

## **Safety Policy** **(September 2006)**

### **Objective**

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**

#### **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 health and safety laws, Company policies and requirements.

#### **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.

#### **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.

#### **Global Standards**

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

#### **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 any adverse 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.

### Communication

We foster openness and dialogue with our employees and the public by anticipating and responding to concerns about the safety of our operations.

### Education and Training

We value well-informed and trained employees as essential in achieving safety excellence. We provide appropriate safety education and training programs for our employees to ensure 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.

### Roles and Responsibilities

#### Line Responsibility

Division heads 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.

#### ESHAC Responsibility

The Environmental, Safety and Health Advisory Committee (ESHAC) is established as an interdivisional body chartered jointly by Division heads and the CEO to advise them on safety strategies, policies, and programs as appropriate and to track the safety performance of the Company.

The chairman of ESHAC is appointed by Management Committee and will report to it on Safety issues at a frequency decided by the members of Management Committee. ESHAC membership is composed of representatives from each operating division, Legal, Public Affairs, Finance and Human Resources as well as the Safety, Health and Environment organizations. The division/business unit leaders appoint ESHAC members.

#### Functional Responsibility

The Vice President, Safety and the Environment is the senior company official who shall advise Division heads on the need for safety programs and assist line management by assuring that subject matter expertise is available to carry out their responsibilities under this policy.