

COMMUNITY

Within this chapter:

117 Community involvement
119 Global Health

121 Broad Minds

COMMUNITY INVOLVEMENT

We take on social responsibility. Focusing especially on those areas where we can best leverage our expertise, we support health, education and cultural projects. Moreover, we provide disaster relief and assist people in need in the vicinity of our sites and in the countries where we operate.

Our approach to community involvement

Across all our facilities worldwide, we are deeply committed to supporting our communities. In selecting social projects, we choose initiatives that align with our [strategic focus areas](#), namely Global Health and Broad Minds.

We are particularly determined to facilitate access to health for all citizens worldwide. To do so, we take a multi-pronged approach that includes an array of [health projects](#) aimed at strengthening communities. In pursuing these efforts, we apply our competencies, knowledge and experience in the health industry, joining forces with dependable partners to provide people with the help they need.

We view scientific education as a key component of culture - and vice versa. Education can help us understand culture, but culture can also **build a bridge to education**; it can stimulate curiosity, nurture creativity and even inspire scientific discovery. We therefore sponsor [cultural initiatives](#) and support a number of [educational projects](#) aimed at cultivating the next generation of scientists. As part of these efforts, we deploy our expertise to encourage and inspire curious young people who share our passion for science and technology.

Our activities are intended to have a positive, long-lasting effect on the community. We therefore promote many long-term initiatives, which is an approach that strengthens our relationship with our stakeholders and helps reinforce our social license to operate.

How we structure community support

Our Group Corporate Affairs function monitors Group-wide community outreach and oversees a portion of our activities, including the [Praziquantel Donation Program](#), the Global Pharma Health Fund (GPHF) and the Deutsche Philharmonie sponsored by Merck KGaA, Darmstadt, Germany. Beyond these Group-wide efforts, our business sectors also run their own projects such as our educational initiative [SPARK](#), while several of our health initiatives in low- and middle-income countries operate under the auspices of the [Foundation sponsored by Merck KGaA, Darmstadt, Germany](#). Furthermore, our regionally focused activities are planned and executed by our local subsidiaries, who choose for themselves the focus areas of our [Corporate Responsibility \(CR\) strategy](#) they would like to support.

The Merck family has also long been committed to philanthropic work, with its activities falling under the umbrella

of the Family Foundation. This organization takes on social responsibility by supporting projects that bring benefits to the people in the vicinity of our sites, focusing on healthcare and education, promoting citizens' initiatives, development cooperation, intercultural understanding, and non-profit objectives. The foundation moreover cooperates with government and scientific institutions as well as nongovernmental organizations, and especially furthers projects that our employees are privately involved in.

Our commitment: The principles of our community involvement

We align our projects with our Group Policy on Contributions to Society, which defines community engagement for our company along with the objectives we pursue. This policy also provides our business sectors and subsidiaries with a framework for structuring their respective activities. Moreover, it sets out roles and responsibilities, emphasizing that our activities should have a **long-lasting, positive effect on the community**. With this in mind, we focus our efforts on long-term projects.

In 2018, the Executive Board adopted a new Group-wide [Corporate Volunteering Guideline](#), which grants our people up to two days of paid leave per year to volunteer in initiatives that are either run or supported by our company. We hope that this guideline will encourage even more of our employees to get involved in the community.

350 years – 350 good deeds

To mark our 350th anniversary, in 2018 we launched 350 Good Deeds, a campaign under which we conducted more than 350 charitable activities in 60 countries worldwide – particularly in the direct vicinity of our facilities. The aim of this campaign was to demonstrate our **social commitment** and give something back to the communities in which we operate. At the same time, it was intended to enhance employee engagement and bolster team spirit by involving employees around the globe in our community outreach efforts. In selecting social projects, we chose initiatives that aligned with our [strategic spheres of activity](#), namely Global Health and Broad Minds. However, we also supported environmental projects and provided assistance to people in need. The 350 good deeds were chosen by the responsible employees at our individual sites.

More than 350 charitable activities in 60 countries worldwide



Actively participating in more than 60% of the projects, our employees showed their support by donating their time as well as money and supplies. Another way they got involved was by voting for their favorite projects, with the four most popular receiving additional funding from our company.

In 2018, we spent a total of around € 36 million on community involvement. This figure does not include contributions from the [Foundation sponsored by Merck KGaA, Darmstadt, Germany](#) or initiatives that primarily served to market our products.

Examples of our 350 Good Deeds engagement

The good deeds promoted through our anniversary campaign covered a wide range of issues, an intentional choice since the campaign reflected the diverse interests of our employees. In particular, these activities addressed **local needs and challenges** that our people are passionate about and which they deemed to be worthy.

During our 350th anniversary year, our employees in Poland took a fitting and unique approach toward community involvement. All the community activities they pursued in their free time were counted and as soon as the number reached 350, we made a financial donation to both the F84

Autism Spectrum Disorder Society and the AVALON Foundation. These two organizations assist people with disabilities and were chosen by the employees who participated.

Hand in hand with the Manos Abiertas foundation, we support an orphanage in Argentina, funding the maintenance of the facility along with equipment to meet the children’s everyday needs. Together with our employees, we also donated **food, school supplies, clothing, and toys** in 2018. Our people moreover visited the center regularly to spend time cooking and painting pictures with the children, or to celebrate occasions such as birthdays, Easter or Christmas.

We supported similar volunteering activities in other countries, and many employees have donated items such as books, toiletries and food to social facilities. One example is the Give Back Days held by our people in France. During our 350th anniversary year, they launched two on-site donation drives, the first for clothes and children’s books and the second for toys and hygiene products as well as canned goods, collecting an impressive 1.2 metric tons of food in total. The items were then donated to eight local charities.

You can read more about the 350 Good Deeds initiatives under [“Broad Minds”](#) and [“Global Health”](#).

Global Health

We use our expertise to support health initiatives all over the world, particularly concentrating on promoting local healthcare infrastructure, providing vocational training and continuing education for medical professionals, and educating people on health issues.

Our commitment: The principles of our community involvement

As with the other ways we support the community, we align our health activities with our Group Policy on Contributions to Society. In addition, health initiatives are also governed by our Healthcare business sector's policies and our [Access to Health Charter](#) which was updated at the end of 2018. We calculate the value of our pharmaceutical donations according to the World Health Organization (WHO) Guidelines for Medicine Donations.

Volunteering in health initiatives

As part of our [350 Good Deeds campaign](#), in 2018 many of our employees around the world committed to supporting health initiatives and institutions. For example, several hundred employees from ten countries participated in running, cycling, paddling, and hiking events to boost awareness of diseases such as breast cancer and multiple sclerosis, as well as to raise funds for charitable health initiatives.

Our employees were also involved in renovating and decorating healthcare facilities. In Brazil, for instance, 50 of our employees helped remodel a hospital in São Paulo that specializes in the treatment of breast cancer and is a point of contact for women who have experienced sexual violence. Our people painted the walls of the chemotherapy reception area and the outpatient clinic using materials provided by our company.

In Germany, we support the Dr. Mildred Scheel hospitality house in Greifswald by donating supplies and providing manpower. Creating a sense of warmth and well-being, this facility provides a place where the families of children with cancer can stay during the difficult treatment phases. In April 2018, our employees helped expand and enhance the grounds around the facility. On **World Children's Day** in June 2018, we also helped out at the organization's summer festival.

Educational initiatives for healthcare professionals

We are dedicated to improving medical care around the world. Every year, our Global Medical Education and External Relations unit initiates and supports a multitude of educational initiatives for healthcare professionals. This includes funding educational programs through independent third-party providers, as well as leading the **development of scientifically and clinically relevant programs**. In doing so, we advance the knowledge of healthcare professionals, sensitize for clinical disease patterns and encourage

familiarization with progressing medical treatment methods, all of which ultimately benefits patients.

In 2018, we supported more than 50 Continuing Medical Education (CME) programs offered by 17 independent medical education providers, and we newly designed 12 Medical Education Programs. More than 320,000 healthcare professionals participated via e-learning platforms and in-person courses.

Health education in India: Fighting anemia together

In India, more than 50% of all women suffer from anemia. As part of our [Healthy Women, Healthy Economies](#) initiative, we launched the Swasth Nari Sashakt Parivar (healthy woman, healthy family) program in March 2018, joining forces with the non-profit organization Doctors For You. Reaching almost 4,800 women in Mumbai aged between 18 and 35, the program tested them for anemia and offered **nutritional counselling and medical treatment** for those with low hemoglobin. Unique to this initiative, the nongovernmental organization not only treats anemia, but also offers skill development courses to the women undergoing treatment. Starting in 2019, around 100 women who have shown improvement and demonstrated an interest in advancing their skills will be able to train as a cosmetician or a seamstress. This opportunity encourages all participants to care for their health and stick to the treatment cycle.

Disease awareness in Brazil

Since rare cancer types are often detected too late and pose a serious threat to the health of individuals, we want to drive the conversation on these diseases and raise awareness for early diagnosis and treatment. To this end, in 2018 we partnered with the Brazilian non-profit "Instituto Vencer o Câncer" to launch a joint social media awareness campaign on rare skin cancer types. Going beyond social media, we supported an event in Brasília to inform citizens about rare forms of cancer. Taking place at the same time as a public hearing on the subject, it was attended by more than 500 guests and served as a **platform for healthcare professionals** to share their knowledge. Initiated in June 2018, a local forum on rare cancers complemented our efforts to bring healthcare professionals and other stakeholders together.

To raise awareness for the neurodegenerative disease multiple sclerosis (MS), around 20 employees in Brazil organized a roadshow featuring an MS mini-simulator and additional interactive information, touring four states in 30 days. Visitors had the opportunity to take a virtual journey through the brain of a patient to better understand the

disease and the challenges patients face in their everyday life. More than 1,000 visitors tried out the mini-simulator. In addition, employees traveled around three Brazilian states with an MS suitcase that lets carers of MS patients experience living with the condition. The suitcase contained items such as gloves that make it difficult to zip clothes and toothbrushes that can create a tingling sensation in the limbs.

To raise awareness of colorectal cancer, we presented our Giant Intestine Exhibition in March 2018 in Brazil. Featuring an inflatable model of the organ large enough for visitors to walk through, the exhibition provided audiovisual information on the human intestine, with more than 1,100 people attending.

Further educational health projects can be found under "Health awareness".

Improving access to healthcare in Madagascar and India

Through the AR-MADA initiative in Madagascar, we are reaching patients who have inadequate or no access to effective and affordable medical care. Six times a year, volunteer doctors travel to different regions of the island to distribute medicines free of charge and help by providing expertise. We assist the initiative with money and donations. In addition, one of our employees travels there every year to support activities. In 2018, more than 30,000 patients benefitted from the project.

Emergency medical care is also a challenge in some remote parts of India, which is why we are working with several local non-governmental organizations to overcome this issue. In 2018, for example, in India our company donated 15 **motorbike ambulances** to the Ministry of Health in the federal state of Goa. The bikes are equipped with emergency medical care kits and located at strategic sites across the state's major cities. Managed and operated by GVK EMRI, a not-for-profit partner of the Goa government, these bikes can travel faster than standard ambu-

lances in high traffic, thus ensuring quick treatment of patients.

Since 2014, we have also led the River Ambulance Program in India in association with the non-profit organization Narmada Samagra. The River Ambulance transports health workers and provides healthcare solutions to local populations living in the remote region along the Narmada River.

INFO

IMPROVING ACCESS TO HEALTHCARE THROUGH THE FOUNDATION SPONSORED BY MERCK KGAA, DARMSTADT, GERMANY

The Foundation sponsored by Merck KGaA, Darmstadt, Germany is a non-profit organization with limited liability that aims to improve the health and wellbeing of people and advance their lives through science and technology – especially in developing and underserved regions. It is the only foundation of Merck KGaA, Darmstadt, Germany and since 2017 has been overseeing many of our philanthropic activities. Its efforts are primarily focused on improving access to innovative healthcare solutions in underserved communities, building healthcare and scientific research capacity and empowering people in STEM, with a special focus on women and young people.

Broad Minds

Underpinned by a longstanding tradition, the promotion of education and culture is a core element of our commitment to society. By making education and culture accessible, we nurture characteristics that are essential to us as a high-tech company, namely creativity, enthusiasm for new discoveries, curiosity, and the courage to transcend boundaries. To tap into these key drivers, we sponsor educational and cultural initiatives at many of our sites, grant scholarships and facilitate learning in specific subjects.

Our commitment: The principles of our community outreach

When it comes to supporting creativity and inspiration within our communities, we align our efforts with our Group Policy on Contributions to Society, which is detailed under [Community involvement](#).

Promoting education worldwide

We are committed to igniting a passion for science, especially among young people, which is why we have been supporting initiatives such as the "Jugend forscht" competition for more than 35 years. In 2018, we hosted the nationals for the third time. Themed "Jump! #ThinkNew", the contest attracted 182 young scientists from across Germany. We have also been organizing the state-level competition for the German Federal State of Hesse since 1996.

Junior Labs at the Technical University Darmstadt, Germany

We encourage young people to come to our Junior Labs and explore their scientific curiosity. Linking classroom lessons with trending topics and modern methods of research, the initiative encompasses different focus areas. For instance, we partner with the Technical University (TU) of Darmstadt to operate a junior laboratory for chemistry, with approximately 2,500 students conducting research over the course of 2018. We also run the "livfe BioLab", where in 2018 more than 1,000 pupils performed biology experiments under professional guidance.

Continuing education for teachers and expanding school partnerships

As part of our school booster program in Darmstadt (Germany) and the surrounding area, we helped approximately 70 schools conduct experiment-based science projects in 2018. Additionally, around 1,500 students visited research labs and select manufacturing plants at our global headquarters.

Beyond promoting STEM education, in Darmstadt we also support teachers through **continuing professional development** that explores educational concepts and helps them evolve their teaching technique. In 2018, we once more hosted a science conference attended by more than 100 teachers from the region.

Over the years, we have gained a great deal of experience through longstanding school partnerships in the Darm-

stadt area. In an effort to leverage these lessons learned and apply them to other countries, we initiated a pilot project in India in 2017, with subsequent projects launched in Chile, Kenya and Tanzania in 2018. Building on the experience from the pilot, our endeavors here focus on providing teachers with the tools to design exciting lessons that will spark their students' **curiosity in science**. To date, 100 people have taken advantage of this continuing education program. We are working closely with education experts to develop the lesson concepts. Thanks to their knowledge of the cultural landscapes in the respective countries, we can adapt experiments to local environments and introduce our technologies as well as those of our partners. The projects conducted in collaboration with the Kenya Chemical Society provide a good example of this approach. Utilizing a simple education concept for four- to six-year-olds ("Finding out with Fred"), these experiments require little preparation, combine imaginative stories with STEM education, and can be performed with inexpensive materials that are easily available locally.

SPARK: Igniting a passion for science in the next generation

As part of our global volunteer program SPARK, employees around the world from our Life Science business dedicate their time and expertise to engage school children in hands-on learning. The goal is to ignite a passion for science and inspire them to consider a STEM-related career. SPARK activities include our Curiosity Labs™ program, which educates students through exciting, hands-on science lessons. We also offer tours of our production sites, career panel events and more. In addition to providing **materials for interactive lessons**, we collaborate closely with education experts around the world to ensure that SPARK aligns with specific local requirements and complements existing curricula.

In 2018, as part of SPARK, our Life Science business ran its second year-long Curiosity Cube™ tour across North America. Consisting of a shipping container retrofitted into a mobile science lab, the Curiosity Cube™ provides a learning environment that immerses visitors of all ages in specific science topics through hands-on experiments and state-of-the-art technology. Supporting the daily work of teachers by offering tools and resources that most schools lack, the tour focused on schools with **underprivileged students**, which accounted for 94% of the facilities visited. In total, the Curiosity Cube™ traveled 30,000 kilometers across North

America in 2018, and engaged students in 108 communities. Feedback showed that following the visit, 94% of students increased their understanding of life science terminology and 74% expressed interest in being a scientist.

Through the overall SPARK Global Volunteer Program, including the Curiosity Cube™, more than 2,800 of our employees volunteered more than 19,000 hours of their time throughout 2018, engaging over 66,000 students worldwide in science.

Partnering with Seeding Labs

We support [Seeding Labs](#), a non-governmental organization that provides scientists in developing countries with lab equipment, training and opportunities to collaborate with other experts in their field. To date, we have enabled the organization to equip 69 universities in 34 developing countries with 209 metric tons of used but **fully functioning laboratory equipment**, providing access to the global scientific community and helping to accelerate scientific research.

We are the exclusive sponsor of the Seeding Labs new online platform, [TeleScience](#). Featuring educational videos and training sessions led by our Life Science employees, who share techniques and tips on a wide range of science topics, TeleScience has drawn more than 2,000 users from 115 countries since its launch in 2018.

Pioneering hands-on learning

We engage in a signature partnership with Technorama. Located in Switzerland, this organization is the third largest science center in Europe and a pioneer of hands-on, self-directed learning. In 2018, our scientists in Switzerland developed experiments for public school pupils to perform at special Technorama Days. At these events, more than 650 students collaborated with over 50 employees from our local sites to learn how to detect odors and synthesize a simple fragrance. We are also helping in the development and operation of a fully equipped, **state-of-the-art wet lab** that has the appropriate setup to handle various liquid chemicals and reagents. It is expected to receive more than 70,000 visitors annually. Technorama will use this lab to provide science-focused professional training for teachers throughout Switzerland.

Clean water for China

At the celebration of our 350th anniversary, in China our company launched a new partnership program with the One Foundation charity fund, which aims to provide clean water to schools. This is an important cause since over 40 million students across 114,000 rural schools in China lack access to safe drinking water. We donate one Chinese renminbi (approximately US\$ 0.14) a day on behalf of each of our employees in China, which is used to **supply rural schools** with clean drinking water. The money donated in 2018 helped to install drinking water purification facilities for around 15,000 students in 33 rural schools as well as providing water testing machines. We also donated 20 sets of portable water quality testing systems to these schools.

Some of our employees also got personally involved in the action. During the school visit program, 18 employees volunteered 16 hours each, teaching topics such as awareness of water and electricity signs and organizing small scientific experiments for the children. In recognition of our efforts, we received the EU Chamber of Commerce CSR Award in 2018.

Music and literature as ambassadors

Our symphony orchestra

What began in 1966 as a company ensemble is now a professional symphony orchestra. In addition to regularly undertaking international concert tours, the [Deutsche Philharmonie sponsored by Merck KGaA, Darmstadt, Germany](#) is also an integral part of cultural life in Darmstadt (Germany) and the surrounding region. Besides giving performances, we also seek to inspire young people and ignite a passion for classical music through orchestra workshops. In 2018, for instance, 37 young musicians took advantage of the opportunity to play in a professional ensemble for the first time. We furthermore held our traditional cushion concerts for children aged four and up.

In 2018, the Deutsche Philharmonie sponsored by Merck KGaA, Darmstadt, Germany gave its 30th charity concert, raising a total of € 50,000. Via the "Echo hilft!" initiative, the proceeds went to help five community projects in the Darmstadt area. To commemorate our 350th anniversary, our symphony also gave performances in Beijing (China), Boston, MA (United States), Darmstadt (Germany), Saint Louis, MO (United States) and Shanghai (China). In China, our musicians led an orchestra workshop for music students from the University of Beijing, and afterwards gave a hugely successful joint [concert to an audience of approximately 1,700 people](#). Beyond these activities, the orchestra also performed three movie soundtrack concerts at our 350th anniversary celebration for our Darmstadt employees and made a guest appearance at the Millstatt Music Weeks in Austria.



people attended the concerts given by our symphony orchestra in 2018.

Literary awards for bridge builders

As with music, literature is also an important ambassador between cultures. We therefore award five literary prizes worldwide: the Johann Heinrich Merck Award for Literary Criticism and Essay Writing of Merck KGaA, Darmstadt, Germany (since 1964), the Premio Letterario of Merck KGaA, Darmstadt, Germany in Italy (since 2003), the Kakehashi Literature Prize of Merck KGaA, Darmstadt, Germany in Japan (since 2014), the Tagore Award of Merck KGaA, Darmstadt, Germany in India (since 2012), and the Translation Award of Merck KGaA, Darmstadt, Germany in Russia (since 2016). These awards particularly recognize authors who build bridges between cultures, as well as between science and literature.

- Worth € 20,000, the 2018 Johann Heinrich Merck Award for Literary Criticism and Essay Writing of Merck KGaA, Darmstadt, Germany, went to Austrian author and translator Martin Pollack.
- Endowed with € 10,000, our 2018 Premio Letterario was presented to Carl Safina, an American ecologist, writer and professor. Honorable mention went to Italian physicist and science historian Lucio Russo. In Italy, we are

also dedicated to promoting the next generation of literary genius. Besides offering creative writing workshops, we host a youth writing competition called La Scienza Narrata, whose winners are chosen together with the winners of the Premio Letterario.

- With prize money of € 10,000, the 2018 Kakehashi Literature Prize went to Austrian writer Clemens J. Setz and his Japanese translator Ayano Inukai.
- Worth € 4,000, our 2018 Translation Award in Russia went to Nina Fedorova, Ekaterina Aralova and Natalia Stillmark, while Tatiana Zborovskaya received the Goethe Prize.

Translation project in Asia

In 2018, we launched our company's Social Translating project in Korea. Moreover, we sponsored the translation of the German novel "Die Welt im Rücken" (The world at your back) by Thomas Melle into ten Asian languages. As part of this project, we also funded the [Goethe-Institut's](#) innovative approach to translating the book, with ten translators working simultaneously via a digital platform, engaging in a lively discourse with each other and the author.