

LGBTQI+ inclusion

By building a world where we all belong, we discover more and change lives.

What does belonging mean to you?

Steve's story

Ravina’s story

Samantha’s story

Jacob’s story

Piyush's story

Lalit's story

Stephie's story

All Videos

Steve's story

Ravina's story

Samantha's story

Jacob's story

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Lalit's story

Stephie's story

In 2018 Novartis became the first global pharmaceutical company to pledge support for the United Nations Standards of Conduct for Business, tackling discrimination against Lesbian, Gay, Bisexual, Transgender, Queer and Intersex (LGBTQI+) 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

As part of our commitment to stand up for LGBTQI+ human rights and ensure we have an inclusive workplace that supports our LGBTQI+ employees, we are:

- Participating in the Stonewall Global Workplace Equality Index to identify actions to address any potential barriers;
- Raising awareness and understanding about LGBTQI+ inclusion within the company;
- Demonstrating active support to the LGBTQI+ community through policy changes, inclusion learning offerings and open dialogue;
- Connecting and extending our LGBTQI+ community through Employee Resource Groups that are inclusive of allies and parents, with presence in countries and locations where it makes an impact. Hear from our ERG members below.

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