



WHEN
PLEASURE IN LIFE
MEETS
PERFORMANCE

Sandoz – **effective** together



REMARKABLE
DEVELOPMENTS
OCCUR AT SANDOZ
AS A RESULT OF
INDIVIDUAL
CHARACTERISTICS
WORKING

EFFECTIVELY

Welcome to Sandoz Austria,
a Novartis Group company.

*In this brochure we introduce Sandoz employees in their
working environment and with their very personal passions.
Discover our company and our corporate philosophy through
them. And get to know Sandoz as an employer.*

TOGETHER

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WHEN DUTY MEETS DIVERSITY

COMMITTED TO PEOPLE

With our drugs, we improve patients' quality of life around the world. For our employees, we create an environment in which they can develop their full potential.

In other words: our patients are the reason for everything we do and our employees form the basis for this.

COMBINING THE EXTRAORDINARY

For almost 70 years, Sandoz has been a constant source of remarkable developments. For example, Sandoz was the first Austrian manufacturer of penicillin and it was Sandoz researchers who in 1952 discovered acid-stable penicillin. Today, we are one of the world's largest manufacturers of antibiotics, as well as a pioneer and world market leader in biosimilars.

What makes us successful? Extraordinary combinations that drive our performance. Sandoz stands for tradition and innovation, strong regional ties and a worldwide presence, established generics and innovative biopharmaceuticals.

And above all Sandoz stands for diversity because, as well as professional qualifications, each person also brings with them individual characteristics and personal interests. This is not always apparent at first sight – and yet it is often this interaction that we so value in our employees because it is the combination of a wide variety of skills that allows a culture of innovation to develop away from the beaten track. In this way, a wide variety of talents work together at Sandoz towards a common goal: to provide patients in Austria and throughout the world with high-quality, affordable medicines.

Come and work with us!

WHEN EXPERIENCE MEETS EVOLUTION

AUSTRIA'S LARGEST DRUG MANUFACTURER

We develop and manufacture vital generics for patients throughout the world – from antibiotics, through injectable cancer drugs, to innovative biosimilars. With four sites in Austria and as part of the worldwide Novartis group, Sandoz offers unique prospects to its employees – and those who would like to join them.

BIOTECH FROM THE TYROL

The Kundl site is one of the leading antibiotic manufacturers in the world and the largest development and production site of the global Sandoz group. Each year about 66 million patients in more than 125 countries are treated with antibiotics from Kundl for bacterial infections.

Schaftenau close to Kundl is the cell culture competence centre of the Sandoz parent company Novartis. This is where biosimilars are developed for internal requirements, as well as innovative biopharmaceuticals for Novartis and other pharmaceutical companies with an international reputation.

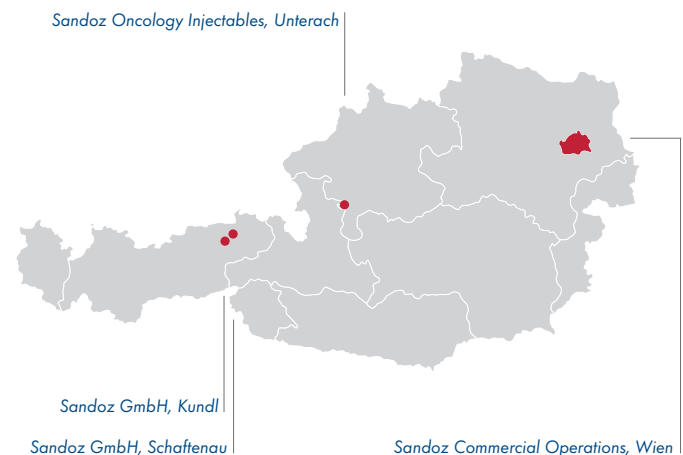
CANCER MEDICINES FROM UPPER AUSTRIA

In Unterach am Attersee Sandoz develops and produces sterile injectables for the treatment of cancer and immune diseases. EBEWE Pharma with its rich history of tradition has been part of Sandoz since 2009. Its expertise makes us the world's leading provider of injectable generics.

MARKETING IMPETUS FROM VIENNA

Our marketing and sales subsidiary services the Austrian market from Vienna.

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WHEN CHILDREN MEET CAREER

Success and team spirit belong together like professional goals and personal interests. For this reason we promote variety and harmony in all areas of life.

BALANCED AND SAFE

Flexible working hours, part-time employment models, job sharing and teleworking opportunities help to provide a balance between work and personal life. Added to this are fringe benefits that safeguard our employees.

WORK AND FAMILY IN HARMONY

At the Kundl and Schafteu sites we have our own kindergartens. "Sandoz Kids" competently and lovingly looks after employees' children between the ages of 18 months and six years, for half days or whole days, or a day at a time, as required. This service is supplemented by company holiday programmes for children and adolescents.

HEALTH WRITTEN LARGE

People's health is the highest priority for Sandoz – and that starts with the well-being of its own staff. As part of the "Be Healthy" initiative, Sandoz employees have a variety of opportunities throughout the year to assume responsibility for their own health. Building on the four pillars of "exercise", "diet", "prevention" and "health management", we invite them to engage actively in our health and sport programmes.

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Justus' life has been completely turned on its head by his sons and most recently when the twins were born much too early – since when nothing has been as it was. Being a father of three and Head Key Quality Systems at Sandoz is a challenging dual role. However, for all the strain, the family is by far the most important thing for Justus. And fortunately Sandoz offers flexible working time models to allow him to balance home life with working life.





WHEN LOYALTY MEETS LEARNING

Sandoz is as good as its employees. Satisfaction, enjoying work and the possibility to develop individually are important for us. We would like employees at Sandoz to feel they are in good hands – for which we have a whole lot to offer.

FRINGE BENEFITS

Sandoz benefits range from the modern company pension through its own insurances to the company canteen, from the free works bus (in Tyrol) to a travel allowance.

SUCCESS PAYS

On the principle that “performance pays”, we recognise success. As well as an attractive basic salary, we therefore offer an additional result-oriented remuneration scheme – based on the company’s results and individual performance.

DEVELOPMENT GUARANTEED

Encouraging and developing employees in the company is one of our priorities. We want every employee to know how to build on their strengths and contribute to the common success – and how we support them in this; for example, by on-line learning and job rotation, by project work, seminars or the encouragement of second-chance education.

Anyone who works at Sandoz in Austria has both: the family atmosphere of our sites, which are firmly rooted in their region, and membership of the global Novartis group, one of the world’s leading healthcare companies with about 136,000 employees. Many of our employees decide to move to other sites or countries within the group in the short term and the long term – and benefit personally as well as professionally from this.

Julia is undertaking her apprenticeship training as a chemical technician at Sandoz. The change from school to work was a challenge – when it came down to it, she had to find her footing in an entirely new environment. Her most faithful friend, Louis her dog, helped Julia. Training and living with him, she has learned patience, clarity and self-belief. Julia is thus laying important foundations for her professional future.

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WHEN SOLIDARITY MEETS SAFETY

Diversity, social responsibility and a strong environmental awareness are combined at Sandoz. When it comes down to it, as a drug manufacturer we have the responsibility for the most important thing of all: people's health.

PROMOTING DIVERSITY

Variety is the focus where "diversity & inclusion" (D&I) are concerned. D&I at Sandoz is a concept that specifically embraces people's similarities and differences, incorporates these in the company's culture and consciously values them. At the heart of Sandoz D&I projects are areas such as the development of female management trainees and work-life integration.

PRACTISING SOCIAL RESPONSIBILITY

We make every effort to be good neighbours in the communities in which our staff and their families live. Every year, therefore, we use the Novartis Group's birthday as our "Partnership Day". This is a day when employees are released from their regular activity to work in neighbourhood welfare institutions and support local aid projects.

PROTECTING THE ENVIRONMENT

The manufacture of high-quality pharmaceuticals demands large amounts of raw materials, energy and water. We have committed ourselves to use these resources sustainably and to this end Sandoz has established forward-looking standards that in some cases go beyond the statutory requirements. As a certified company under the "Responsible Care" initiative, we are regularly inspected by independent experts. In addition, we are subject to the EU Eco Audit and international standards for environmental protection and occupational safety (ISO 14.001 and 18.001).

The fact that Sandoz is also one of the safest industrial concerns in Austria does not just benefit our staff: for each accident-free day in the company, Sandoz GmbH donates € 100 to the nationwide programme "Licht ins Dunkel".

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As a volunteer paramedic and team leader for the Austrian Red Cross, Florian is used to helping people in unusual situations. Decisions need to be taken based on skill and knowledge. Florian also benefits from this as a process control technician at Sandoz. When disruptions occur in the control system, he must work dependably so that the equipment can start up again rapidly.





WHEN PERFECTION MEETS PRECISION

In archery, Christoph has learned to focus 100 %. He knows: "If I think about anything else other than aiming, then I'll miss my target." This applies also to his job at Sandoz. As Head BIC he targets clear aims – and pursues them consistently.

We are looking for personalities, people who fit in with us and bring passion to what they do. Literally co-workers: team players with innovative ideas and the courage to follow new paths. Colleagues who work together for our common aim and our particular responsibility as a drug manufacturer with a high level of integrity.

We are looking for key players who vouch for the quality of our drugs – in research and development, production and quality control, in marketing, sales and the many other jobs that await you here with us.

SCHOOL LEAVERS

We train qualified staff meticulously with passion and tradition. In 2011, Sandoz was awarded the national prize "Fit for Future" as the best apprenticeship company in Austria. In 2014, we celebrated 60 years of apprenticeship training in Kundl. Our apprentices are sought-after specialists in analytical chemistry, pharmaceutical technology, industrial electrotechnology, data processing technology, chemical technology and mechatronics. A wide range of opportunities is open to them: school leaving examination obtained in second-chance education, master craftsman's examination, part-time study or assignments abroad.

STUDENTS

Ambitious students, particularly in the fields of economics, technology and the natural sciences, are heartily welcome at Sandoz, where they can gain experience and make contacts in preparation for their transition to the workplace. We offer students the opportunity to undertake holiday or mandatory work placements at Sandoz and to complete their bachelor's/master's thesis or dissertation.

UNIVERSITY GRADUATES

The first job often lays the groundwork for a successful career. At Sandoz, university graduates can enter directly after graduation, or following doctoral or postdoctoral studies, and contribute to our joint success from the outset. Thanks to our on-boarding programme, mentoring by experienced "buddies" and training on the job, they are rapidly inducted and incorporated.

PROFESSIONALS

Our expertise covers the whole value creation chain, which means that in all the sub-processes of drug development, manufacturing and marketing, we have our own know-how, often built up over decades, and the corresponding range of jobs. For this reason, we are always on the look-out for experts and generalists for all areas within the company, people who, with their skills and experience, want to achieve something at Sandoz.

Do you want to work with us?

Find out more about Sandoz as an employer and our job vacancies at www.sandoz.at/karriere.

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Sandoz GmbH

Biochemiestraße 10

6250 Kundl, Austria

Telephone: +43-5338-200-0

E-mail: zusammen.wirken@sandoz.com

www.sandoz.at/karriere



Come and work with us!

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