

## CORPORATE POLICIES

### Policy 39

### Occupational Health

**Date policy established:** 27 August 2001

**Date policy last reviewed:** 18 October 2007

#### Objectives

The intent of this document is to ensure a common understanding of the occupational health mission and values of the Company among our employees and other stakeholders.

Our MISSION defines what we want to accomplish as a company in the area of Occupational Health. Our VALUES describe the manner in which we intend to pursue our mission. Together, they provide guidelines for actions that characterize the kind of company we intend to be.

#### Mission

Merck is dedicated to protecting the health and well being of our employees. We shall conduct all aspects of our business without compromising the health of our employees and in a manner consistent with Merck's corporate values. This is a fundamental part of our business and the responsibility of each Merck employee.

#### Definitions

Occupational Health is the aspect of employee health which includes the assessment of potential workplace health hazards (chemical, biological and physical), the prevention of adverse health effects from these hazards, the evaluation of an employee's capability to perform job tasks, and the treatment and rehabilitation of employees who become injured or ill in the performance of their job.

#### Our Values

1. **Compliance.** We are committed to conducting our business in a manner that ensures compliance with the letter and the spirit of all applicable and relevant occupational health laws, Company policies and requirements.
2. **Leadership.** We strive to be a leader in occupational health. We will assess our progress towards this goal through internal measurement, external benchmarking, incorporating best practices, instituting mechanisms to drive continuous improvement and participating in occupational health research where appropriate.
3. **Health Quality and Productivity.** We recognize that our employees are our most valuable asset and we are committed to preserving their health. We shall assign employees only to jobs that they are physically able to perform. When employees become

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Mission

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Our Values

- Compliance

- Leadership

- Health Qual. & Productiv.

- Prevention / Risk Minimiz.

- Performance Mgmt

- Global Standards

- Communication

- Education & Training

Responsibility

- Line Resp.

- Functional Resp.

ill or injured, we seek to ensure their recovery to return them to work as soon as they are medically able to perform their jobs. When an employee experiences an occupational injury or illness, we commit to ensuring appropriate treatment and rehabilitation.

4. **Prevention and Risk Minimization.** We recognize that minimizing risk and preventing illnesses and injuries are the best ways to maintain the occupational health of our employees. We commit to identify and evaluate the potential impact of our operations on the health of our employees and strive to minimize any adverse impacts. In the event of an occupational injury or illness, we commit to performing follow-up investigations and analyses to further refine our preventative efforts and reduce avoidable risks.
5. **Performance Management.** We drive continuous improvement in the performance of our occupational health programs. We establish goals, programs and procedures that tie our occupational health performance to corporate and divisional goals and objectives. We regularly report our progress against our goals to divisional and corporate management.
6. **Global Standards.** We adhere to Company goals, programs, procedures and policies designed to provide the same level of respect for the health of our employees, globally.
7. **Communication.** We foster openness and dialogue with our employees, anticipating and responding to concerns about our operations.
8. **Education and Training.** We value well-informed and trained employees as essential in partnering to maintain employee health at the workplace. We will provide appropriate education and training programs for our employees to ensure that they understand the potential health hazards and necessary precautions involved in conducting their job duties. Additionally, we will develop the knowledge and skills of our occupational health professionals to facilitate their professional growth and foster business excellence in executing their responsibilities.

## Roles and Responsibilities

**Line Responsibility:** Division Heads/business unit leaders are responsible for implementation of, and ongoing adherence to, this policy and will jointly approve Corporate Occupational Health Policy, approve strategies for achieving leadership in occupational health consistent with our mission and values, and track the occupational health progress and performance of the Company. The division/business unit leaders will ensure that managers from their division/business unit provide input into occupational health strategies, policies, and programs, as appropriate. They are also responsible for ensuring that adequate resources are provided in their organization to support and track occupational health performance.

**Functional Responsibility:** The Corporate Medical Director is the senior company official who shall advise Executive Committee on occupational health strategies, policies, and programs as appropriate, and to report to the Committee on all occupational health matters impacting employee health and human performance. The Corporate Medical Director, in partnership with the Vice President, Global Safety and the Environment, will assure effective collaboration between occupational health and safety personnel in order to achieve the goals of this policy and those of the safety policy (Corporate Policy # 13). The Corporate Medical Director will also assist line management by assuring that subject matter expertise is available to support their responsibilities under this policy.