

## **Ethics Governance and Compliance - Transparency** <sup>[1]</sup>

At Novartis, we aspire to be the world's most respected and successful healthcare company. We also believe that doing the right thing makes good business sense and that ethical conduct is best assured by promoting a culture of integrity, supported by a sound management framework and assurance. We can only realise our aspiration if we earn and maintain the trust and support of our key stakeholder groups: our patients, our associates, our healthcare partners, our shareholders and society at large.

Our Code of Conduct reflects our commitment to meet the expectations of our stakeholders as a responsible corporate citizen, and contains the fundamental rules and principles of ethical business conduct.

The Novartis Code of Conduct forms an integral part of the terms of employment of all associates of Novartis Group companies. We are aware that our associates may encounter ethical dilemmas and conflicts whilst conducting their daily business activities. Sections within our Code of Conduct, such as "when in doubt", provide the associates of our affiliates with support and guidance to make the right decisions relating to the business activities they undertake and how to perform them. Responsibility for maintaining and improving integrity and compliance is also embedded in our management processes, including the annual performance reviews of associates, to ensure that our principles are put into practice and incentivise ethical behavior.

The Global Integrity & Compliance Function designs and implements compliance programs associated with the Novartis Code of Conduct, Anti-Bribery Policy and Professional Practices Policies. Each Novartis division has a Global Integrity and Compliance Officer who drives the implementation of these programs throughout their division in order to achieve ethical business practices by all associates.

### **Accordion Type:**

Collapsible

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**Source URL:** <https://www.novartis.ie/about-us/corporate-responsibility/ethics-governance-and-compliance-transparency>

### **Links**

[1] <https://www.novartis.ie/about-us/corporate-responsibility/ethics-governance-and-compliance-transparency>