

## People and communities

At Novartis, we are pushing the boundaries of science to reimagine medicine and bring transformative innovation to patients. In support of this mission, our Corporate Responsibility efforts in the US aim to increase access to care and advance health equity among the most vulnerable populations in the communities where we live and work.

### Community Impact Partnerships

The US Corporate Responsibility team engages with community-based organizations to address strategic priorities related to accessing healthcare. Through our philanthropic partnerships, employee volunteer efforts and Novartis US Foundation, we strive to build trust, enhance access to healthcare services and help local communities address some of the most critical barriers to care, such as food insecurity and education. We are also helping to build the future healthcare workforce through our ongoing support of STEM education programming and scholarships.

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**The Novartis US Foundation** strives to improve health in underserved communities in the US by creating innovative and sustainable solutions to expand access to healthcare and build trust within the healthcare system. We do this by supporting sustainable programs and partnerships that strengthen health systems, eliminate barriers to quality health services and enhance local communities.

Through the Novartis US Foundation, Novartis supports programs at national and local nonprofit organizations aimed at enhancing access to healthcare, addressing implicit bias and increasing diversity in the healthcare workforce, as well as efforts to address social determinants of health in local communities.

As part of our efforts to increase diversity and build the workforce of tomorrow, the US Foundation funds a variety of scholarships at the high school and college level in New Jersey, including the Science Scholars Program of the Independent College Fund of New Jersey.

**Disaster Preparedness** donations are also funded by the US Foundation via the American Red Cross, Americares and Direct Relief to support preparedness for disaster response throughout the US.

**Community Partnership Grants** benefit nonprofit organizations that partner with Novartis and our associates for Community Partnership Day, as well as our other Company-sponsored volunteer programs throughout New Jersey. These grants support the important contributions our nonprofit partners make to local communities.

**Employee Resource Group (ERG)** Grants support nonprofit organizations aligned with the goals of our Employee Resource Groups and our overall corporate responsibility mission.

Please note that requests for funding are currently by invitation-only. If you are not an existing partner and believe your organization fits the guidance provided in this document, please send a brief introduction describing your organization to us at: [uscorporate.responsibility@novartis.com](mailto:uscorporate.responsibility@novartis.com).

[Click here](#) to access our giving guidelines.

**The Novartis Corporation** also supports local community organizations near our US headquarters in the East Hanover, New Jersey and surrounding areas.

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## Employee Engagement

We strive for a culture where people are inspired, curious and unbossed, allowing people to fully apply their talent and energy at work, as well as in the communities we serve. We provide our teams with opportunities to volunteer their time and leadership skills support to sustainable communities.

**The Novartis US Foundation Matching Gifts Program** supports associates who make financial contributions to charitable 501(c)(3) organizations by providing a dollar-for-dollar company match for gifts up to \$5,000 per associate each calendar year.

Our **Dollars for Doers Program** is designed to encourage associates to volunteer on their personal time with nonprofit organizations by providing donations to qualifying organizations where Novartis associates volunteer. Associates who contribute a minimum number of volunteer hours, at least one year of board service, or other qualifying activities with an eligible organization are able to request a grant to support that nonprofit.

**Community Partnership Day (CPD)**, our annual volunteer day, gives associates the opportunity to put our values and behaviors to work in our local communities. Each year, thousands of associates around the globe venture out of the office to make a difference for local nonprofit organizations and help bring a smile to someone's face.

Many of our associates live the spirit of volunteerism throughout the year as part of our many ongoing associate volunteer efforts.

**Students 2 Science** welcomes Novartis volunteers to their East Hanover, New Jersey laboratory where they help students conduct live experiments as part of their ISAAC (Improving Student Affinity and Aptitude for Careers in STEM) Program. Our volunteers also serve as mentors to high school and middle school students, and assist with development of lab kits to be used by students as part of Students2Science Virtual Laboratory (V-lab) program.

**Science Scholars Mentoring Program** pairs recipients of the Independent College Fund of New Jersey's Novartis Science Scholarship awards with Novartis scientists for a year-long mentoring relationship to help prepare students for a career in science.

**Multi-Cultural Team Mentoring** is a three-day corporate mentoring experience that helps teens set high personal, academic and career goals by bringing them face-to-face with successful role models and exposing them to career paths within the pharmaceutical industry.

**Disability Mentoring Day** is a nationwide program created by the American Association of People with Disabilities to bring awareness of job opportunities to students with disabilities or special needs. Novartis has been hosting this on-site event for high school and college students in New Jersey since 2008.

**The Community FoodBank of New Jersey** receives monthly visits from Novartis associates. The groups sort and pack hundreds of pallets of food throughout the year for distribution to needy families throughout New Jersey.

**Rise Against Hunger** facilitates biweekly events on the Novartis East Hanover, New Jersey campus where associates package nutritious meals that are shipped to undernourished communities around the world. Novartis volunteers work in teams packing roughly 1,500 meals in just one hour. Meals are then sent to countries such as Haiti, Zambia, El Salvador and Liberia to help alleviate famine.

**The Blood Donor Program** offers Novartis associates the opportunity to donate blood through quarterly blood drives.

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### **Contact Us**

[uscorporate.responsibility@novartis.com](mailto:uscorporate.responsibility@novartis.com)

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