

# Our Values

Strong values define our culture and help us execute the Novartis strategy in line with our mission and vision.

We have introduced Values and Behaviors that describe the professional behaviors we expect from our employees. These values were selected by the Executive Committee of Novartis – with input from associates worldwide – and form an integral part of the framework we use to recruit people, develop them and assess and reward their performance. We will hold ourselves to account against these values and behaviors.

These values and behaviors are:

## **Innovation**

by experimenting and delivering solutions

## **Quality**

by taking pride in doing ordinary things extraordinarily well

## **Collaboration**

by championing high performing teams with diversity and inclusion

## **Performance**

by prioritizing and making things happen with urgency

## **Courage**

by speaking up, giving and receiving feedback

## **Integrity**

by advocating and applying high ethical standards every day

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### **List of links present in page**

1. <https://prod1.id.novartis.com/id-en/id-en/about/our-values>
2. <https://www.novartis.com/about/executive-committee>