

Merck KGaA, Darmstadt, Germany

Position on Disability Inclusion

External Position Paper

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Why it matters

Our commitment to diversity, equity, and inclusion begins with embracing the rich mix of our people. 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 64,000 employees have equitable 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 commitment to diversity, equity and inclusion (DE&I) brings to light our caring spirit, while also driving outperformance within the business as we strive to achieve for our people, customers and patients.

Our Position

Our company recognizes the importance of inclusion and diversity in the workplace, and we are committed to fostering an inclusive and accessible work environment for all employees, including individuals with both visible and unseen disabilities. We recognize that disability is a spectrum and that disabilities can be acquired temporarily or permanently at any time. We believe that diversity and inclusion are essential to our success as a company and that all individuals, including those with disabilities bring unique and valuable skills, perspectives, and experiences to the workplace. We are convinced that hiring inclusively, contracting with disability-owned business enterprises, and offering accessible tools and technology drives long-term performance for our business.

Our commitment to equal opportunity and non-discrimination is set out in our [Human Rights Charter](#), the [Code of Conduct](#), the [Supplier Code of Conduct](#) and the [Social and Labor Standards Policy](#).

Providing reasonable workplace accommodation

We strive to provide reasonable accommodations for individuals with disabilities in all aspects of the employee lifecycle, including the application process, hiring, training, development, and advancement. Our efforts include providing accessibility to our physical spaces and technology, as well as offering flexible work arrangements to support our employees. Additionally, we have prioritized digital accessibility by adding a web accessibility tool, powered by artificial intelligence, on our external websites and providing inclusive IT tips for our employees around the world. 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 work with individuals



with unique needs to help identify reasonable and effective accommodations that allow them to confidently perform their roles.

Disability-friendly workplace as a shared responsibility

We also strive to foster an inclusive culture, where individuals with disabilities feel supported and valued. This includes providing training and education for employees on the topic of disabilities, offering networking and peer support opportunities with our “I’M Able” Employee Resource Group, our “Colleagues Supporting Colleagues” initiative, our local inclusion officers and employee representatives in countries where applicable. We encourage open communication and feedback to help break stigmas along our disability equality journey.

In addition to these efforts, we are dedicated to actively including individuals with disabilities in our talent pool and retaining them. We believe that by tapping into the talents and skills of individuals with disabilities, we can create a stronger and more innovative workforce. We strive to support our people throughout the employee lifecycle, considering the various stages of the disability spectrum the individual may pass through.

Disability inclusion in the communities around us

We are dedicated to promoting disability inclusion not only within our own operations but also beyond. We understand the importance of creating a diverse and inclusive ecosystem, and we take specific actions to support disability inclusion by actively working to expand our supplier diversity program to include disability-owned businesses.

Furthermore, we place importance on supporting philanthropic activities and organizations in our local communities to actively contribute to the betterment of society and advocate for disability inclusion.

We are dedicated to building and growing our roadmap for disability inclusion by using the Disability Equality Index (DEI), and engaging in industry-wide initiatives and partnerships, such as the Inclusion Action Plan of the German Mining, Chemical, and Energy Industrial Union (IG BCE). We also show our support as a signatory of the [CEO Letter on Disability Inclusion](#) with Disability:IN.

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 and bringing to life our caring spirit**, as we ensure all feel **welcome, heard** and that they **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>.

