

CORPORATE POLICIES

Policy 13

Safety

Date policy established: 1 December 1992

Date policy last reviewed: 30 July 2007

Objectives

The intent of this document is to ensure a common understanding of the safety 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 Safety. 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 safety and well being of our employees and the public. We shall conduct all aspects of our business without compromising the safety or well being of our employees and the public in a manner consistent with our corporate values. This is a fundamental part of our business and the responsibility of each Merck employee.

Our Values

1. Compliance

We are committed to conducting our business safely, in a manner that ensures compliance with the letter and spirit of all applicable and relevant safety laws, Company policies and requirements.

2. Leadership

We strive to be a leader in safety performance. 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 research where appropriate.

3. Performance Management

We drive continuous improvement in the safety performance of our business by establishing goals, programs and procedures that govern our business and tie performance to corporate and divisional safety goals and objectives. Progress against these goals will be regularly reported to divisional and corporate management.

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4. **Global Standards**

We adhere to Company goals, programs, procedures and policies that provide the same level of respect for employee and community safety globally.

5. **Prevention and Risk Minimization**

We value prevention as the best way to protect the safety and well being of our employees and the community in which we operate. We commit to identify and evaluate the health and safety impacts of our operations and strive to minimize those impacts by leveraging best practices in order to prevent incidents and protect Company assets. In the event of an incident, we commit to performing follow-up investigations and analyses to further refine our preventive efforts.

6. **Communication**

We foster openness and dialogue with our employees and the communities in which we operate by anticipating and responding to concerns about the safety aspects of our operations.

7. **Education and Training**

We value well-informed and trained employees as essential in achieving safety excellence. We provide appropriate safety education and training programs to our employees to ensure that they are prepared to perform their jobs safely. We develop the knowledge and skills of our safety professionals to facilitate their professional growth and foster business excellence in executing their safety responsibilities.

Responsibility

- **Line Responsibility**

Division heads/business unit leaders are responsible for implementation of, and ongoing adherence to, this policy and will jointly approve Corporate Safety Policy, approve strategies for achieving leadership in safety consistent with our mission and values, and track the safety progress and performance of the Company. The division heads/business unit leaders will ensure that managers from their divisions/business units provide input into safety strategies, policies, and programs, as appropriate. Division heads/business unit leaders are also responsible for ensuring that adequate resources are provided in their organizations to support and track safety performance.

- **Functional Responsibility**

The Vice President, Global Safety and the Environment (GSE) is the senior company official who shall advise Executive Committee on the need for safety programs and will report to the Committee on safety issues and results at a frequency decided by the members. The VP of GSE is responsible for ensuring appropriate input from representatives from each operating division, Legal, Public Affairs, Finance, Human Resources, Health Services as well as the Safety & Environment organizations in developing these programs. The VP of GSE will also assist line management by assuring that subject matter expertise is available to support their responsibilities under this policy.