



ENGAGEMENT, DIVERSITY & INCLUSION EMPLOYEE IMPACT GROUPS



ENGAGEMENT, DIVERSITY & INCLUSION



VISION

On the forefront to include and value every voice to bring value to every patient.

MISSION

To build and leverage a diverse workforce and an inclusive workplace to optimize patient and community insights that turn innovative science into value for patients.



ENGAGEMENT

- An indication of the health of the relationship between an employee and employer.
- It is the separate, sum, and interplay of all the aspects that impact engagement (ex. presence of meaningful work, extent to which an employee adopts the employer's vision/mission/strategy, how valued an employee feels, etc.).
- While it can be measured at a point in time, it is dynamic and highly subjective to the individual employee's perspective.
- It has overarching implications for employee productivity, absenteeism, attrition, team dynamics, innovation, and employer of choice reputation to name a few.

DIVERSITY

- All of the characteristics of individuals that make them unique and distinct. Some are visible: gender, race, physical ability and age. Others are not; language, religion, heritage, skills, beliefs, sexual orientation and more.

INCLUSION

- Ensuring that the right condition are in place for all people to achieve their full potential, professionally and personally.

DIVERSE WORKFORCE

Create a **diverse workforce** through hiring, developing, engaging, and retaining the best talent that reflects the patients and community we serve around the world

INCLUSIVE WORKPLACE

Build a more **inclusive workplace** to fully leverage our diversity and have a culture of openness to learn and explore new ideas

PATIENTS & COMMUNITY

Gain insights and build trust with our **patients & communities** to better communicate purpose, add value, and make a lasting impact

