

# SOCIAL RESPONSIBILITY

Sigma-Aldrich strives to be a good citizen throughout the world, with a special focus in those countries and communities where our employees live and work.

As a company founded on the principles of improving the quality of life through science, being socially responsible is in our DNA. We work to enable our employees, customers and the greater community to continue to benefit from these fundamental beliefs. This commitment is exemplified through our three social responsibility initiatives: charitable giving, employee volunteerism and a fair and safeworkplace.

## CHARITABLE GIVING\*\*

We approach charitable giving as we approach challenges in our labs – by seeking the most effective and efficient solutions. We do this by partnering with innovative programs and organizations that are working to address society's most pressing problems. We effectively leverage our monetary donations by partnering with organizations that are aligned with our core business competencies. As a result, our charitable giving efforts focus on three initiatives:



### STEM (SCIENCE, TECHNOLOGY, ENGINEERING AND MATH) EDUCATION

Our goal is to inspire the next generation of scientists and STEM professionals. That is why we partner with schools, community organizations, and other corporations to address the growing need for STEM proficient individuals around the world.



### SCIENTIFIC RESEARCH

Sigma-Aldrich has become a leading life science and high technology company by working tirelessly to improve processes and increase quality. We use this same tenacity to fund and support research with focuses on disease, greener chemistry and other areas of interest to our overall mission – enabling science to improve the quality of life.



### ECONOMIC DEVELOPMENT THROUGH SCIENCE

We understand that Sigma-Aldrich is only as strong as the communities in which we operate. We partner with non-profit organizations that spur growth in the broader science sector by incubating and supporting robust STEM ecosystems that, we believe, provide an essential benefit to local and regional financial and knowledge economies.

\* The information listed in this document pertains to charitable giving from Sigma-Aldrich Corporation. The Sigma-Aldrich Foundation is a separate entity with an independent board and with funding guidelines that are separate from those of the Company. For more information on the Sigma-Aldrich Foundation go to [www.sigma.com/foundation](http://www.sigma.com/foundation).

+The Sigma-Aldrich Corporation and Sigma-Aldrich Foundation abide by all local laws pertaining to charitable donations. Neither Sigma-Aldrich nor its employees offer or accept bribes in return for charitable gifts or favorability in the review process.

## EMPLOYEE VOLUNTEERISM

Our employees are our most valuable resource. Their passion and dedication to science have allowed Sigma-Aldrich to flourish over the past 80 years. It is our employees who solve our customers' most pressing problems. The tremendous knowledge base found within our employees not only drives our business, but also provides a valuable resource in communities where we have offices.

Through Team Sigma-Aldrich, our employee volunteer initiative, employees donate their time and talents to our non-profit partners. Each year, thousands of employees from offices around the world do their part and give back. To make it even easier for our employees to volunteer, they may use up to eight hours of paid time off to volunteer within their community. For example, programs such as Sigma-Aldrich Science Partners connect our employees with students in local classrooms to enhance science education.

## HUMAN RIGHTS AND EMPLOYEE SAFETY

To support our employees in providing quality service to our customers, we work to foster an environment that makes Sigma-Aldrich a great place to work. This is accomplished by investing in our employees and creating a diverse, safe, discrimination-free workplace.

Safety is an integral part of Sigma-Aldrich's belief system. We are committed to providing a safe working environment for all employees and proud of our safety performance record.

To learn more about our policies pertaining to human rights and employee safety, please visit [www.sigma.com/safetypolicies](http://www.sigma.com/safetypolicies).

## WHO WE ARE

Sigma-Aldrich plays a critical role in advancing life science and high technology research and manufacturing globally. Our products and kits are used in scientific and genomic research, biotechnology, and pharmaceutical development and the diagnosis of disease, and as key components in pharmaceutical and other high technology manufacturing.

## LEARN MORE

To learn more, go to [www.sialglobalcitizenship.com](http://www.sialglobalcitizenship.com).



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