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Alcon® Certified Top Employer 2019 in Europe

- *Seven Alcon offices in Europe were audited on Human Resources strategies and capabilities enabling Alcon to be certified a 2019 Top Employer Europe*
- *High scores in Talent Strategy, Leadership Development, Compensation & Benefits, Workforce Planning and Career & Succession Management*

Camberley, Surrey, February 2019 – Alcon, the global leader in eye care and a division of Novartis, has been recognised as a Top Employer - Europe 2019. Certified organisations dedicate themselves to providing the very best working environment for employees through their progressive ‘people-first’ Human Resources (HR) practices. Alcon offices in the United Kingdom, France, Germany, Poland, Russia, Spain and Switzerland were certified by the Top Employers Institute, an independent HR certification organisation. In addition to these European countries, Alcon also received certification in South Africa.

As an independent HR certification organisation, the Top Employers Institute assesses participants through a proprietary global HR Best Practices Survey. To be certified, organisations must successfully meet the minimum standard set out by the Top Employers Institute. The Top Employers Institute evaluates the implementation of these HR practices and reviews how they are supported through Strategy, Ownership, Measurement and Technology.

“We are extremely proud to receive the Top Employer Europe certification, which demonstrates our determination to nurture our associates to develop and succeed within the company,” said Ian Bell, President International at Alcon. “Through a compelling HR programme, our goal is to attract and retain the best talents by offering a strong and rewarding culture where individuals can make an impact by helping people see better.”

Top Employers Institute CEO David Plink said, “We believe that the 2019 Certified organisations demonstrate exceptional employee conditions and encourage the development of these practices by putting their people first. These companies help enrich the world of work with their outstanding dedication to HR excellence and because of this, they are recognised as an employer of choice.”

Alcon scored high in all survey categories and particularly in the areas of Talent Strategy, Leadership Development, Compensation & Benefits, Workforce Planning and Career & Succession Management.

Alcon employee engagement programmes address associates at all levels from entry level to senior management levels with training opportunities to strengthen their skills and evolve their responsibilities within the organisation. The company fosters a performance-oriented culture

that encourages achievement through collaboration and innovation. This culture is reflected in the company's rich product pipeline. Alcon also values diversity and inclusion, which extends to inclusive leadership and teamwork, an essential component of our collaborative culture. By enabling individuals and groups to contribute their unique perspectives, we are allowing for more creative ideas and better solutions for the benefit of our associates, but also for our patients, customers, shareholders, and the communities in which we live and work.

To see the latest career opportunities within Alcon UK please visit www.alcon.com/careers.



For further information, please contact the Alcon Press Office at Haygarth

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Or visit www.myalcon.co.uk

About Alcon®

Alcon® is the global leader in eye care. As a division of Novartis, we offer the broadest portfolio of products to enhance sight and improve people's lives. Our products touch the lives of more than 260 million people each year living with conditions like cataracts, glaucoma, retinal diseases and refractive errors, and there are millions more who are waiting for solutions to meet their eye care needs. Our purpose is reimagining eye care, and we do this through innovative products, partnerships with eye care professionals and programmes that enhance access to quality eye care. Learn more at www.myalcon.co.uk.

Alcon® is on Facebook and LinkedIn. Like and follow us at:

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