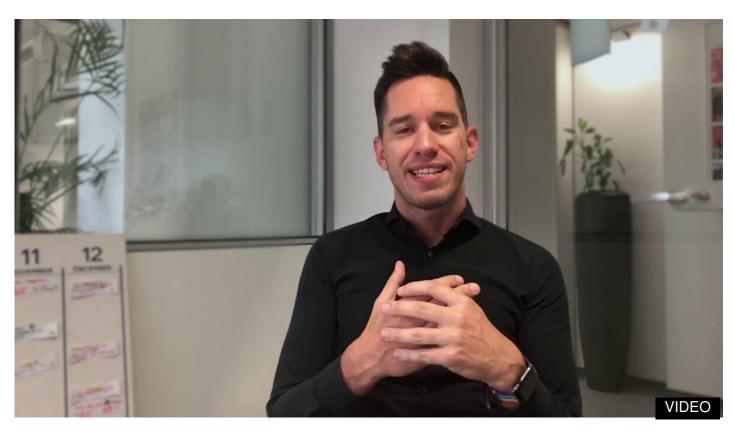


### Pride @ Novartis 2019

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

#### **All Videos**

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

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



### 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





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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