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 GLOBAL HEALTH SERVICES


CANCÚN, MÉXICO

Sustaining a Global Culture of Health & Wellbeing

ICOH Congress 2012

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Global Director Occupational Health & Productivity
Johnson & Johnson

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SS106.1

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The world's largest and most comprehensive health care company

- Global Leader in Health Care
- More than 250 Operating Companies In 60 Countries
- Selling Products in more than 175 Countries
- 116,000 Employees Worldwide





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Culture of Health - Key Ingredients

Value Alignment Management Commitment Business Integration Historic Services Metrics & Data Drive

Sustains a Global Culture of Health

Have the healthiest, most engaged workforce for J&J allowing for full and productive lives

Johnson & Johnson Janssen Kenvue Medtronic

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Our Credo
Common set of values unifying diverse business

- Created in 1943
- Drives deep commitment to ethical principles
- The Four Tenets
 - Customers
 - Employees
 - Communities
 - Stockholders

Johnson & Johnson Janssen Kenvue Medtronic

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Leadership commitment to Health
30 years.... the J&J story

1978	1995	2004	2007	2008	2015
big goals	integration	global	harmonization	new business	healthy future

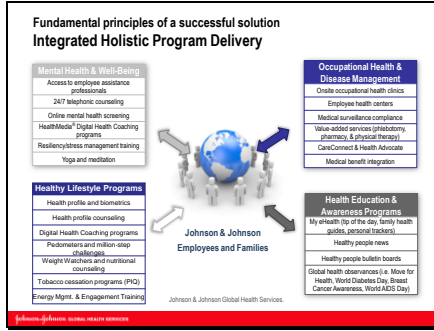
"I'm talking about prevention, specifically in the workplace. Johnson & Johnson has been making substantial, systematic, and effective investments in prevention for more than 30 years. We dedicate resources to prevention because, like any successful investment we've made, it yields steady returns."

-Bill Weldon, CEO J&J

Harvard Business Review

Johnson & Johnson Janssen Kenvue Medtronic

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Measurements

Measure Outcome not just Effort

Global Health Assessment Tool (GHAT)

- Accessible via Johnson & Johnson intranet
- Reporting by all operating companies annually
- In-depth validation of stated culture of health and program elements including population risk data

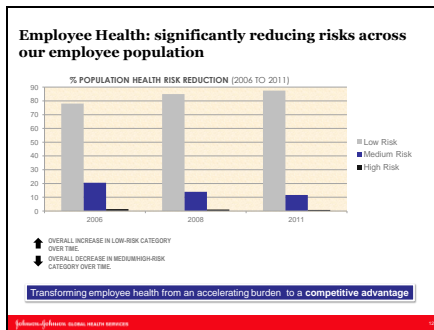
Reports can be broken down by region (see link) for:

- Enterprise
- Sector
- Location

2011 Worldwide Reporting- 426 locations (100%)

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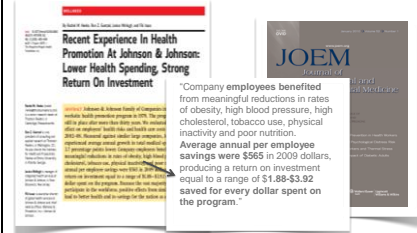
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J&J Health Programs- External validation of program success & opportunities



Recent Experience In Health Promotion At Johnson & Johnson: Lower Health Spending, Strong Return On Investment

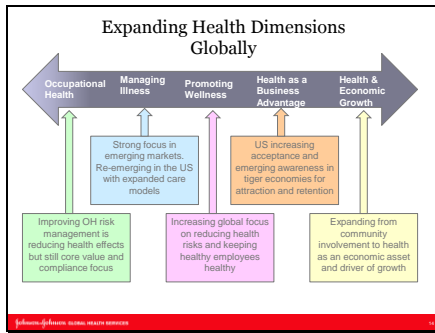
Company employees benefited from meaningful reductions in rates of obesity, high blood pressure, high cholesterol, tobacco use, physical inactivity and poor nutrition. Average annual per employee savings were \$965 in 2009 dollars, producing a return on investment equal to a range of \$1.88-\$3.92 saved for every dollar spent on the program."

JOEM

Journal of Occupational, Environmental & Medical

Johnson & Johnson

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Key Takeaways

- Success springs from a **culture of health**, which is built into the fabric of the business, communities and health systems
- **Phased** approaches and **pilots** are critical
- Set short and long term **goals** and **measure outcomes**
- A focus on **health risk factors** can yield strong results
- Increased **productivity** and **engagement** can generate significant **cost savings** and improved **performance**
- **Investment** in **prevention** and **health innovation** can yield significant **economic and social** returns –
 - WHO: 1 year increase in life expectancy linked to 4.3% increase in GDP;
 - J&J: a \$1 investment in employee health yields \$3.7 savings in reduced healthcare costs, absenteeism, improved productivity
 - Preventing an increase in obesity rates among workers may be the most effective methods for averting sharp increases in health care costs

keep pushing the envelope!

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