



Execution of Novo Nordisk Animal Ethics Ambition

The establishment of a 3R department
Stine Øvlisen, Director 3R Management & Strategy

Novo Nordisk at a glance

- Novo Nordisk is a global healthcare company
- We have been experts in diabetes for more than 90 years
- Capabilities within the therapy areas of haemophilia, obesity and growth disorders
- 4,500+ employees work within Novo Nordisk R&D across the globe



PRODUCTS MARKETED IN
180 COUNTRIES



AFFILIATES IN COUNTRIES **75**



R&D CENTRES
IN CHINA, DENMARK AND THE US



OBESITY



 EMPLOYS APPROXIMATELY
40,000 PEOPLE

DKK **88.8**
BILLION
IN TOTAL REVENUE

STRATEGIC PRODUCTION SITES
IN BRAZIL, CHINA, DENMARK,
FRANCE AND THE US



GROWTH DISORDERS



200,000
SHAREHOLDERS



HAEMOPHILIA

SUPPLIER OF MORE THAN
HALF OF THE
WORLD'S INSULIN

24,400,000
PEOPLE USE OUR PRODUCTS

R&D

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Our positions on Animal ethics

Our position on animal experimentation

Experiments on living animals are a necessary part of the discovery and development of new drugs. The use of experimental animals is, however, a source of concern for many people.

[Read more](#)

Contact

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Download material



Animals in pharmaceutical research and development

Download brochure

[Danish version](#)

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3R Management & Strategy

- Centralised unit driving 3R innovation with a focus on animal welfare and ethics
- Strengthen the strategic approach and governance of the 3R activities
- Contribute to internal awareness, education, further development and implementation of present established global standards
- Engage in dialogues and partnerships with our key stakeholders
- Ensure focus on "the third R": Replacement

Why ?



TBL is how we do business

Integrated into the Novo Nordisk Way and our

FINANCIAL
RESPONSIBILITY

ENVIRONMENTALLY
RESPONSIBLE

Globalisation, growth, ambitions



Less variation – better data



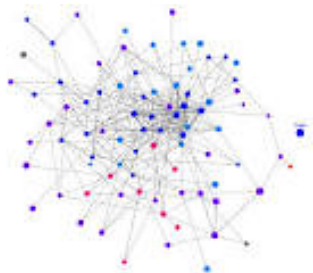
Cost



Targets

- Frame: Animal welfare, animal ethics, and 3Rs
 - Knowledge sharing, education, and awareness
 - Data collection and documentation
 - Global standards
 - Collaborations
 - 3R innovations
 - Replacement
 - Veterinary tasks
 - Administrative tasks

Achieved by:



Governance – to ensure results

- Dedicated resources
- Goals set within the corporate bioethical strategy focus areas
- Company performance management system
 - Annual goal setting
 - Mid-year review
 - Year-end assessment
- Line management (Global Research)
- R&D Bioethics council



Status

- Department established
- Strategy, Vision, and Mission in place
- First projects initiated
- Future goals mapped
- 2016 goals in place

THANK YOU

