

Learning and engagement

Training and guiding associates

Awareness and training programs are offered regularly in a range of formats, including awareness-building programs, e-training, face-to-face programs, games and workshops. We provide extensive communication toolkits to support awareness programs at the local level.

All Novartis Group company associates are required to complete ethics, risk and compliance training. Our global e-training curriculum provides relevant information to enable associates to make the right choices in the course of their work and to perform with integrity. It addresses identified and relevant company risks and helps to communicate new and upgraded policies and guidelines across the organization.

In addition, all newly hired associates and contractors worldwide complete a mandatory onboarding e-Training course. This comprehensive course covers key subject areas and is sent to all new hires four weeks after their employment begins.

We disclose relevant annual e-training completion rates in the Report on Nonfinancial Matters and the ESG Data Summary, available in the [Reporting and transparency hub](#). Training on ethical business practices is included in our Corporate Leadership Learning programs, and we provide extensive training for our Ethics, Risk and Compliance Officers across the company.

[Learn more about our ethics, risk and compliance learning approach \(379 KB\)](#)

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List of links present in page

1. <https://www.novartis.com/esg/ethics-risk-and-compliance/learning-and-engagement>
2. <https://www.novartis.com/investors/reporting-and-transparency-hub>