

# Genetic testing (Employment)

*Genetic testing, defined as the analysis of human DNA in order to detect disease-related genotypes or mutations on an individual or population basis, holds great promise in the fight against disease. The advent of exciting, scientific discoveries, such as the completion of the draft sequence of the human genome, has fueled public awareness of this issue. At the same time, it gives rise to complex social and ethical concerns such as confidentiality of individual genetic data.*

## **Novartis Position**

Novartis fully supports the protection of confidential medical information, including genetic information. The company condemns the disclosure of individually identifiable genetic data, without the individual's informed consent and explicit authorization, or any use or disclosure of such information which could lead to discrimination.

In its capacity as an employer, Novartis adheres to the UN-Global Compact, firmly embraces principles of social justice, and does not select or discriminate against its associates on the basis of their genetic profile. The company does not perform any genetic tests in any pre-placement or employment-related examinations.