HCC)

Third Party Intermediary (TPI) Compliance Toolkit
<http://content.learnshare.com/courses/134/3283664/content/index.html?#/lessons/QkXT4hJvUqWs2yu072dTvPHRuDVLKnl>

Third Party Intermediary (TPI) Training
<https://www.jjhccpinfo.com/en-us>

⑦ Privacy

Johnson & Johnson Global Privacy Compliance Framework, available upon request

Policy for Designating Personal Data by Type, available upon request

Johnson & Johnson

For more information, please visit us at: www.jnj.com/partners & healthforhumanityreport.jnj.com
This is the current version of the Johnson & Johnson Responsibility Standards for Suppliers, and it supersedes all previous versions.

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