

## **Pride @ Novartis 2019**

As a company, we stand up for greater inclusion of LGBTI people because when each of us feels included, we all benefit.

Oct 11, 2019

## **Pride @ Novartis 2019**

**Past, Present and Proud – Nejc's story**

**Past, Present and Proud – Susan’s story**

**Past, Present and Proud - Tony's story**

**Past, Present and Proud – Brandon’s story**

## Past, Present and Proud –Philip’s story

Past, Present and Proud – Nejc’s story

Past, Present and Proud – Susan’s story

Past, Present and Proud - Tony's story

Past, Present and Proud – Brandon’s story

Past, Present and Proud –Philip’s story

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In 2018, we made a public commitment by signing up to the UN Standards of Conduct for Business, Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People.

**Companies should...**

- RESPECT HUMAN RIGHTS**  
of LGBTI workers, customers and community members
- ELIMINATE DISCRIMINATION**  
against LGBTI employees in the workplace
- SUPPORT LGBTI STAFF**  
at work
- NOT DISCRIMINATE**  
against LGBTI customers, suppliers and distributors—and insist that business partners do the same
- STAND UP FOR HUMAN RIGHTS**  
of LGBTI people in the communities where they do business

UNITED NATIONS HUMAN RIGHTS OFFICE OF THE HIGH COMMISSIONER

FREE & EQUAL UNITED NATIONS FOR LGBTI EQUALITY

Our aspiration is to honor our commitment to uphold LGBTI human rights and ensure we have a more inclusive workplace. This year we are focusing on understanding inclusion barriers and taking action to

address them by:

- Participating in the Stonewall Global Workplace Equality Index to identify actions to address any potential barriers;
- Raising awareness and understanding about LGBTI equity within the company;
- Demonstrating active support to the LGBTI community through policy changes, inclusion learning offerings, listening dialogues, and establishing a larger community of active allies;
- Raising awareness and celebrating LGBTI inclusion through global events and communications

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