

LABOR POLICY

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

The policies below outline our commitments to our employees.

EQUAL OPPORTUNITY

The Company 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. It is the Company's intent to provide equal opportunity to all employees, applicants and business associates based on merit.

NON-HARASSMENT

The Company is committed to its core beliefs, which include the treatment of all employees with respect and dignity. Accordingly, the Company does not tolerate harassment, sexual or otherwise, against any employee, applicant, customer, supplier or other business associate. Any behavior that creates an intimidating, hostile or offensive working environment is strictly prohibited.

FREE ASSOCIATION

The Company acknowledges employees right to associate with others and form and join organizations of their choice. The Company believes it has the ability to find positive solutions when working and collaborating directly with employees. Additionally, the Company will not discriminate, interfere or retaliate based on employee association.

WORKING AGE

The Company abides by all local employment laws related to minimum age of employment or has a country-wide minimum age requirement, whichever is higher, and does not tolerate underage child labor. As a corporate-wide policy, the Company does not employ anyone under the age of sixteen (16) except in countries which allow the employment of apprentices at a younger age. The Company abides by all local laws related to employment of apprentices and does not employ any person under the age of fourteen (14)*.

*The Company's apprenticeship programs are for educational benefit and are consistent with Article 6 of ILO Minimum Age Convention No. 138 and/or consistent with Article 7 of ILO Minimum Age Convention No. 138.

Effective: June 2014

INVOLUNTARY & COMPULSORY LABOR

The Company ensures all employees receive at least the legally mandated minimum wage for the country of employment. Additionally, the Company ensures employees are compensated for overtime hours at the local legal rate or higher and is committed to paying employees accurately and in a timely manner. The Company does not deduct wages as a disciplinary measure.

The Company does not restrict the ability of employees to move freely throughout unrestricted areas within its facilities and does not hinder access to entrances and exits.

NON-RETALIATION

The Company will not tolerate retaliation against any employee making a report in good faith. No one who in good faith reports a concern shall suffer disciplinary action arising out of the making of a report. An employee who retaliates against or harasses someone who has reported a concern is subject to disciplinary action up to and including termination of employment.

For more information regarding non-retaliation, please view the Company's Whistleblower and Business Conduct Policy.

SUPPLIERS

Through the Supplier Code of Conduct, which mirrors many of these policies, the Company expects the same equal and fair treatment of employees throughout the supply chain. To read the Supplier Code of Conduct, go to the link under the Learn More section.

LEARN MORE

More information related to the Company's policies can be found in the Business Conduct Policy <http://investor.sigmaaldrich.com/governance.cfm>.



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