

Legal Contracts
Advisor
EMEA R&D Legal

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to date

Strengthen trust, practice fairness.

I have worked at Novartis for 26 years and am now standing as an employee representative for the first time because I am wholeheartedly committed to a working environment based on trust, fairness and respect. From my work in the legal department, I will contribute experience in detailed analysis, negotiation and conflict resolution – qualities that I will also apply to your concerns.

What do I stand for?

- Transparency instead of meaningless phrases: Listening, speaking plainly and keeping to one's promises.
- Fair processes: Clear appraisals and remuneration, equal opportunities for all.
- Implementing changes responsibly: Providing human support during restructurings, seeking solutions, empowering those affected.
- Health & work-life balance: Further developing optimal working conditions that will facilitate exceptional performance.
- Meaningful co-determination: The ability to express one's opinion clearly and constructively in discussions with the company.

Trust is established in everyday life through accessibility, confidentiality and resolute follow-ups. As your trusted adviser with an ombudsman role, I will approach issues pragmatically, apply legal diligence and remain on the case until an equitable solution is found.

Objective: *The fair and transparent representation of your interests. I am committed to transparent processes, open communication and solutions that establish trust.*

Nicole Bubbendorff