



PURPOSE FOR PROGRESS



Employees

At the heart of our organization lies an inspiring purpose: to use the power of leading-edge science to save and improve lives around the world.

Our commitment to investing in the growth, success and well-being of our people is central to this mission.

[Learn more](#) about our Purpose for Progress Report

FOCUS AREAS:



Global talent management:

Create an environment where every individual can continuously learn, grow and feel deeply connected to our organization.



Compensation and benefits:

Recognizing that our employees are our most valuable asset, we are dedicated to their professional growth and personal well-being.



Global diversity and inclusion:

To better fulfill our commitment to optimal public health outcomes, we pride ourselves on a longstanding commitment to fostering a diverse and inclusive work environment—one that nurtures creativity, empowers innovation and promotes efficiency and enhanced collaboration.



Health and safety:

As a global health care company, we prioritize health and safety in our workplace.

EMPLOYEE HIGHLIGHTS:



25K+

employees are members of at least one of our 10 Employee Business Resource Groups—that is more than 30% of our workforce globally. All employees are welcome to join any EBRG.¹



3M+

hours of training completed by our workforce, reflecting our dedication to investing in employees' growth and success.²



75+

countries have access to our global Employee Assistance Program (EAP), providing comprehensive mental health support for our employees and their families.³



95%

of employees have been celebrated for their contributions to our mission through our global recognition program.



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NOTES

- 1, 3 Employees include contingent workers, project temps and other classifications depending on local requirements in each of the 75+ countries where our company has a presence.
- 2 Reflects hours of training for “All learners”, defined as all active regular and part-time employees, as well as applicable contingent workers. Based on average of 30 minutes per course.