

## Novartis Talent Selection Principles

At Novartis, we're in the business of innovation and our people are our biggest asset. We want to unleash the power of our people through an inspired, curious and unbossed culture to reimagine medicine. That means building a diverse, equitable and inclusive workplace that reflects our global patient population, where we can all be our best and true selves and are empowered to fulfill our personal and professional goals.

Novartis is committed to treating everyone with dignity and respect, and believes in providing equitable access to opportunities. This commitment is recognized at every stage of our recruitment process. Our hiring practices are consistent, fair, merit-based and compliant. We seek to attract and retain talented people from diverse backgrounds and strive to ensure that our candidate slates and interview panels reflect the diversity of the populations in which we work, including, but not limited to, people from different genders, gender identities and expressions\*, generations, races, ethnicities, sexual orientations, and individuals with disabilities.

Our Talent Philosophy is reflected in our strengths-based approach to selection and career development. We train all hiring staff in best practices to ensure that all steps are taken to mitigate any implicit bias, and we use interviewing protocols to ensure that candidates can be assessed in a fair manner.

We believe that everyone has talent, and we strive to create a culture in which everyone is able to reach their full potential within the company, contributing to reimaging medicine and leading us into tomorrow.

\* [Click here to learn more about gender definitions provided by the WHO](#)