



SIGMA-ALDRICH

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Sigma-Aldrich Statement of Corporate Responsibility

Sigma-Aldrich is a leading Life Science and High Technology company. We are obsessed with providing world-class service and maintain our leadership position by applying process improvement with a passion in all our activities. Sigma-Aldrich is also committed to conducting its business in a socially responsible manner. The following practices guide our daily behaviors in carrying out this commitment in the areas of animal testing, genetic engineering/modification, safety and human resources:

As a company practice, Sigma Aldrich does not use animal testing to determine any toxicological or safety information on the products it produces or sells. In assessing the safety and environmental hazard posed by our products, our company uses currently recognized resources to gather information. Because recently published information on a new product is not always available, our company has invested in several software programs to evaluate the potential health hazards of our products using known analogies to other similar chemicals and predicted biological response based on known pathways, among other methods. This will continue to be our policy, unless new regulatory requirements mandate a policy change.

The area of genetic engineering/modification is extremely broad. First, the company does handle and use organisms that have undergone some modifications in both our production and analytical programs. Our Biological Safety committee controls the use of all organisms (even those that have been modified) and must approve any new application or organism prior to implementation. The committee uses currently accepted guidelines for both handling procedures and facility design to determine if an application or organism can be safely handled. Additionally, on a contract basis, the company has isolated proteins that have been genetically expressed in plants. These products are then returned to our customer, who expressed the protein in the plant, for their final use. Sigma-Aldrich handles these products following current best practices to assure all viable genetically modified material is accounted for during its handling.

One of Sigma-Aldrich's core values is its commitment to safety. Our use of the term Safety encompasses a broad spectrum of activities. We design and operate our facilities around the world following practices designed to protect our employees, contractors, and neighbors from harm. Additionally our facilities and practices are conducted in a manner that protects and improves our environment. Through these commitments, Sigma-Aldrich is able to conduct business in compliance with rules, regulations, and laws affecting our business.

Regarding our management of Human Resources, Sigma-Aldrich Corporation adheres to all Federal, State and Local laws governing such matters. We do not discriminate against individuals in any terms or conditions of employment regardless of their race, religious beliefs, gender, age or national origin.

Our business practices prohibit any form of forced labor and we only hire individuals of working age as defined by local regulations. Normal working hours are managed to assure compliance with local regulations. Our compensation philosophy establishes pay ranges that allow Sigma-Aldrich to attract and retain employees. Established pay practices insure that we pay a competitive salary.

Steve G. Walton
Corporate Vice President Quality, Safety, Compliance

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