Johnson & Johnson is committed to identifying top talent and providing an exceptional candidate experience and engagement. We are **committed** to:

<table>
<thead>
<tr>
<th>Commitment</th>
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<tbody>
<tr>
<td>Ensuring an efficient and fair application process</td>
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<tr>
<td>Providing information that allows Candidates to make informed decisions about a career with Johnson &amp; Johnson</td>
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<td>Fast decision making with consideration for Candidate’s time</td>
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<td>Providing timely updates to the Candidate on the current status and next steps</td>
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<tr>
<td>Continuous improvement of the recruiting experience by listening to Candidates’ feedback</td>
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<tr>
<td>Building meaningful relationships with Candidates who meet current and future talent needs</td>
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<tr>
<td>Making inclusive hiring decisions aligned to our commitment to diversity</td>
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OUR COMMITMENT

TALENT ACQUISITION

• **Accurate and clear Job Postings**, avoiding jargon
• **Fair and consistent evaluation process** with quality communications during each step
• **Candidate access to information** to assess whether a career at Johnson & Johnson is the right fit
• **Fair and equitable offer** development
• **Coaching of hiring team** on leading practices to ensure a positive candidate experience
• **Measurement of Candidate experience** to enable continuous improvement

HIRING MANAGERS

• **Job requirements that balance** skills, leadership behaviors and competencies to be successful in the role
• **Interviewers that reflect a diverse group** of leaders within the organization
• **Respect for Candidate’s time** by limiting number of interviews and leveraging virtual interview technology
• **Articulate Employee Value Proposition to Candidates** by providing company information, career frameworks and other important information
• **Prompt decisions and thorough feedback** throughout the selection process
• **Provide informative on-boarding** process to allow Candidates to be successful from day one

EXTERNAL PARTNERS

• **J&J Candidate Charter reflected** to enable successful Candidate experience
• **Accurate and compelling information** about Johnson & Johnson to engage Candidates throughout the process
• **Feedback to J&J**, enabling continuous improvement of the Candidate experience

JOIN OUR TALENT COMMUNITY

BE VITAL