

Merck KGaA, Darmstadt, Germany

Position on Non-Discrimination and Workplace Accommodations

External Position Paper

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Why it matters

Our commitment to diversity begins with embracing the rich mix of our people. We know that it is the uniqueness of our people that brings science, technology, innovation, and our high-impact culture to life. This commitment extends to our partners, patients and customers that we reach every day as we aim to represent and reflect the diversity of our global society while providing our more than 60,000 employees with equitable opportunities to grow and thrive. Therefore, we remain committed to nurturing an inclusive environment with a strong sense of belonging so that we can drive the best outcomes globally for our people, our customers and our business.

Our Position

We are committed to a work environment in which all are treated with respect and dignity. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment. We do not tolerate any conduct that creates, encourages, or permits an offensive, humiliating, or intimidating work environment.

We have developed policies that outline our requirements that all our employees can work in an environment free from unlawful harassment, discrimination and retaliation. We will make reasonable efforts to ensure that all concerned are familiar with these policies and are aware that any properly reported complaint in violation of such policies will be promptly investigated and any appropriate action will be taken.

Prohibition of discrimination:

We strictly prohibit discrimination against any employee and qualified applicant based on but not limited to gender, race, skin color, age, sex, gender identity or expression, transgender status, sexual orientation, genetic information (including testing and characteristics), pregnancy (including childbirth, lactation or related medical conditions), religion, ethnic or national origin or ancestry, language, physical or mental disability, union membership, political affiliation, marital status, uniformed service member status, veteran status or any other status protected by applicable law. Discrimination is prohibited on our premises or at any event sponsored by us, including, but not limited to, social events, business trips, training sessions or conferences and applies to all employees.



Discrimination-free workplace as a shared responsibility:

Our commitment to equal opportunity and non-discrimination is set out in our [Human Rights Charter](#), the [Code of Conduct](#) and the [Social and Labor Standards Policy](#). All employees share the responsibility of creating an open, inclusive and welcoming work environment that encourages psychological safety, fosters respect, and encourages contributions from individuals of all backgrounds and experiences.

Providing reasonable workplace accommodation:

At our sites across the globe, we strive to provide reasonable workplace accommodations to individuals with a qualified disability and to individuals with needs related to their religious observance or practices. We also provide reasonable workplace accommodations for medical conditions related to pregnancy, childbirth and lactation when supported by medical documentation and/or as required by applicable law. What constitutes a reasonable workplace accommodation depends on individual circumstances, is addressed on a case-by-case basis, and subject to applicable laws.

Our aim is to create a working environment in which individuals with unique needs are confident they are being reasonably accommodated.

Providing a safe mechanism for reporting discrimination:

Any employee or individual who has experienced or witnessed discrimination is strongly encouraged to provide a written or verbal report immediately to their manager, Human Resources Business Partner, or local or group compliance offices. Additionally, individuals can anonymously use our compliance hotline monitored by our compliance department.

We do not and will not tolerate any form of retaliation against an individual who, in good faith, seeks advice or reports misconduct. We will investigate, address, and respond to the concerns. We will take any appropriate corrective action and provide for equitable remediation in response to any violation, in line with our Compliance Reporting and Investigations Policy.

At Merck KGaA, Darmstadt, Germany and its affiliates, it is the uniqueness of our people that brings science, curiosity, and our high-impact culture to life. We nurture an environment where there is a strong sense of **belonging** for all so that we can drive the best outcomes. Together, **we are building an inclusive culture where we care about one another**, we all feel **welcome**, our different voices are **heard**, and we all **belong**.

To read our U.S.-specific DE&I policy paper or for more details on our company's U.S.-specific work, visit:

<https://www.emdgroup.com/en/company/press-positions.html>.

