

Modernizing Global Policy Governance

Novo Nordisk and Netsurit build a digital-first Ethics & Compliance policy platform at global scale.



Overview

Novo Nordisk is a global healthcare company headquartered in Denmark, operating in 170+ countries and focused on chronic diseases including diabetes and obesity.

As the organization scaled, ethics and compliance policies became harder to govern across regions. Fragmented systems, manual processes, and inconsistent governance created risk and inefficiencies.

Netsurit partnered with Novo Nordisk to modernize policy governance — delivering a centralized, scalable platform designed to improve control, usability, and audit readiness across a global enterprise.

The Challenge



Policies were spread across different tools and regions, making it harder for employees to find the right guidance quickly.



Inconsistent formats and no central version control increased the risk of outdated, duplicated, or conflicting policy content.



Manual updates and notifications created delays, repetitive admin work, and added pressure for compliance teams.



Limited audit traceability and usage insight made it difficult to track governance, engagement, and regulatory readiness at global scale.

The Solution

Netsurit designed and implemented the **Ethics & Compliance Policy Platform (ECPP)** — a centralized, governed, digital-first environment for policy lifecycle management.

Key components included:



Centralized policy platform (ECPP)

Designed a structured, global repository with clear taxonomy and standardized publishing.



Governed lifecycle and version control

Implemented role-based workflows, approvals, and automatic version tracking.



Role-based access and admin controls

Established secure permissions and ownership across policy contributors and users.



Enhanced user experience

Built advanced search, filtering, and intuitive navigation across devices.



Automated notifications and publishing processes

Reduced manual communication through structured updates.



Future-ready architecture

Designed the platform to support AI-powered search and knowledge capabilities.

Results That Matter

The ECPP initiative shifted policy management from fragmented and manual to governed, scalable, and easier to use across a global enterprise.



Reduced policy risk and inconsistency by creating one trusted source for global Ethics & Compliance content.



Improved compliance confidence and audit readiness through clearer traceability and governance controls.



Helped employees make faster decisions by making relevant policies easier to find, understand, and apply.



Lowered operational overhead by reducing manual coordination, updates, and repetitive admin work.