



SIGMA-ALDRICH GLOBAL CITIZENSHIP
Breakthrough Worldview

United Nations Global Compact: Communication on Progress

July 2013

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Letter from Our President and CEO

I am pleased to submit Sigma-Aldrich's first Communication on Progress and to reaffirm our commitment to the ten principles of the United Nations Global Compact. While we realize that the many social and environmental challenges facing society today are greater than any one organization, we are committed to making a positive difference within our sphere of influence.

A year after signing the Global Compact, we have made progress integrating the Compact and its principles into our strategy, culture and day-to-day operations. Much of this progress has been led by our Global Citizenship department, which is focused on environmental sustainability, social responsibility and fiscal accountability. Through their efforts, we have taken steps to reduce our impact on the environment, to increase our commitment to the communities where our employees live and work and to continue operating honestly and ethically.

We have also introduced new policies and refreshed old policies. For example, we released our first Supplier Code of Conduct (SCOC) in 2012 and are presently sending it to our suppliers. Our SCOC informs suppliers of our expectations for conduct, which were created using principles from the Global Compact and the International Labor Organization. We are also taking steps to update our Business Conduct Policy to reflect the changing marketplace.

We signed the Global Compact because we believe that supporting human rights, labor standards, environmental sustainability and ethical behavior is not just our duty; it also makes good business sense. I am proud of the progress we have made and we will keep working to integrate these principles throughout the Company. I look forward to continuing Sigma-Aldrich's work with the UN Global Compact and to creating lasting change in our communities.

In addition to the Communication on Progress, you can read more about our commitment to the Global Compact Principles in our most recent Global Citizenship report.

Sincerely,



Rakesh Sachdev
Sigma-Aldrich President and CEO



Human Rights



PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

PRINCIPLE 2

make sure that they are not complicit in human rights abuses.



OUR COMMITMENT

Sigma-Aldrich's commitment to protecting human rights is integrated throughout the organization. From the way we treat our employees to our expectations for Sigma-Aldrich suppliers, we do not tolerate human rights abuses. This commitment is codified within our Business Conduct Policy and Supplier Code of Conduct (SCOC).

Our commitment to human rights also extends into the communities where our employees live and work. Sigma-Aldrich actively works to identify organizations whose mission is to break down social barriers and to ensure all individuals have basic human rights.

OUR ACTIONS

Maintaining our corporate integrity is the responsibility of all of our employees. We uphold a dedication to corporate ethics on a daily basis and use our Business Conduct Policy as a guide. Our Business Conduct Policy helps our employees achieve the highest degree of personal and professional conduct by assisting them when there are questions about a business situation. Our Business Conduct Policy explicitly highlights key policies such as equal opportunity, harassment, discrimination and ethical business practices.

In support of our commitment to conducting business in an ethical, safe and respectful manner, a series of in-depth training modules were developed for all of our employees. Employees averaged five hours of training per person on topics including safe operations and the Business Conduct Policy.

Beyond our walls, we hold our suppliers to similarly high standard in regard to human rights. In 2012, we launched our Supplier Code of Conduct which informs suppliers of our expectations. We are currently working across the organization to fully implement the policy. The SCOC outlines the standards we hold suppliers to in the following areas:

- Labor
- Environmental Performance & Management
- Health & Safety Practices
- Compliance with Laws
- Ethics
- Fiscal Responsibility

Philanthropically, Sigma-Aldrich supports organizations that work to protect human rights. For example, as a science company we strongly believe that all children, regardless of where they live, their gender or socio-economic status should be exposed to the awe-inspiring world of science. That is why we support organizations such as Girlstart, an Austin, Texas, based community STEM (Science, Technology, Engineering and Math) program dedicated to empowering and equipping girls - especially those from lower socio-economic levels - with the tools needed to succeed in STEM fields. Girlstart develops and implements a range of innovative, research-based education and mentorship programs designed to promote girls' early engagement and academic success in STEM.

OUR PLAN FOR THE FUTURE

In the coming year, we will work to protect human rights within our Company, with our suppliers and by partnering with innovative organizations in the communities we live and work in the following ways:

- Continued roll-out of SCOC
- Revised Business Conduct Policy
- Expansion of affinity networks
- Continued support of community programs working to protect human rights

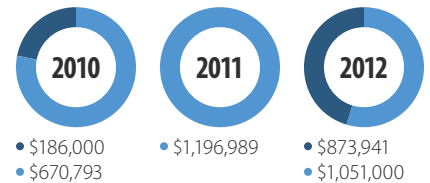
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Employees averaged five hours of training on topics in safe operations, Business Conduct Policy training and harassment training.

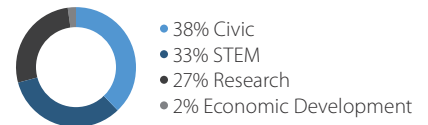
There were no grievances related to human rights filed in 2012.

Giving Breakdown

- Product donations
- Cash donations



Giving Breakdown by Category



SCOC Timeline



Labor



PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

PRINCIPLE 4

the elimination of all forms of forced and compulsory labor;

PRINCIPLE 5

the effective abolition of child labor; and

PRINCIPLE 6

the elimination of discrimination in respect of employment and occupation.



OUR COMMITMENT

Without question the continued driver of growth at Sigma-Aldrich is our employees. We strongly believe that every employee has the right to work in an environment that is respectful and free of discrimination. It's our employees who bring new ideas, who execute them on a daily basis and who respond to our customers' needs to deliver best in class service.

Sigma-Aldrich does not discriminate against any employee, applicant, customer, supplier or other business associate on the basis of race, creed, color, religion, gender, sexual orientation, age, national origin, disability or military status. We work to provide equal opportunity to all employees, applicants and business associates based on merit.

Safety is also an integral part of Sigma-Aldrich's value system. We are committed to providing a safe working environment for all employees and we are proud of our record with respect to safety. Accordingly, employees are expected to perform their work safely and in compliance with all applicable occupational health and safety regulations, as well as governmental and industry standards for protection of the environment. Company policies and practices have been established to provide guidance in these areas and should be strictly followed.

OUR ACTIONS

Similar to our stance on human rights, we work to ensure laws related to labor are followed at Sigma-Aldrich and are followed by our suppliers. We use both the SCOC and the Business Conduct Policy to reiterate our commitment to these principles.

We work to foster an environment that makes Sigma-Aldrich a great place to be. That is accomplished by investing in our employees through training, tuition reimbursement, broad benefit packages, maintaining a safe workplace, providing consistent performance feedback and promoting an environment that is diverse and collaborative.

Affinity Groups

In keeping with Sigma-Aldrich's commitment to diversity and inclusion we have also created two affinity groups, Women in Leadership (WIL) and the Black Leaders Network (BLN).

WIL was launched at our headquarters in St. Louis, but quickly expanded throughout the world. WIL aims to enhance our corporate diversity development opportunities, providing another forum for colleagues to network and share experiences helping them to enhance their own work experiences and the experiences of their colleagues. The WIL network creates an atmosphere that encourages women to be in the "driver's seat" in regard to cultivating leadership skills, exploring new experiences and increasing personal contacts.

Recognizing the need for an African American employee resource group, Sigma-Aldrich launched the Black Leadership Network (BLN), a pilot employee resource group for African American supervisors in St. Louis. BLN's objectives are to deliver unique and relevant opportunities for professional development, career planning and networking. The strategic priority of BLN is to develop and advance African American talent.

Safety

To improve safety across the organization, we've instituted a near miss policy and encourage employees to report all near miss instances. These reports are then used to create risk assessments for manufacturing, packaging and distribution areas at all of our sites. We work to identify risks in these key areas before injuries or incidents occur, taking proactive steps to eliminate and manage those risks. In 2012, 84% of our sites met our near miss reporting goal. Another proactive step we take is our Corporate EH&S Audit program, which reviews site conformance with regulatory requirements and our Corporate EH&S Principles that go beyond general compliance. The in-depth audits review site practices, procedures, training and document retention. Our large sites are audited every three years, with the tier two sites being audited every five years.

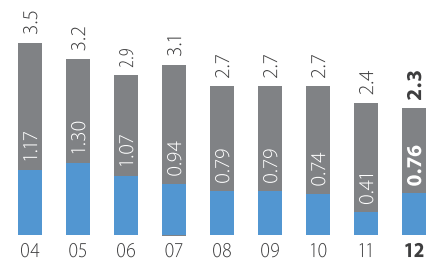
OUR PLAN FOR THE FUTURE

Over the next year, we will work to protect labor related concerns within our Company and at our suppliers in the following ways:

- Continued roll-out of SCOC
- Revised Business Conduct Policy
- Continued focus on safety
- Expanded affinity groups

Recordable Injury Rate (RIR)

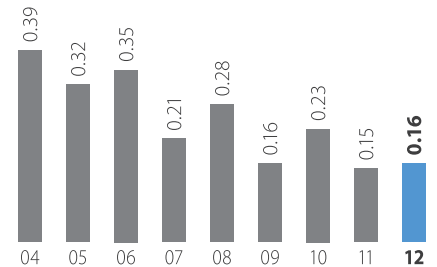
Number of injuries



• Sigma-Aldrich RIR • Industry Average

Serious Injury Rate (SIR)

Serious injury = three or more days lost work



400

Approximately 400 of our U.S. employees participated in professional development training sessions

Environment



PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges;

PRINCIPLE 8

undertake initiatives to promote greater environmental responsibility; and

PRINCIPLE 9

encourage the development and diffusion of environmentally friendly technologies.



OUR COMMITMENT

In 2010, we launched our Global Citizenship Initiative (GC1015) as a way to be more transparent and to meet the high expectations for environmental sustainability and social responsibility. The GC1015 goals include six goals related to sustainability and the environment and one related to the community. We are committed to reaching these goals as a corporation in order to minimize our impact on the environment.

As part of our GC1015 Initiative, we are enhancing the transparency of our supply chain and working with our partners to operate responsibly. We have already distributed our SA7 supply chain questionnaire to our top 100 suppliers, representing about 20% of our significant supplier base, and upon receiving their responses, we will have completed the first part of our goal for the “Top 100 Suppliers,” who receive more than one-third of our direct spend with suppliers. We will continue to survey a larger group of suppliers and still plan to have the top 200 suppliers, at a minimum, surveyed by the end of 2015. Our goal is not just to survey our suppliers, but to encourage dialogue and action to create active social and environmental improvement.

OUR ACTIONS

It's said that you value what you measure. To ensure we have a full picture of our environmental footprint, we have implemented a global environmental management system to track all of our environmental data across the Company. We are now armed with valuable data and are able to strategically review the greatest reduction opportunities in our global operations.

With these new tools, we have made progress on our GC1015 goals. We are consistently asked how we make these gains; we see it as putting together the pieces of a large puzzle. One of the main drivers for Sigma-Aldrich's year over year performance is a focus on Green

Chemistry. This focus drives improvement in our four key environmental initiatives of waste generation, emissions, water use and energy use. By working on reformulating our products we are able to find new ways to manufacture products, while minimizing our environmental impact. These reductions help us to decrease the amount of waste we generate and the raw materials that we use. By finding new methods to reduce the amount of manufacturing time needed to make a product, we can decrease the amount of energy we use to make products, thus decreasing our need for electricity or natural gas helping to decrease carbon emissions. We've also been working to minimize the amount of water needed in manufacturing.

Another driver of our progress is our strong history of process improvement and individual “green” champions throughout the Company. Our employees drive increased awareness on a number of issues including removing single pass water systems. By systematically reworking single pass water systems at our DeKalb facility in St. Louis over the past three years, Sigma-Aldrich has saved more than 1.5 million cubic meters of water or more than 400,000,000 gallons of water.

At the heart of our progress are our people - brilliant scientists, inquisitive engineers and passionate employees, all working together to make sure we continue to enable science to improve the quality of life.

OUR PLAN FOR THE FUTURE

Over the next year, we will work to reduce our impact on the environment within our Company and at our suppliers in the following ways:

- Implementation of global recycling programs
- Initiating our energy efficiency plan including the installation of solar panels at our headquarters
- Expanding the SCOC
- Developing a greener alternatives R&D pipeline

GC1015 Goals



Waste

20% Intensity Improvement



Emissions

20% Intensity Improvement



Water

30% Efficiency Improvement



Energy

10% Efficiency Improvement



Supply Chain

Top 100 suppliers surveyed by 2012
Top 200 suppliers surveyed by 2015



Greener Alternative Products

25% increase in sales of our 2,563 Alternative Products



Team Sigma-Aldrich

Team Sigma-Aldrich in all countries with operations
4.0 volunteer hours per employee

Anti-Corruption



PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery.



OUR COMMITMENT

At Sigma-Aldrich, we strive to be the trusted global partner-of-choice for our customers by building on our proven foundation of trust, service and innovation. The only sustainable way to achieve this goal is to set a high standard for behavior, along with unquestioned integrity. Continued honest and ethical business conduct is a cornerstone of our “One Company” values. Constant respect for people means we treat every individual we interact with around the world with the utmost dignity.

Our commitment to ethics in business includes a special emphasis on candor. We must be truthful in all communications with one another, with our customers and with governmental agencies. We must keep complete and accurate business records. Only by being honest and forthcoming will our Company earn the respect and trust it needs to successfully carry on its business operations.

Employees are expected to conduct business in compliance with all laws, rules and regulations of the countries in which they conduct business on behalf of the Company. These laws and regulations include those related to antitrust and competition, boycotts, accounting and financial reporting standards, import and export regulation, foreign currencies, sales and Value Added Taxes, income taxes, employment, safety, the environment, food and drug regulation and insider trading laws.

OUR ACTIONS

A single violation by even one employee can cause great harm to our Company’s reputation and our ability to operate as well as compromising the work of many others. Additionally, law enforcement agencies are increasingly enforcing laws by prosecuting not only corporations, but also their employees, seeking to subject them to heavy penalties, fines and jail terms.

Every employee is expected to be familiar with the basic legal requirements that apply to his or her duties on the job. For example, sales representatives and marketing managers are expected to know basic rules regulating marketing practices and antitrust principles, such as the prohibition against price fixing and the rules governing restrictions on dealers and distributors. Production managers are expected to know the environmental and safety rules that apply to their manufacturing operations. Human

Resources specialists and all managers who make hiring, compensation, promotion, termination and other decisions affecting employees should be familiar with applicable equal employment opportunity laws, other employment laws and the Company’s human resources policies. Indeed, even though it is not always apparent, nearly all of us require some degree of familiarity with laws that affect our business.

The management team is required to participate in annual training on corruption and the Business Conduct Policy. This training is meant to remind the management team of the responsibility they have to set an example for all employees and the importance of safeguarding the business by operating with a focus on compliance and the Business Conduct Policy.

Should a conflict arise between the laws of the countries in which we operate, or between any Company policy or directive and any law or regulation, the conflict is immediately reported to the General Counsel. Conflicts related to safety or compliance are immediately reported to the Vice President of Safety and Compliance. It is not the Company’s intent to issue any policy or directive that could violate any law or regulation. Whenever we have any doubt about our legal obligations or the appropriateness of our conduct in any situation in which we may find ourselves, we are expected to ask our supervisor or the Legal Department for instruction or advice.

We are also adding clarity in the Business Conduct Policy to explicitly callout that charitable contributions and sponsorships are included in our anti-corruption and bribery policy. That policy will be reviewed and presented at the next governance meeting, which will happen in August. The document will be made public shortly thereafter.

Similar to our stance on human rights, labor and the environment, we work to ensure laws related to anti-corruption are followed at Sigma-Aldrich and by our suppliers. We use the SCOC, Business Conduct Policy and whistleblower policy to reiterate our commitment to these principles.

OUR PLAN FOR THE FUTURE

Over the next year, we will continue to operate in an ethical manner free of corruption and other improper business practices in the following ways:

- Revised Business Conduct Policy
- Continue to operate in an ethical manner, adhering to all pertinent laws and regulations

No significant fines for non-compliance with laws or regulations considering the provision and use of our products

Sigma-Aldrich had no incidents of antitrust, anti-competitive or monopoly practices in 2011.

100%

Sigma-Aldrich analyzes both of our business units (Research and SAFC) for risks related to corruption. 100% of our business units are analyzed for risk related to corruption and are prioritized by geographic location.

SIGMA-ALDRICH®

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