



Teva's  
Position on  
Diversity and  
Inclusion

**teva**

Teva Pharmaceutical Industries Ltd (hereinafter “Teva”), including all its directors, executives, employees and subsidiary and affiliated companies, is committed to nurturing a diverse workplace, which embraces individuals of different backgrounds and encourages and empowers all individuals to contribute to the maximum extent of their capabilities. This is far more than an absence of discrimination. It is Teva’s commitment to recruiting, developing, advancing, recognizing, rewarding and retaining individuals of diverse backgrounds and with diverse skills and to maintaining a culture in which all people are respected and differences are celebrated.

Our commitment to diversity and inclusion is grounded in our core values of “caring” and “getting it done together.” We believe our business success relies on the collective skill, creativity and motivation of our colleagues and that individual differences make us stronger together. A foundation of diversity at our company strengthens our communities and society, and we have a shared responsibility to provide equal opportunity and foster an inclusive spirit. Further, we believe compliance with all applicable laws, regulations and other requirements designed to promote diversity and inclusion is fundamental to our corporate well-being and that by striving for excellence in this area, we also protect, enhance and create value for our organization. These beliefs are consistent with our Purpose and Values and Code of Conduct.

Our position on Diversity and Inclusion applies to all companies owned or operated by Teva, as well as suppliers and supply chain partners through Teva’s Supplier Code of Conduct. We educate, inform and engage in dialogue with employees to ensure all those covered by this position are aware of our expectations and their responsibilities.

## **Our Diversity and Inclusion Aspiration, Approach and Commitments**

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**Respect for all:** We operate with respect for all individuals and preserve the dignity of every individual with whom we interact. We do not tolerate any form of discrimination, harassment, retaliation, intimidation, humiliation, bullying, unfair treatment or hurtful or inappropriate behavior at any time. We hope everyone involved in Teva’s business feels proud, respected and valued each day they come to work.

**Gender equality:** We nurture an organization that welcomes all genders at all levels, from our Board of Directors and Executive Committee to management positions. We actively support the recruitment, development, promotion and retention of women, and provide leadership and development programs to promote their success. Our aspiration is to achieve gender equality at all levels of the organization.

**Workforce diversity:** We take a proactive approach to recruiting, developing and advancing individuals representing diverse backgrounds. In cases in which certain populations are under-represented at Teva relative to their representation in the general population of the countries in which we operate, we take proactive measures to seek candidates of diverse backgrounds, provide targeted development opportunities and facilitate hiring and onboarding with a flexible approach that considers various groups’ needs.

**Inclusion:** We believe an inclusive culture is critical to allow Teva and our communities to reap the benefits of our collective diversity. We aim to provide all employees with diversity and inclusion awareness programs and recognize and reward positive actions. We also invest in Employee Resource Groups that bring together colleagues with similar backgrounds, identities or interests to learn, network and address shared challenges.

**Diversity policies:** We underpin our commitment to diversity and inclusion with policies that support success and restrict barriers to the advancement of individuals from all backgrounds at Teva. Such human resources policies recognize parental benefits, LGBTQ rights and more and are tailored to local market norms and preferences.

### **Application of this Position**

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This position is endorsed by Teva's Board of Directors. It is supported by internal procedures that ensure our commitments are upheld, including periodic audits. We communicate this position to our employees and on our website, and we share our progress in our annual Social Impact Report.