

Merck KGaA, Darmstadt, Germany

Position on Non-Harassment

External Position Paper

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Why it matters

Our commitment to building belonging for all employees is firmly rooted in doing what is right for our workforce, patients and customers, aligning our action with our corporate values and principles. We know that it is our employees' uniqueness that brings science, technology, innovation, and our high-impact culture to life. Our success is achieved by operating according to a common, and longstanding set of values that enable us to build an environment of belonging, where our more than 63,000 employees have opportunities to grow and thrive. This commitment extends to our partners, patients, and customers as we aim to represent, reflect and support the diversity of our global society.

Our Position

We are committed to providing a work environment characterized by mutual trust and the absence of intimidation, oppression and exploitation. At Merck KGaA, Darmstadt, Germany and its affiliates, we do not tolerate harassment or bullying of any kind. 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 harassment and any act of bullying:

We strictly prohibit harassment – including sexual harassment – and any act of bullying 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.

Examples of harassment include, but are not limited to intimidating or bullying others, sexual and racial harassment, abusive language, physical assault, and threatening behavior. Sexual harassment is any unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, when such conduct interferes with work, is made a condition of employment, or



creates an intimidating, hostile or offensive work environment. It can take a variety of forms – from looks and words to physical contact and assault of a sexual nature. It may involve individuals of same or different genders.

Prohibited conduct includes: verbal harassment (such as jokes, threats, slurs, epithets, stereotyping, unwelcome comments about a person's apparent sexuality, sexual orientation or protected characteristics, or offensive or derogatory voicemails or social media posts); physical harassment (such as touching, hugging, patting or pinching, impeding or blocking movements or assaulting); and visual harassment (such as racially offensive, derogatory or obscene videos, emails, texts, photographs, calendars, posters, cards, cartoons, drawings, gestures, unwelcome notes or letters, or any other written or graphic material). This behavior 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.

Harassment-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 a safe mechanism for reporting harassment:

Any employee or individual who has experienced or witnessed harassment or bullying 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, we are united by a shared vision: We are dedicated to “sparkling discovery and elevating humanity” for a brighter, more sustainable future. We **reaffirm** our commitment to building belonging for all employees. We recruit for excellence. We develop with **purpose**. We support with **care**.

