

Our Culture and Workplace

Our company framework, The **Novo Nordisk Way**, supports our culture of innovation and responsibility. It ensures the long-term growth and welfare of our company and helps us find the right balance between compassion and competitiveness.

The **Novo Nordisk Way** includes our vision, our values and our commitment to the **Triple Bottom Line principle**. This provides a foundation to ensure we stay on course: That we are focussed on innovation. That we stay socially, environmentally and financially sound. And at the same time that our employees experience a positive work environment and conditions.

When you work at Novo Nordisk you come to realise that our company culture is more than words on a piece of paper - **we live our values** every single day. The values are the foundation for our business decisions. We have an inclusive culture where employees feel empowered and consensus is valued. Our commitment to quality and our focus on maintaining high ethical standards goes hand in hand with living up to our responsibilities to patients, shareholders and society.

Our values are global, but they are also owned and lived at a local level, providing flexibility and fostering diversity in ideas.