

# Policy

## Our Commitment

To Our Prospective Business Partners:

Novartis affiliates located in the US continue to work hard to earn our reputation as a leader in diversity and inclusion. For us, best practices include developing a supplier base that reflects the diverse patients and customers we serve - that means nurturing relationships with small, minority, women, LGBT, people with disabilities, and veteran-owned companies and other diverse businesses within our supplier community. We want to work with companies and individuals that bring different thoughts, ideas, backgrounds and experiences to help us innovate in every aspect of our business. Simply put, diversity helps us to do what we do best - work together as one team to help patients and improve patient care.

## Our Mission

We pledge to provide opportunities to small businesses, and those owned by minorities, women, LGBT, people with disabilities, veterans, and the disabled veteran enterprises as well as small disadvantaged and HubZone-certified enterprises for the communities in which we live and work and for the people who work with us and for those we serve.

By seeking to continually identify and partner with best-in-class diverse suppliers, we want to offer opportunities that will support those suppliers' own growth and development while advancing the mission and goals of Novartis Pharmaceuticals Corporation.

## Our Policy

In our supplier diversity objectives, we are committed to four basic operating principles:

- Ensuring business opportunities for minority and women-owned suppliers and other small and diverse businesses
- Leveraging multiple sources of talent wherever that talent is found
- Developing and extending diverse supplier relationships
- Communicating the value of supplier diversity, both internally and externally

We will measure our success in attaining these objectives by our ability to move solidly into the top tier of best-in class companies that are recognized for creating and maintaining such diverse partnerships. Ultimately, we believe our effort will help ensure a commitment to diverse supplier performance that also allows us to better serve our customers and communities.

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## Second Tier Relationships

To help us achieve our supplier diversity goals, we request that our majority suppliers actively participate in our Supplier Diversity initiative by seeking tier-two relationships with businesses owned by: minorities, women, small businesses, veteran, service disabled veteran businesses, LGBT, people with disabilities, as well as

HubZone certified businesses and small disadvantaged businesses (SDB). This participation demonstrates added value on the part of our majority suppliers.

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**List of links present in page**

- <https://www.novartis.com/us-en/us-en/policy>
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- <https://www.novartis.com/us-en/us-en/node/17321/printable/pdf>