

# Novartis Healthcare Philippines recognized as a Country Certified Top Employer 2021

Jan 25, 2021

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**January 25, 2021** – Novartis Healthcare Philippines, Inc. has been officially recognized by the Top Employers Institute as a Top Employer 2021 in the Philippines.

“To become recognized as a Top Employer, an organization will have to prove that the implementation of their people strategies enriches the world of work of their employees. The certified participants are a shining example of a dedication to people practices as they continuously commit to empowering their employees for a better world of work. Congratulations!”, said Top Employers Institute CEO David Plink.

Top Employers Institute is the global authority on recognizing excellence in people practices. Organizations certified as Top Employers dedicate themselves to providing the very best working environment for employees through their progressive ‘people-first’ HR practices. Through the Top Employers Institute certification program, participating companies can be validated, certified and recognized as an employer of choice. Established more than 28 years ago, Top Employers Institute has certified over 1500 organizations in 118 countries/regions. These certified Top Employers positively impact the lives of 6,000,000 employees globally.

“This prestigious recognition is a testament that our company is at par with the best employers not just within the Philippines but globally as well. It is also an indication that we are advancing in our culture aspiration of building a truly inspired, curious and unbossed organization,” said Mr. Jugo Tsumura, President and Managing Director, Novartis Healthcare Philippines, Inc.

One of the company’s innovative programs is their remote working arrangement called Choice with Responsibility (CwR), which aims to increase productivity and impact through enhanced flexibility. CwR offers office-based associates the choice to decide how, where and when to be most impactful in their roles, while taking personal responsibility to inform managers and align with teammates for effective collaboration based on the nature of their work. The company also provides internal training courses on Coursera and LinkedIn to build personal resilience and promote mental health. Their “Energized for Life” program provides guidance on mental health.

In 2019 alone, the company’s business operations created a total of 9,517 local jobs, including the employment of 488 Filipino associates. In terms of human capital impact, Novartis contributed Php615 million to Philippine society. These contributions are broken down to Php563 million in living wages for business operations and Php52 million in living wages along the supply chain. This is societal value created through the wages the company and its supply chain businesses pay.

“Novartis provides regional leadership exposure and opportunities to local talents. Our company rewards and

recognizes employee excellence through flexible, short- and long-term incentives and benefits. We support them with an organizational structure designed to provide a consistent positive employee experience. We engage and develop our associates through a diverse and inclusive culture that is 'Inspired, Curious & Unbossed.' We are committed to unleash the potential of our colleagues so we can continue to reimagine medicine for Filipino patients," said Ms. Annelyn Betia, People & Organization Head, Novartis Healthcare Philippines, Inc.

## About Novartis

Novartis is reimagining medicine to improve and extend people's lives. As a leading global medicines company, we use innovative science and digital technologies to create transformative treatments in areas of great medical need. In our quest to find new medicines, we consistently rank among the world's top companies investing in research and development. Novartis products reach more than 750 million people globally and we are finding innovative ways to expand access to our latest treatments. About 105 000 people of more than 140 nationalities work at Novartis around the world. Find out more at [www.novartis.com](http://www.novartis.com).

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