

Working at Novartis PH ^[1]

Culture and Values

Novartis has a clear mission, focused strategy and strong culture, all of which we expect will support the creation of value over the long term for our company, our shareholders and society. We recognize that our business depends on the creativity, dedication and performance of our associates. We encourage associates to focus on achievement through collaboration and innovation.

A global healthcare leader, Novartis has one of the most exciting product pipelines in the industry today. A pipeline of innovative medicines brought to life by diverse, talented, performance driven people. All of which makes us one of the most rewarding employers in our field.

Our company culture is guided by high ethical standards. Our values help guide the choices people make every day, and they define our culture and help us execute the Novartis strategy in line with our mission and vision.

- Innovation
- Quality
- Collaboration
- Performance
- Courage
- Integrity

Diversity and Inclusion

To operate successfully as a global organization, it is essential that our people reflect the rich cultural, ethnic and gender diversity of our markets. As our customer base becomes increasingly diverse, a diverse talent pool of the best-qualified candidates becomes a critical

bridge between the workplace and the marketplace. Diversity of our workforce enhances customer insight and our ability to meet the needs of patients and other stakeholders. Retaining the most qualified talent adds value to our company, our customers, our employees, our shareholders, our suppliers and the communities in which we live and work.

We consider diversity and inclusion to encompass, but not be limited to:

- Race
- Ethnicity
- Gender
- Thinking styles
- Religion and belief
- Sexual orientation
- Age
- Differential ability
- Education
- Nationality
- Life experiences

Each of us is different. At Novartis, we aspire to move beyond stereotypes, assumptions and bias to bring these differences together every day, so we can see the world through the eyes of our patients and customers, in our quest to make their lives longer and healthier.

Accordion Type:

Collapsible

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