



Enabling a Culture of Well-being: COVID-19 & Employee Mental Health

The Consumer Goods Forum
February 25, 2021

J&J Consumer Health Healthy Lives Mission

Our goal is to enable healthy lives for all – every day, from their first day. Rooted in **science** and endorsed by professionals, we help people thrive by accelerating action to **protect our environment and address important human health challenges**.



Johnson & Johnson
CONSUMER HEALTH



Healthier people

- Address priority health issues
- Improve ingredient transparency



Healthier planet

- Develop more sustainable products
- Reduce our plastic & carbon footprints



Empowered employees

- Create sustainable workplaces
- Engage & empower our people

DRIVEN BY OUR LEADERSHIP BRANDS

Aveeno.

LISTERINE

Neutrogena

OGX

nicorette



Stayfree

Johnson's

Johnson & Johnson
CONSUMER HEALTH

At Johnson & Johnson we...

We blend , Science and Ingenuity to profoundly change the trajectory of health for humanity.

The Johnson & Johnson Credo



“We must support the health and well-being of our employees and help them fulfill their family and other personal responsibilities.”

Helping support and inspire our people to take care of themselves and their loved ones:

- Actively invest in their health and well-being to achieve their **personal best**.
- Work in an environment that fosters and **supports healthy choices**.
- Achieve **balance** in body, mind and spirit igniting full **engagement** and **purpose** at work, at home and in their communities

Johnson & Johnson Global Health Services






Enable the physical, mental, emotional, and financial health of our employees and their families to have a societal impact by:

Protecting and investing in the health & well-being of our employees, our communities and our business








Empowering & inspiring employees to proactively champion & advance their health & well-being by pioneering innovative and personalized health tools and solutions

Building a workplace culture of health – equipping our employees and those around us to change the trajectory of health for humanity

200+ GHS Dedicated Professionals

-  489 Locations
-  75 Countries
-  120+ On Site Clinics
-  100+ Fitness Centers
-  5 Child Care Centers

Core GHS Platforms

-  Resiliency & Energy Management
-  Personal Healthcare Service
-  Occupational & Executive Health
-  Mental Well-being
-  Healthy Lifestyle Programs
-  Work-Life Integration
-  Digital Health Data Insights & Innovation

Mental Health & Well-being Services



Providing comprehensive care, services, & resources

COVID-19: Phased Response Based on Key Challenges

PHASE I

Response



- Employee Health Protection
- Crisis Response
- Manage Facilities
- Identify High Risk Potential

PHASE II

Governance



- Establish Global & Local Crisis Management Teams
- Procedures/Policies
- End-to-End Process to Protect Employees

PHASE III

Support



- Leader Support & Guidance
- Well-being Support
- Social Connectivity
- Open Communication
- Work/life Flexibility & Resources

PHASE IV

Sustainability



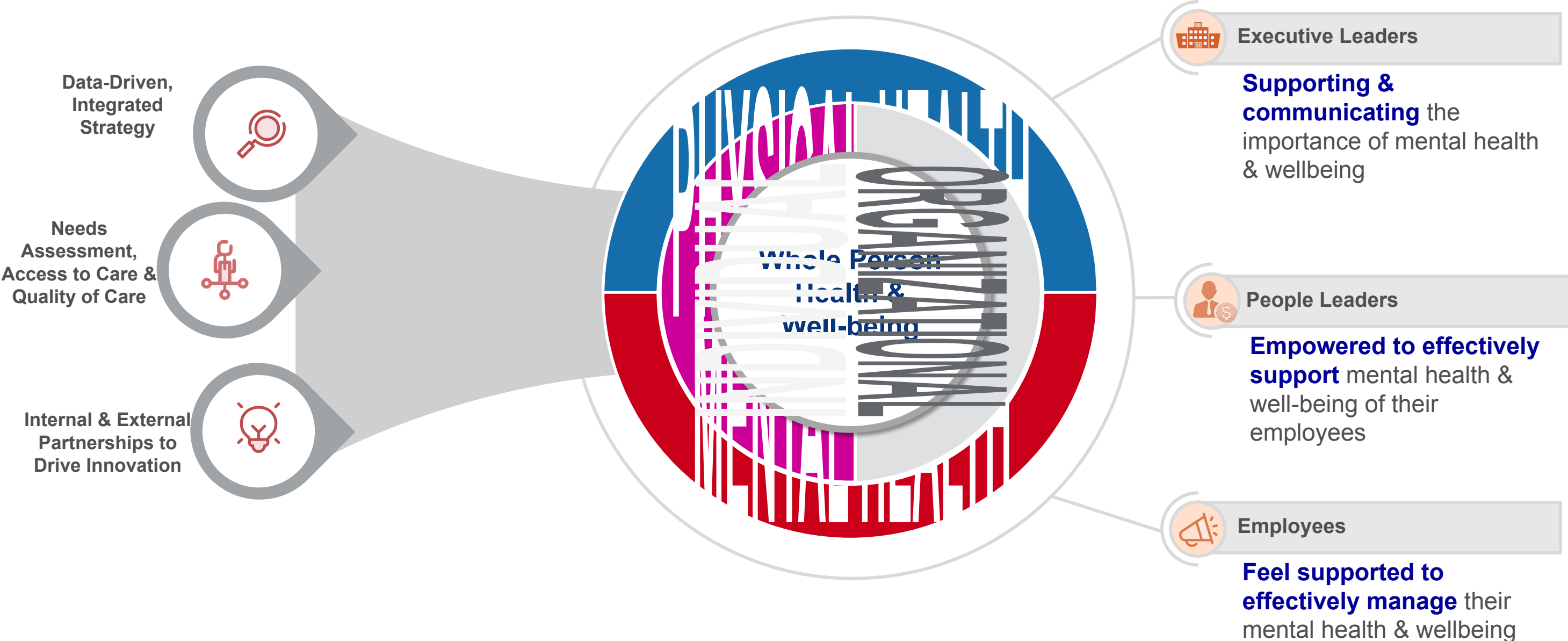
- Work/life Experience
- Work Engagement
- Psychologically Healthy Environments/Communities
- Perceived Organizational/Supervisor Support

COVID-19: Key Strategies



Mental Health & Well-being Framework

Assess, Educate, Empower & Innovate



“Mental wellbeing is not a ‘nice-to-have,’ but a ‘must-have.’ And we all need to take care of our mental health the same way we take care of our physical health.”

Jennifer Bruno

Vice President, Global Health Services, Johnson & Johnson

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