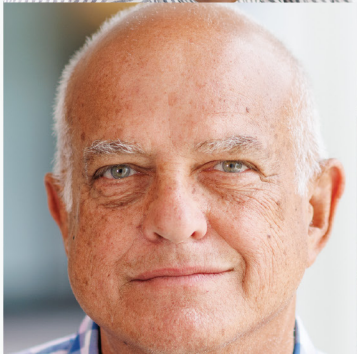




# Listen, Learn and Act

A REPORT FROM NOVO NORDISK INC.  
ON OUR DIVERSITY, EQUITY, INCLUSION &  
BELONGING JOURNEY.





# Welcome Letter



**DOUG LANGA**

EXECUTIVE VICE PRESIDENT,  
NORTH AMERICA  
OPERATIONS AND PRESIDENT  
OF NOVO NORDISK INC.



**AYANA CHAMPAGNE**

CORPORATE VICE PRESIDENT,  
HEAD OF NOVO NORDISK INC.  
HUMAN RESOURCES

**We have an Ambition. An Ambition for Diversity, Equity, Inclusion & Belonging (DEI&B) to be a shared belief and lived commitment that empowers all of Novo Nordisk Inc. (NNI) to embrace differences, listen, learn, act, be bold and push boundaries.**

Ultimately, it's an Ambition that will help us achieve our Purpose to **Drive Change** – for our employees, the people and patients we serve, the communities where we live and work and for humanity.

DEI&B has always been a part of who we are – as a company owned by the **Novo Nordisk Foundation**, one of the world's largest independent charitable enterprises, it's in our very DNA to contribute to scientific, humanitarian and social causes in an equitable way.

While we have become increasingly intentional this past year around our DEI&B efforts, we strongly believe that **everything** we do, from making medicines to building a culture we're proud of, can only be achieved by keeping this Ambition at the forefront. It is grounded in the **Novo Nordisk Way** – a set of guiding principles that underpins every decision we make – and our promise to treat everyone with respect and to do right by each other.

As we progress this Ambition, it's important to us that we remain transparent around our journey in ways that we have never been before, so we can hold ourselves accountable for meaningful growth and change and recognize where we have gaps. We are proud to stand behind that intention by sharing with you **NNI's first ever DEI&B report**, a report that focuses on the efforts of the almost 4,000 NNI employees here in the U.S.

Within this report we spotlight the stories and programs that are bringing our Ambition to life, across **Our People & Culture, People & Communities We Serve and Citizenship & Sustainability**. You'll learn more about NNI's Aspirations – the measurable goals we will continue to set to evolve our company for ourselves and for the people we serve – and the progress we made in 2021. We share our commitment to increasing gender balance and the representation of people of color to more closely reflect the external talent pool by setting **2026 Representation Aspirations**.

To achieve our Ambition, every aspect of how we work today is on the table. We are proud of our efforts thus far and are inspired to do more and to be better. We hope that by hearing our story, you too will be inspired, be ambitious and drive change in all the ways that are meaningful to you.

Thank you,

Doug Langa and Ayana Champagne

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**Our Path Forward**

All photos in this report are of our valued employees, and their family and friends, who make everything we do possible

# **Our DEI&B Ambition**



# Listen, learn and act. And then do it again.

## **Listen, learn and act.**

This is how we challenge ourselves to ensure **diversity, equity, inclusion & belonging (DEI&B)** remains the consistent pulse that guides our decisions and shapes who we are at our core. At NNI, we are committed to our Purpose of Driving Change and that requires having a voice on issues that matter and leading the way for change in the workplace and beyond.

Our **DEI&B Ambition** is to embed a shared belief and commitment that empowers us to ...

**Embrace Differences.** It is our responsibility to foster a culture of respect, safety and transparency, to increase representation and ensure equal access to opportunities and outcomes so we all can thrive.

**Listen, Learn and Act.** Our good intentions come to life through meaningful action by ensuring employee voices and contributions play a role in shaping business strategy and how we uphold the Novo Nordisk Way.

**Be Bold and Push Boundaries.** By tapping into our vast array of experiences and backgrounds, we can unlock the power of innovation and more intentionally challenge our thinking and behaviors to reach the full potential of our organization.

**Achieve Our Purpose.** United by our ambition, we are driving change for each other and for the foundation that connects us all – the people and communities we serve.

**We are bringing our  
Ambition to life by  
focusing on three core  
areas and setting  
aspirations – our  
measurable targets –  
to hold ourselves  
accountable.**



## **Our People & Culture**

We foster a culture of respect that encourages the right behaviors and drives our future of work



## **People & Communities We Serve**

We strive to reflect the people and communities we serve so we can innovate and address inequities



## **Citizenship & Sustainability**

We are global citizens with an aim to become a sustainable employer of the future

# **Our People & Culture**





# Our People & Our Culture

Our people are at the heart of who we are, what we do and what we aim to be. This principle is part of the **Novo Nordisk Way** and it's how we will continue to evolve and grow our DEI&B Ambition.

Investing in our people's growth, development and wellbeing and embracing their differences in all the ways that matter, is something we are proud to do and know it's simply the right thing to do.

It is our people who challenged us to become more intentional around our DEI&B efforts and who supported establishing focused teams and frameworks to more effectively listen, learn, adapt and act. It's also good business.

In 2021, we launched NNI's **DEI&B Center of Excellence (COE)**, a dedicated and experienced team with the sole purpose of driving our DEI&B Ambition and laying the groundwork for a culture where everyone can thrive. The team continues to assess and challenge the ways we work and show up for each other. After looking at how inclusive the holidays we recognize as an organization are, we declared Juneteenth and Veterans Day as company holidays starting in 2022. The team also works closely with our **Employee Resource Groups (ERGs)** to best reflect the needs of our people based on their rich patchwork of experiences.

One of the first things the team focused on is taking a hard and honest look at our diversity metrics, because we understood that to truly achieve inclusion, enable equity and foster a sense of belonging, we needed to start with **representation**.



# Why Start With Diversity?

**Representation Matters.** This is the mindset that drives and holds us accountable for achieving our diversity-based aspirations. When we have representation across employees at all levels, we're showcasing role models. We're empowering people to see someone who looks like them and has similar lived experiences excel and it enables our employees to feel a true sense of belonging.

We also believe that by diversifying ourselves, we are able to better unlock the power of innovation and the full potential of our organization to benefit the patients and the communities we serve. The numbers that we share in this report – with transparency around where we are and where we want to be based on the talent we believe exists in the marketplace – are just the beginning.

Diversity at NNI is about how our people *experience* our culture — our efforts to prioritize a positive experience won't stop once we achieve our targets.





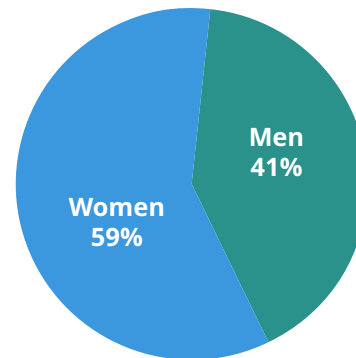
# Our 2026 Representation Aspirations

In 2021, Novo Nordisk announced its Global diversity and inclusion aspirational targets aiming to create an inclusive culture where all employees have a sense of belonging and equitable opportunities to realize their potential, achieve a balanced gender representation across all managerial levels, and achieve a minimum of 45% women and a minimum of 45% men in senior leadership positions by the end of 2025. 'Balanced' is defined as the range between 45% - 55% to leave up to 10% flexibility for women and men and also allow for non-binary gender, recognizing that some employees may not wish to be categorized.

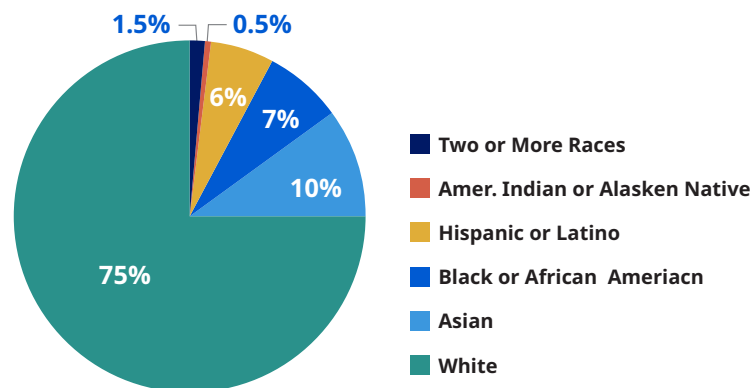
## Novo Nordisk Inc. Overall Employee Diversity Data



### Gender Diversity



### Racial Diversity







At NNI, we will contribute to these global aspirational targets, but we are going beyond the global aspirational targets to meet our unique local needs in the U.S. and further create an inclusive culture for our employees.

NNI's 2026 Representation Aspirations are a set of ambitions that will enable us to achieve both increased gender balance and representation of people of color that better reflect the external talent marketplace.

**But first, here's where we currently stand with our Employee Diversity Data as of January 2022.**

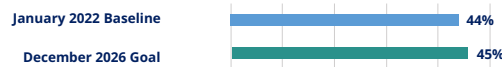
To determine NNI's aspirations, we partnered with a team of labor economists and took a three-year look back at our hiring patterns and practices, outlined the roles we will plan to hire for in the next five years and then, cross referenced all of that with labor availability in the market.

## Novo Nordisk Inc. Representation Aspirations

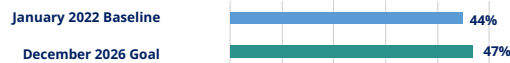


### Gender Balance<sup>1</sup> Increased Representation of Women

#### 1 Achieve 45% representation in VP+ roles<sup>2</sup>



#### 2 Achieve 47% representation in People Manager roles



### Racial Diversity Increased Representation of People of Color<sup>3</sup>

#### 1 Achieve 18% representation in VP+ roles



#### 2 Achieve 23% representation in People Manager roles



#### 3 Achieve 28% representation in Individual Contributor roles



<sup>1</sup>Balanced is defined as the range between 45%-55% to leave up to 10% flexibility to allow for non-binary gender recognition

<sup>2</sup>VP+ defined as Vice Presidents, Corporate Vice Presidents, Senior Vice Presidents and Executive Vice Presidents

<sup>3</sup>People of Color is defined as anyone identifying as Asian, Black or African American, Hispanic or Latino, Native American or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races



**“These numbers are important, but at the end of the day, they are only one part of our overall journey. The strategy that we have in place to achieve them over the next five years and beyond, how we challenge ourselves to prioritize and integrate diversity and ultimately create a sense of belonging for everyone, is where the real work and impactful change happens ... and we’re just getting started”**

**– Keith Middleton  
Senior Director of DEI&B and Culture**



# How We'll Achieve our 2026 Representation Aspirations

## How We'll Achieve our 2026 Representation Aspirations

Setting and achieving goals are important, but our strategy is to go beyond metrics and focus on creating a culture where people want to come, grow and develop their careers. We don't want to just be an employer for today, but to remain forward thinking and innovative enough to be an *employer of choice for the future*.

We are looking at everything from how we're **identifying talent to cultivating it** so all our employees can access meaningful professional moments and opportunities while at NNI.

And we are weaving diversity into our core talent processes including:

**Recruitment** – Our Diverse Slate approach strives to ensure that a minimum of 85% of all eligible positions have considered at least one female and one person of color for the interview process.

**Talent Philosophy / Approach** – Across teams we are challenging ourselves to rethink our hiring approach to be more inclusive. This includes hiring for experience outside of the pharmaceutical industry and seeking talent that is a culture “add” versus a culture “fit.”

**Talent Development** – Through Formal Development Programs, Rotational Opportunities and Sponsorship / Advocacy Connections and more, we identify talent earlier in their careers to provide new experiences and move talent within the organization and up the ladder.

**Talent Review and Succession Planning** – We are infusing diversity into these key processes and being intentional about identifying our shortcomings, biases and opportunities within these key talent levers.

**Retention** – Our philosophy is to have the right conversation with the right people at the right time. We prioritize timely feedback and strong, supportive manager and direct report relationships that advance each employee's career trajectory.

**Pay Equity and Benefits** – Each year we conduct pay equity reviews and we continue to evaluate benefit offerings and initiatives to ensure they are truly meeting the needs of all employees, regardless of demographic.





**"As a leader, I've found that people want to work for something bigger than themselves. Our people are passionate about our commitment to patients and the other critical piece of the puzzle is our ambition to foster an inclusive environment for all. My team has embraced DEI&B in ways we never have before – including hosting weekly DEI&B focused team calls that helped build trust and promote honest, meaningful feedback and, personally as a hiring manager, I have committed to increasing the number of candidates we interview to ensure we are infusing diversity when we interview for open positions. Through these intentional actions we have nurtured a mindset that true growth only happens when we are surrounded by people with different views and when we view life through a different lens."**

**– Jim Coffman**

**District Business Manager, Atlanta, Georgia**



# Health and Wellness is an Individual Journey

At NNI we respect that wellness is an individual journey that can mean something different for everyone – so we support and empower employees to take charge of their health in the ways that are most beneficial to them.

This approach is reflected in our health-related programs, initiatives and benefits, including:

**Uncapped PTO, Summer Break and Winter Break** – Trusting our employees to make decisions on when they need to take time off and how often and incorporating company-wide “breaks” to our calendar, to ensure all employees can rest, recharge and focus on wellbeing.

**New Non-Birthing Parent Leave Policy** – In 2021 Novo Nordisk announced a new global parental leave policy that went into effect in January 2022, offering all non-birthing parents, including those at NNI, a minimum of eight weeks paid leave within the first year of becoming a biological or adoptive parent, regardless of gender or sexual orientation. The ambition is that recognition of non-birthing parents’ right to leave will result in greater inclusion and equality for parents - both at work and at home.

**2022 Surrogacy Assistance Plan** – We now offer reimbursement of up to \$10K in eligible surrogacy expenses per surrogacy, consistent with the amount provided for adoptions, to ensure that our family planning benefits are available regardless of sexual orientation, relationship status or medical condition.

**Transgender Benefits** – We consistently evaluate our benefits to ensure we offer transgender-inclusive health benefits that are free from any broad exclusions, in part, by auditing our benefits against the Standards of Care (SOC) published by the World Professional Association for Transgender Health (WPATH). As a result, effective January 2022, we added coverage for feminization and masculinization procedures, and voice and communication therapy. These benefits are in addition to the other coverages already provided such as counseling, hormone therapy and surgical gender affirmation treatment.



**Juneteenth and Veterans Day** – In 2022, NNI added these two important days as full company holidays, allowing our employees time to mark and honor the days with their families and communities.

**Workplace upgrades** – Significant upgrades to our Home Office in Plainsboro, NJ during the pandemic included meditation rooms, enhanced safety protocols, wellness rooms for new parents, elevating the diversity and nutritional value of meal offerings and more, to facilitate a smooth and positive transition from virtual to hybrid working.

**Enhanced Benefits and Initiatives to Navigate COVID-19** – We kicked off 2021 with a focus on employee wellness and commitments from the senior leaders and established concierge services to address pandemic-related challenges, health advocate webinars, Employee Assistance hotlines and more.



**WiNN**  
Women in Novo Nordisk

## Advancing Women

**Women in Novo Nordisk (WiNN)** created a 15-month program to elevate the leadership skills of female members of NNI, enhance communication up and down the NNI “ladder” and advocate for the development of women in our communities.





**“The success of NNI relies on the people who drive it – our employees. Ensuring our people feel supported by a culture that prioritizes their well-being, in all its forms, has always been a must have for us.”**

– Jhon Henry Velasco  
Associate Director of Diversity,  
Culture and Engagement



# Elevate the Voices of our Employees

The invaluable contributions of our ERGs are highlighted throughout this report and here we focus on three that made important strides in the last year.



Earlier this year, our **African Americans in Novo Nordisk (AAiNN)** ERG made an important change. For years they've delivered on their mission to create and support development and growth opportunities for Black employees to drive business objectives, contribute to and exemplify the global culture and foster role models of leadership across NNI. Yet their name wasn't inclusive of both people from the African diaspora and beyond. By reinventing themselves as **Black Employees at Novo Nordisk (BENovo)** they demonstrated the importance of listening to, elevating and representing all voices, to truly create a sense of belonging.



In late 2021, we launched **AllAbility**, our first ERG dedicated to raising awareness and providing education around visible and hidden disabilities and championing the people who have or love someone with a disability. This was a group that organically existed for some time, with colleagues coming together to share advice or simply listen and offer empathy and allyship when someone struggled to show up as their best selves at work. By formalizing the group, AllAbility now extends that network of support to ensure anyone who needs it, has an empathetic, non-judgmental space to share stories and feel included, heard and accepted.



By 2025, almost 75% of the global workforce will be made up of Millennials (born 1981-1996) and the other 25%, Gen Z (born 1997-2012). Advancing a mindset grounded in DEI&B early on in an individual's career is critical. Formerly known as the **Millennials ERG**, **EMERGE** rebranded in 2022 to be more inclusive of all the demographics that make up the workforce while spearheading key initiatives to increase meeting efficiency, foster inclusive meeting behaviors and create an overall supportive environment that gives space to varying backgrounds and perspectives.



**“Our nine employee resource groups play a critical role in everything from creating welcoming and inclusive communities to driving company strategy. With shared experiences and diverse backgrounds, ERGs elevate perspectives and drive insights into all we do.”**

– Renee Romaine  
Program Manager of Diversity,  
Equity, Inclusion & Belonging



# Learn and Grow, Together

It's our responsibility to create a work environment where everyone is valued for their unique skills, experiences and perspectives and feels safe both sharing those perspectives and bringing their whole selves to work. This is a learning journey first and foremost and one we are embarking on collectively.

We are committed to ensuring our leaders know how to create a safe environment for their teams to contribute and operate to their fullest potential. We are intentional around creating a learning culture and have ongoing programs and training our people can access "on demand" to continually challenge themselves. We have also brought in outside speakers to help us along our journey, including **Dr. Shirley Davis**, a global DEI&B thought leader, best-selling author and certified leadership coach, to host voluntary all-employee programs including:

An **Unconscious Bias** session to build a richer understanding of the behaviors that fuel systemic racism, disparities and bias and shed light on the stereotypes and misperceptions that can unknowingly influence thinking and impact work and relationships.

A program on **Psychological Safety** to open our eyes to the tangible ways we should promote and stand by a belief that one can speak up, even challenge the status quo, without risk of negative consequence.

Through employee-led **Courageous Conversations**, people came together with an intention to listen, heal and learn in response to recent events and tragedies. These conversations led to growth and change for NNI, including establishing formal training and programs to promote companywide understanding of DEI&B and challenging ourselves to take a more proactive stand on societal issues both internally and externally.



# Feedback is a Gift

At NNI we abide by the philosophy that honest and continued feedback is a gift. True learning and growth only happens when we hear directly from our people about how we're doing in our journey to build a workplace that we can all be proud of. In addition to annual and quarterly engagement surveys, in late 2021, we launched NNI's very first **Inclusion Pulse Survey**. This survey, which will be issued annually moving forward, enables us to keep a pulse on how our employees are experiencing the workplace and what we can do to enhance our culture, measure our progress and grow our Ambition. Combined, these feedback touchpoints help us understand where we stand in terms of our culture building efforts and create the opportunity to measure our progress year over year.



## NovoEqual

LGBTQ Employees & Our Allies

### Advocating for Greater Representation

The **NovoEqual** ERG reviewed NNI materials to incorporate more inclusive images so LGBTQ+ employees are better represented.



# Open and Honest Dialogue on the Workplace Experience



Our leaders and employees maintain a continuous, two-way dialogue to help us embrace divergent thinking and further engage with those who may not feel heard. Our belief in offering a variety of channels and platforms to engage has resulted in everything from “Ask Me Anything” roundtable discussions with executives to sit-downs with ERG leads and grassroots task forces and culture councils led by employees to advise leadership on ways to improve workplace culture.

**vann**  
veterans at novo nordisk

## Rethinking Experience

**Veterans At Novo Nordisk (VANN)** challenged us to create more inclusive job descriptions and interview processes by considering military experience as a transferable skill for relevant jobs.



**People &  
Communities  
We Serve**



# People & Communities We Serve



**CHIOMA UZOIGWE**  
SENIOR DIRECTOR, REAL  
WORLD EVIDENCE

We strive to build healthier lives and communities and we are making progress on behalf of the nearly four million people who use our medicines in the U.S., by embracing the challenge of diversifying the way we reach, impact and support people impacted by chronic diseases. Our efforts focus on:

Assessing real-world evidence to inform health decision-making



**MADHURI GURJAR**  
DIRECTOR, STRATEGY &  
EXECUTION - PROCUREMENT  
AND BUSINESS SERVICES

Educating and engaging our diverse communities on health topics and programs through targeted marketing initiatives

Addressing healthcare inequities working with the business community and ERGs

Promoting diversity in our clinical trials



**SARAH PIASECKI**  
ASSOCIATE DIRECTOR,  
OPERATIONS STRATEGY &  
INNOVATION  
NORTH AMERICA CLINICAL  
OPERATIONS

Encouraging the use of diverse suppliers who share our values



# Diversity, Equity & Inclusion in Clinical Trials

Our commitment to ensure diverse representation in our clinical trials is a key priority of our patient-centered business approach. We work diligently to proactively include sites and investigators in our trials that engage with diverse patient populations, while raising awareness of the opportunities for clinical trial partnership and participation. This includes enhancing access through telemedicine and decentralized clinical trials. With a deliberate focus on developing and improving upon our patient-facing materials and resources and leveraging patient insights, we continuously improve upon our trial design and operational strategies. We accomplish this by expanding our conversations with community and patient groups, healthcare practitioners, professional organizations and our own ERGs, to identify innovative ways to address barriers to clinical trial participation, such as access, mistrust and health disparities – staying focused on and dedicated to our patients, providers and communities.

**HoLA**  
Hispanics & Latinos at Novo Nordisk

## Sharing Cultural Perspectives

**Hispanics & Latinos at Novo Nordisk (HoLA)** ensured Spanish-speaking people could access information about our products by translating NNI materials. HoLA also developed programs to provide Hispanic and Latino perspectives and support Hispanic/Latino employees at NNI.



# Supporting Small and Diverse Suppliers

Our focus on supplier diversity strengthens our communities and builds a sustainable business. It helps us identify, contract with and support small and diverse businesses including those owned by minorities, women, people with disabilities, the LGBTQ+ community and veterans, that reflect and surface insights and perspectives from the patients and communities we serve.

**NASPAC**  
Novo Asian Pacific Community

## Creating a Safe Place to Talk

After a series of societal attacks on those of Asian Pacific heritage, **Novo Asian Pacific Community (NASPAC)** provided a platform for NNI employees to share their concerns, find solace and share content to educate others on the Asian Pacific experience.





# Expanding Representation in Educational & Marketing Materials

Over the past year, NNI has become more intentional in ensuring the imagery and languages used in our educational and marketing materials appropriately represent the diversity of the physicians, patients and chronic conditions we serve.

We strive to feature real patients in our educational and marketing materials when possible and work hard to identify patients that are diverse – not just in gender, ethnicity and sexual orientation – but also in who they are as individuals.

Our new approaches included:

***One Part of My Story***, a social media campaign showcasing a diverse group of real Rybelsus® patients who didn't let type 2 diabetes define them. Additionally, for the first time, educational materials NNI produced for healthcare providers feature LGBTQ+ couples and families.

A multicultural campaign for people living with diabetes with materials in Spanish and updated product advertisements featuring diverse patients.

Campaigns in 2021 featuring targeted messaging for African American, LatinX and LGBTQ+ audiences within publications that primarily reach these communities.





# Combating Health Stigmas and Addressing Cultural Influences

Cultural influences play a critical role in how weight and health are viewed. Our efforts to drive change in obesity include exploring how cultural factors and traditions impact progress in healthcare.

Expansion of Novo Nordisk's **Truth About Weight**® site, a comprehensive, web-based support program for patients with obesity, to include a new section called "**The Impact of Culture**." This enabled us to highlight obesity rates by race and ethnicity and showcase ways in which healthcare providers can understand the influences of culture – food, body image, stress and trust – and work with patients to create a plan that fits their lifestyle.

Launch of **It's Bigger Than Me**, a grassroots movement aimed at shifting conversations about weight and ending stigma and bias against people living with excess weight and obesity.





# **Citizenship & Sustainability**



# Citizenship & Sustainability

At NNI, we make medicines, but our Purpose goes beyond that. When we Drive Change, we are also supporting scientific, patient and humanitarian issues that enable us to stand proud as global citizens committed to positively impacting people's lives. Our work through educational, community-based programs and partnerships encourages healthy living and increases disease awareness, prevention, treatment and management and much more.



# Tackling the Urban Rise of Diabetes



Cities are on the front line of diabetes. Two-thirds of people with diabetes globally live in cities. And the highest growth in diabetes is expected to happen in urban settings, but we believe it's not inevitable.

That's why we created **Cities Changing Diabetes**.

Our U.S. launch of the program in Houston in 2014 brought together medical and public health institutions, communities of faith, employers, insurers and non-profit organizations, to help communities understand their unique diabetes challenges, identify areas and populations at greatest risk and design and implement targeted solutions.

Today, six fully sustainable initiatives reach, empower and connect more than 75,000 citizens in the greater Houston area to improve diabetes prevention and management.

In 2019, Philadelphia became the 25<sup>th</sup> city globally and the second in the U.S., to join the **Cities Changing Diabetes Network**. Here, we are working with local partners to engage low-income communities to understand the risks associated with chronic diseases and empower them with the knowledge and skills to prevent and manage those conditions. We are leveraging houses of faith, trusted community resources, to promote healthy lifestyles for their members. We are also partnering to develop additional interventions to promote local demand and supply of nutritious food – making healthy eating easier, more accessible and more equitable.

## A1Connection

Living with Diabetes at Novo Nordisk

### Including and Listening to Our People with Diabetes

**A1Connection** raised the voices of NNI employees who live with diabetes through social media campaigns, sharing members' personal experiences during diabetes sales team trainings and in a series of podcasts, including two in partnership with HoLA focused on the challenges of diabetes in Hispanic and Latino communities. The ERG also spearheaded initiatives to create a more diabetes-friendly workplace, adding inclusive food and beverage options in the cafeteria and at special home office events.



# Creating Equitable and Sustainable Access to Diabetes Prevention Services in Mississippi



Mississippi has the highest rates of diabetes and obesity in the country, with many across the state struggling to access and afford nutritious food to create balanced meals. Through the **Farmhouse to Your House** program, we partner with nationally recognized diabetes prevention programs to support those most at risk for diabetes in the state. The efforts pair education on healthy eating habits with increased access to nutritious food boxes supplied by local farmers. The program also reinforces positive behavioral changes by teaching food preparation skills, sharing recipes and offering cooking demonstrations.



Change happens when we make it our responsibility to act.

We stand with the Human Rights Campaign in calling for the passage of the **Equality Act**, landmark legislation to help guarantee that all Americans have equal rights and live free of discrimination.



# Expanding Care and Helping to Manage Diabetes at the Rosebud Reservation



The Rosebud Lakota Sioux tribe of South Dakota faces a high incidence rate of diabetes, due in part to a lack of resources and education about the disease. Our work with the Rosebud Reservation supports efforts to prevent and manage diabetes in the Native American community through the funding and implementation of a Wellness Center, ongoing diabetes education trainings and presentations, a Mobile Medical Unit and annual trips by NNI employees as “**Rosebud Ambassadors**” to meet with the community and help with local efforts to increase access to fresh produce.



NNI's President, Doug Langa, is part of a list of U.S. CEOs and Presidents who have signed the **CEO ACTION for Diversity & Inclusion** pledge, to reinforce a commitment to advance diversity & inclusion within the workplace. Recognizing that change starts at the executive level, this group of executives acknowledges the opportunity – and responsibility – to play a meaningful role in such an important societal issue.





# Encouraging Future Generations to Live Healthy



Driving Change in our local communities is a priority for NNI and our work with the Boys and Girls Club in NJ helps promote healthy lifestyles among youth from vulnerable communities. We reach youth through after-school programs to educate around the importance of healthy living, guiding and encouraging them to incorporate nutritious food and activity into their lives. We aim to help cement a lifetime of good life choices that can reduce the onset of chronic illnesses like obesity and diabetes.

# **Our Path Foward**

We are on a journey at NNI. Like with any journey, we don't always know the path ahead or how things may evolve but we are committed to remaining open and honest with ourselves, transparent and accountable around our progress and correcting our course when we need to. We will continue to ensure DEI&B is part of our business strategy, we will equip our leaders to champion it in the structure and culture of their teams and provide ongoing forums and platforms for discussion and better understanding. We recognize our responsibility to lead the way for change in the workplace and beyond, to be an ally and to take action.

**We are committed to the journey – the journey of listening, learning, acting and changing – together.**

