



Partnerships for better patient outcomes

# Welcome to Novartis

Novartis is a global leader in healthcare. In our vision to be the world's most respected and successful healthcare company, we put patients at the centre of everything we do.

Our mission is to 'care and cure', by discovering, developing and marketing innovative products that prevent and treat diseases, ease suffering and enhance quality of life. We use science-based innovation to deliver better patient outcomes in growing areas of healthcare and where there is an unmet medical need.



## Science

By focusing on the patient and following the science, Novartis has discovered innovative treatments for conditions ranging from cancer to degenerative disease.



## Innovation

Novartis has a rich pipeline of potential products essential to our ability to deliver new medicines to patients with unmet needs. The Novartis Institute for BioMedical Research is our global research organisation discovering the new drugs that give doctors new capabilities to change the lives of patients.



## Integrity

Our aim is to build strong, trust-based relationships with patients and those who care for them. As a member of the Association of the British Pharmaceutical Industry and the European Federation of Pharmaceutical Industries and Associations, we run our business under the strict ethical codes of these organisations as well as our own Code of Conduct.



## Changing world

The world is changing. More than 100,000 healthcare mobile apps are available for consumers and healthcare professionals. By 2025, the world's population will increase by 1bn, with the over 50s increasing by 500m and accounting for more than 25% of the global population. Chronic and non-communicable diseases will account for more than 70% of illnesses and global healthcare spending will double to over \$15tn.



## Healthy family

Arogya Parivar, 'Healthy family' in Hindi, was developed in 2007 to improve access to healthcare for rural Indians earning US\$2-4 a day. Novartis recruits and trains local villagers as health educators, who inform communities about health, disease prevention and the benefits of timely treatment. Currently in rural areas across 11 states in India, home to 70 million people, the programme is sustainable, having broken even after 30 months. Similar social business models now operate in Kenya, Vietnam and Indonesia.



Provides high-quality, affordable generic medicines to patients in more than 160 countries across the world. Its portfolio includes traditional pharmaceuticals, as well as 'difficult to make' medicines including biosimilars, complex oral solids, injectables, high-tech patches and state-of-the-art inhalers.



Markets over 60 innovative prescription medicines for patients with cancer, retinal, respiratory, cardiovascular, neurological, dermatological and immunological conditions.



Is the global leader in eye care, with surgical, retinal, pharmaceutical and consumer products for sight correction and eye health, helping patients of all ages to see the world more clearly.

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*"As a science-based and patient-oriented healthcare company, we strive to be a global leader in growing areas of healthcare. We distinguish ourselves through the research and development of innovative medicines and devices that satisfy unmet medical needs, improve treatment outcomes and increase patient quality of life."*

**Joerg Reinhardt, Chairman of the Board of Directors**

*"Over the next decade we expect significant changes in healthcare. To succeed in this new environment, each segment in which we compete must have innovation power to create breakthrough products and global scale to leverage that innovation across markets."*

**Joseph Jimenez, Global Chief Executive Officer**

## Key facts

**119,000**

Over 119,000 Novartis associates work to bring our medicines to more than 1.2 billion people each year.

**\$9.9billion**

We are one of the world's biggest investors in research and development, investing US\$9.9billion in 2014.

**Most admired**

We are the number two pharmaceutical company among the World's Most Admired Companies.



**40%**

We are diverse, with people from over 150 nationalities. Over 40% of managers are women.

**5 million**

More than 5 million leprosy patients have received free treatment from Novartis through the WHO since 2000.

**6.6 million**

Our social business initiatives have reached 6.6 million people with health education in India, Kenya, Vietnam and Indonesia.

**First**

Novartis was one of the first global companies to pay all associates a living wage.

**500,000**

Sandoz is helping to prevent pneumonia in children by delivering medicines to treat 500,000 children through UNICEF.

**Carbon offset**

Novartis has purchased 3,593ha in Colombia for a new carbon offset project.

**100%**

Our products and pipeline address 100% of the top 20 conditions causing the global disease burden.

References:  
<http://www.novartis.is/downloads/investors/reports/novartis-annual-report-2014-en.pdf> Assessed July 2015



# Novartis in the UK

Headquartered globally in Basel, Switzerland, and in Frimley, Surrey. Novartis is committed to the UK as an investor, employer and developer of new medicines.

Novartis develops, manufactures and markets innovative medicines, devices and diagnostic tests which help improve patient outcomes. Based on sites across the north and south of England, we serve healthcare needs across the whole of the UK, as well as supporting the global operations of Novartis by manufacturing the active pharmaceutical ingredients used worldwide in many medicines.



## Grimsby

Chemical operations employs around 500 people on a 230 acre site manufacturing pharmaceutical ingredients used in medicines worldwide, including the active ingredient for a new heart failure drug.

## Frimley

Pharmaceuticals division works in partnership with the NHS, patient organisations, and academia to save lives and improve the health of patients with cancer, neurological, immunological, dermatological, cardio-vascular, respiratory, retinal and other conditions.



## Frimley

Sandoz has a portfolio of over 150 generic and biosimilar products, including major and niche medicines covering cardiovascular, gastrointestinal and respiratory disease, as well as anti-infectives, anti-virals, central nervous system conditions and pain management.



## Watchmoor Park

Alcon is the world's leading eyecare company:

**Surgical** – focuses on highly specialised equipment and intraocular lenses used in treating patients with cataracts and other eye conditions

**Pharmaceuticals** – retinal and glaucoma medicines

**Vision care** – the UK's leading supplier of contact lens products for consumers.



## Sittingbourne

The near patient testing team develops innovative technology to deliver transformative blood testing solutions, within 10 minutes from just a pinprick of blood. This allows patients and health professionals to select, monitor and deliver the right drug to the right patient and help maximise patient outcomes.

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## Scholarship

Alcon runs a successful scholarship programme, now in its second year, for newly qualified optometrists at the Alcon Academy in Camberley. This teaching facility is also used as a venue for healthcare professional training courses.



## Creating jobs

The Novartis venture fund arm has invested over \$40m in UK companies, creating over 100 jobs, including at Heptares Therapeutics which was sold to Sosei in 2015.

*"We operate a full range of activities in the UK and work closely with partners across the NHS to deliver better outcomes for patients."*

**Sue Webb,**  
UK Country President

*"We are proud to be one of the global manufacturing sites for Novartis worldwide, utilizing a state-of-the-art facility in the north of England and creating an exciting new generation of medicines."*

**Anne Wirtz,**  
Managing Director, Grimsby

## Key facts



**1,500**

Novartis employs over 1,500 associates across four sites.

**£270m**

We have invested £270 million in the Grimsby site over the last 10 years.

## Largest sponsor

Novartis is the largest commercial sponsor of clinical trials in the UK, particularly in ophthalmology.

## Double

Sittingbourne has more than doubled its staffing over the last 3 years and now has 82 permanent employees with a further 10 graduate placements by the end of 2015.

## Sandoz

Sandoz is a pioneer and leader in biosimilars and other 'difficult to make' differentiated generic products, working in partnership with the NHS to provide affordable and high-quality treatment options to patients in the UK.

**25**

Novartis UK is the UK affiliate of Swiss-based Novartis AG, globally one of the 25 largest companies by market capitalisation.

**20,000**

Nearly 20,000 associates worldwide participated in 2014's community partnership day and over half of all UK associates.

**\$58bn**

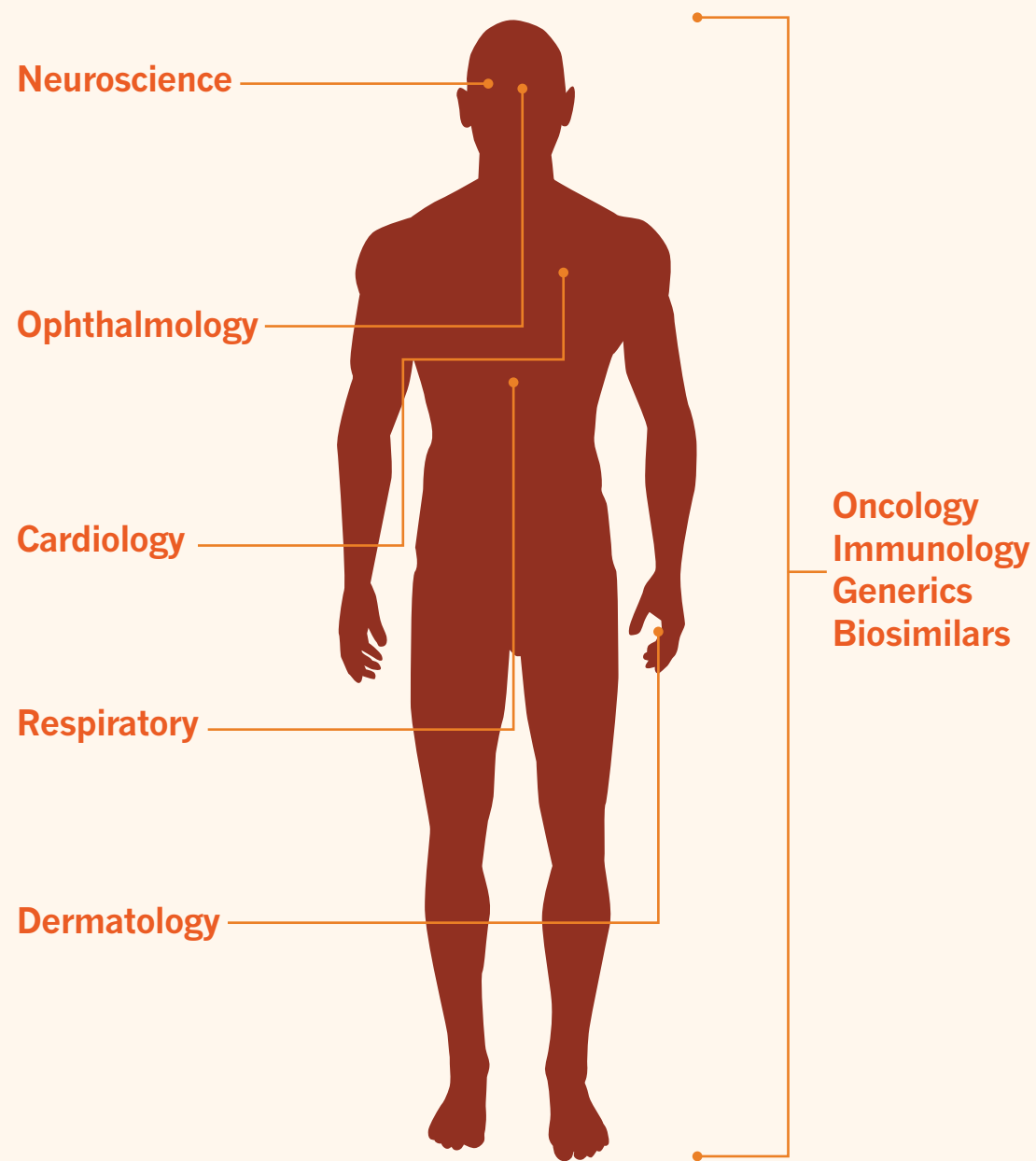
Sales in the UK reached \$1.3 billion in 2014, and worldwide \$58 billion.

References:  
<http://www.novartis.is/downloads/investors/reports/novartis-annual-report-2014-en.pdf> Assessed July 2015

# Improving patient outcomes

Novartis UK works in partnership at a national, regional and local level with a wide range of key stakeholders to support the delivery of better patient outcomes.

Novartis is an integral part of the UK's healthcare system. Apart from the many innovative medicines, generics and medical products we support, we also work closely with the National Health Service, patient groups and other healthcare organisations. As well as supporting an NHS that is under increasing pressure from budget constraints and growing patient demand, we consider this to be a key part of our commitment to good corporate responsibility.



## Working with healthcare professionals

Our investment in healthcare helps us to be more effective by ensuring that healthcare professionals are suitably knowledgeable in the latest therapies and treatment pathways, and that the right facilities exist for medicines to be prescribed and monitored. We also pay healthcare professionals to provide expertise in key areas, for example by taking part in advisory boards or speaking at clinical meetings.



## Health policy

There remain a number of challenges in the UK, in particular around patients' access to medicines and the spread of innovation in the NHS. Novartis is always keen to take part in the debate on such topics, like the Government's Accelerated Access Review, in order to help develop the right policies for patients.



## Better outcomes

A real world outcome could be a measurable improvement in length or quality of life for a patient or an efficiency gain for the healthcare system. We are working on a number of projects, for example with NHS Wales, to look at how we can develop this idea and be rewarded for real, measurable outcomes.

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**79m**

In 2014 Sandoz distributed over 79m packs of medicines in the UK.

**NHS**

Alcon is the leading supplier of intraocular replacement lenses to the NHS for cataract surgery, and also offer specialist surgical equipment.

**20**

We have initiated 20 joint working projects with the NHS across the UK in 2014 and 2015.

**£1.74m**

The pharmaceuticals division gave 60 grants totalling £1,739,094.44 to UK organisations, institutions and associations in 2014.

**Active worldwide**

Grimsby produces active ingredients for key medicines worldwide.

**Novartis Pharmaceuticals**

The pharmaceuticals division conducted the largest ever heart failure clinical trial programme and produced the first pill for multiple sclerosis.

**Blood tests**

The near patient testing team are bringing blood tests to the doctor's desktop – more convenient for patients and saving the NHS money.

**Cancer**

Novartis has the second largest portfolio of cancer medicines.

**No1 lens**

Alcon is the UK's number one contact lens company.

**Portfolio**

Sandoz has a growing portfolio of biosimilars, as well as generic medicines.

*"Beyond-the-pill is a logical and inevitable path forward for all. I really believe that in the future, companies like Novartis are going to be paid on patient outcomes as opposed to selling the pill."*

**Joseph Jimenez,**  
Global Chief Executive Officer

*"We are working with the NHS to provide better efficiencies in delivery of cataract services. The improved efficiencies will provide broader availability of cataract procedures to patients."*

**Shervin Korangy,**  
Managing Director, Alcon UK

*"Novartis works closely with many NHS hospitals and their staff to supply innovative medicines for patients. But the slow diffusion of innovation within the NHS is still a challenge, which ultimately means that patients do not get early access to the medicines they need."*

**Hugh O'Dowd,** Country Pharma  
Organisation Head, UK & Ireland



# Medicines for the future

Novartis fosters science-based innovation to change the practice of medicine. The depth of our pipeline and the breadth of our portfolio are the result of investment in areas of greatest unmet patient need and scientific promise.

Novartis has leading positions in innovative prescription medicines, eye care (Alcon), generic medicines and biosimilars (Sandoz). We also work in diagnostics with a research and development team based in Sittingbourne, Kent.

Clinical trials are fundamental to the development of innovative medicines and devices that treat and prevent illness. Novartis is the largest commercial sponsor of clinical trials in the UK, supporting over 10% of all trials, which helps many patients get early access to innovative medicines.

We create innovative medicines and prioritise our work based on unmet medical need and strong scientific understanding of disease. Novartis invested \$9.9bn in research globally in 2014.

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By the time a new medicine becomes available to patients, about 10 to 12 years of discovery and development has taken place.<sup>1</sup>

PHASE I  
1.5-2 YEARS



Check for safety



20-100 healthy volunteers



Determine safety and dosage



Only one in 5,000 researched new compounds will receive regulatory authority approval and make it to market.<sup>2</sup>

PHASE II  
2-4 YEARS



Check for safety in patients



1000 to 5000 patients



Effective testing in patients

PHASE III  
4.5-6 YEARS



Evaluate effectiveness and look closely for side effects



100 to 500 patients



Confirm whether the new treatment is a better alternative to the current standard



For most medicines, it requires an average of 5,000 - 10,000 patients enrolled in clinical trials to bring a new drug to the market.



This process costs an average of £2.6 billion per launched medicine.<sup>3</sup>

APPLY FOR LICENSE

PHASE IV  
1.5-2 YEARS



Testing long term safety in patient population



Post marketing studies in patients



Expanding data to support the new drug



This process is long and expensive. We are always looking for ways to safely accelerate new medicines in development.



## Investment

Novartis has invested £5.7m and 'in kind' help to the Structural Genomics Consortium based at Oxford and Toronto Universities since 2007. This focuses on research into the 3D structures of proteins, chemical probes and biological assays relevant to drug discovery in chronic inflammatory diseases. Research is released into the public domain unrestricted and not patented, to speed up drug discovery.



## Cell therapy

Cell therapy is emerging as a revolutionary approach to tackling cancer and Novartis is a leader in this field, for example by reprogramming patients' white blood cells to recognise and destroy cancer cells. Another focus is next generation checkpoint inhibitors, antibodies that zero in on the immune response blocking signals tumors use to hide from the body's immune system.



## Clinical trials

Providing information on clinical trials and their results serves everyone, including study participants, patients and healthcare providers. For more than 15 years, Novartis has supported data transparency and was one of the first to publish trial results of innovative medicines within one year of study completion, regardless of outcome.

## Key facts

**6000**

Novartis Institutes for Biomedical Research (NIBR) is our research engine with over 6000 scientists researching disease pathways and new drugs.

**200**

More than 200 R&D projects are underway, 135 of them in pharmaceuticals.

**10%**

Novartis UK funds 10% of pharmaceutical industry sponsored phase II-IV clinical trials, as well as 40% of all industry sponsored ophthalmology trials.

**1,790**

Since 2005, results from more than 1,790 clinical trials have been made available on [www.novartisclinicaltrials.com](http://www.novartisclinicaltrials.com).

**Global Innovator**



Thomson Reuters 2014 Top 100

Global Innovator recognizing achievement as one of the world's most innovative companies.

**700m**

Since 2001 our malaria initiative has donated over 700 million treatments without profit, including 200 million for children, and to 74m patients in 2014.

**25**

We are studying 25 biological pathways associated with cancer progression.

## Tropical disease

Novartis Institute for Tropical Diseases in Singapore is dedicated to finding new medicines to treat neglected, infectious diseases, including Dengue fever, Human African Trypanosomiasis and Malaria among others.

*"We choose to work where there is unmet need and where the science is strongest."*

**Mark C. Fishman, MD, President of NIBR**

*"We need to embrace innovation to compete in a world changing at increasing pace. And this comes from people, not an organisation or its processes."*

**Mark Alexander Rogers, Head, Near Patient Testing, Sittingbourne**

*"It's vital for patients that we maintain strong partnerships with the UK's world leading scientific and research communities, and ensure that the UK becomes a first choice for clinical trials globally."*

**Dimitrios Georgiopoulos, MD, UK Chief Scientific Officer**

# Your Novartis career

Novartis associates are united by a shared sense of purpose, a passion for life, a dedication to science and a commitment to find new treatments that bring greater health and longer life to more people.

Our values define our culture and describe the professional behaviour we expect from associates. Living the values and behaviours is how we do business. These are integral to what we do and are an important element of working life at Novartis. What associates do, and how they do it, have equal importance in annual performance reviews.

We are committed to advancing associates' careers, a fair and transparent talent review process, and a wide variety of learning, mentoring and professional development programmes which help associates to realise their full potential.

The quality of the science, variety of the work and ability to make difference in people's lives are major drivers for employees at Novartis.



**Innovation**  
founded in strong science



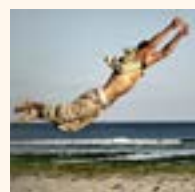
**Quality**  
is critical to earning our customers' trust



**Collaboration**  
enables us to efficiently deliver innovative new products



**Performance**  
while maintaining high ethical standards



**Courage**  
to do the right thing in the face of resistance or moral dilemmas



**Integrity**  
in the way we operate at Novartis



## Doing business responsibly

Novartis collaborates with others to help address some of the world's greatest health challenges. Our commitment to corporate responsibility includes supporting access to healthcare, and working responsibly within our company and the community. We do this by focusing on ethical and sustainable business practices through our code of conduct.



## Biocamp

Biocamp is a pioneering three day seminar bringing the biotechnology sector closer to talented students from top universities around the world. Last year's winner, Sarah Elnaiem, UK, got to visit Novartis China: "The trip was a once in a lifetime experience. The passion the employees showed was inspirational. I would encourage all those interested in science, whether clinical, research or business, to apply to Biocamp. It will change your life."

## Key facts

### Motivation

"I came for the job. I stay for the culture" was a key theme raised during recent focus groups to explore what it means to work at Novartis.



UNITED KINGDOM  
2015

CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS

### Top Employer

Pharmaceuticals division has been a Top Employer for the last 2 years.

### Be Healthy

Reached 95% of associates at 100 sites globally in 2014.



### Talent

We have a strong future talent programme offering bespoke learning experiences, including MBA internships, graduate placements and apprenticeships.

### Win

Grimsby won the Chemical Industries Association health leadership award 2014 and was short-listed for the engineering excellence and reputation awards.

### Great place

We are recognised as one of the 25 best multinational employers by the Great Place to Work® Institute.



### 500

We have almost 500 associates at Grimsby, one quarter of them graduates.

### Opportunities

Novartis Business Services provides support across IT, finance, facilities and other areas, offering a broad range of career opportunities.

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"Our people are proud of what we do and our mission to improve the health and wellbeing of patients in the UK and worldwide."

Erica Cassin,  
UK HR Director


"Initially one of my biggest worries was making sure that I made a good impression, but within a few days it was clear to me that I had underestimated the support and friendliness of everybody on site."

Mary West,  
Mechanical Craftsperson, Grimsby

"Joining in 2002, I've thrived in an environment where growing breadth of experience is encouraged. Roles have included marketing, sales and medical leadership before transferring to Alcon to set up a new Business Unit. I've personally focused on the UK, but regional and global opportunities provide even greater scope."

Matt McLaughlin,  
Head of Sales Operations and Strategy, Alcon UK





“We believe nothing is more extraordinary than a normal life. Something as simple as tying your shoes or driving yourself to work can be precious. But these normal, everyday functions are fragile and we often don’t even notice them until they are taken away from us due to illness or aging. That’s where we come in. Every day we fight to help people overcome health issues so they can live as normal a life as possible for as long as possible.”

**Joseph Jimenez, Chief Executive Officer**

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