

Strengthen your position, elect the NAV team

Dear Novartis Employees

We trust that you are satisfied with your employer! Whether you are or aren't satisfied will greatly depend, amongst other factors, on a socially competent team of employee representatives being elected.

Making the right choice will empower you!

That's why you should elect a competent and strong team who will help you obtain the rights you are entitled to, as well as assist and advise you. In doing so, the NAV will act as your "legal representative" in dealings with your employer: strong, well connected and capable.

Please give a few minutes of your time over to reading this newspaper. Ironclad reasoning and evidence of our work to date will make clear to you why the NAV is totally convinced that it remains the best team for you!

The Novartis Employees' Association (NAV) is the independent, internal social partner for all Novartis employees. NAV candidates are employees of Novartis, just like you, and therefore familiar with the conditions and issues in the company. Our day-to-day work focuses on bringing about a continual improvement in the working conditions at Novartis. In conjunction with this, our industry is currently facing major challenges, such as the transition to Industry 4.0. In this context, it is important to ensure that people continue to remain centermost in an increasingly digitized world of work. ***A practical and solution-focused social partner who will work on behalf of employees – which precisely describes the NAV*** – is needed to be successful in this.

The employee representative posts for all employees (PV-A) with an individual employment contract PV-A have for many periods of office been filled practically by the majority by NAV members, including that of chairperson. All of the NAV candidates are again putting themselves forward for election to the PV-A team, as they have been involved intensively with all manner of social partnership issues in recent years and fought

hard to uphold the rights of employees. Much has already been achieved, yet much also remains to be achieved (see page 9). Continuity, meaning a successful continuation of these achievements, is very important to the NAV.

The NAV also wishes to offer competent support to those employees with a collective employment contract (GAV) so as to achieve good results that are equal to those already secured for employees with an individual employment contract (EAV) by delegates from the NAV. To give your interests a voice, there also need to be more NAV representatives standing up for the interests of GAV employees. That's why various NAV members who have collective employment contracts are standing for election to the GAV employee representative team.

We are committed to ensuring that Switzerland as a business location continues to remain an appealing and highly skilled country in which to work.

From 27 March to 17 April 2018 you will be able to elect your representatives onto the Internal Employee Representative Council (IPV). This election, the NAV will be enlarging its hitherto capable team to include 14 individual-employment-contract candidates and 8 collective-employment-contract candidates. It will allow these colleagues to work and stand up for your interests in employee representation committees over the next four years.

Acknowledge this preparedness by making us your choice.

With NAV candidates, you will be voting for competent and committed employees who are best prepared to represent your interests to the company. For all these reasons: do yourself a favor, exercise your right to vote, **and vote NAV.**

Thank you for your support!

Davide Lauditi

Chair

Employees' Representatives Council (PV-A)
Basel / Rhine Valley Works