

# GRI content index

## General disclosures

GRI Standard and disclosure	Reference	Omission reason and Comment
2-1 Organizational details	<a href="#">Company profile</a> <a href="#">List of shareholdings</a>	
2-2 Entities included in the organization's sustainability reporting	<a href="#">Report profile</a> <a href="#">List of shareholdings</a>	
2-3 Reporting period, frequency and contact point	<a href="#">Report profile</a>	
2-4 Restatements of information	<a href="#">Report profile</a>	
2-5 External assurance	<a href="#">Assurance report</a>	
2-6 Activities, value chain and other business relationships	<a href="#">Company profile</a> <a href="#">Supply chain management</a> <a href="#">Mica supply chain</a> <a href="#">Report profile</a> <a href="#">Fundamental information about the Group</a> <a href="#">Macroeconomic and sector-specific environment</a>	
2-7 Employees	<a href="#">Report profile</a> <a href="#">Indicators: employees</a>	<b>Comment:</b> We report employee figures in line with internal management categories, possibly independent of the region. The employment format "non-guaranteed hours employees" stipulated by the GRI does not represent a relevant employment category for us and is therefore not reported.
2-8 Workers who are not employees	<a href="#">Career with us</a>	<b>Omission reason:</b> Information unavailable/incomplete  <b>Comment:</b> Workers who are not employees (e.g. supervised temporary staff) are not logged in our employee data base.
2-9 Governance structure and composition	<a href="#">Sustainability strategy &amp; goals</a> <a href="#">Management</a> <a href="#">Statement on corporate governance</a> <a href="#">Procedures of the Boards</a> <a href="#">Objectives of the Supervisory Board</a>	

2-10 Nomination and selection of the highest governance body	<a href="#">Procedures of the Boards</a> <a href="#">Objectives of the Supervisory Board</a> <a href="#">Promote women in management positions</a> <a href="#">Diversity policy</a>	
2-11 Chair of the highest governance body	<a href="#">Statement on corporate governance</a>	
2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability strategy &amp; goals</a> <a href="#">Report of the supervisory board</a> <a href="#">Risk &amp; opportunities</a>	
2-13 Delegation of responsibility for managing impacts	<a href="#">Sustainability strategy &amp; goals</a>	
2-14 Role of the highest governance body in sustainability reporting	<a href="#">Report profile</a>	
2-15 Conflicts of interest	<a href="#">Information on corporate governance practices</a>	
2-16 Communication of critical concerns	<a href="#">Sustainability strategy &amp; goals</a> <a href="#">Compliance management</a> <a href="#">Indicators: business ethics</a> <a href="#">Information on corporate governance practices</a>	<p><b>Omission reason:</b> Confidentiality constraints</p> <p><b>Comment:</b> Due to the sensitive nature of critical concerns, these figures are only for internal use (except where external reporting is legally required).</p> <p>Significant additions to or changes in the risk register are disclosed in due course to the Executive Board on an ad hoc basis, as per stipulations in the risk policy.</p>
2-17 Collective knowledge of the highest governance body	<a href="#">Sustainability strategy &amp; goals</a> <a href="#">Information on corporate governance practices</a>	
2-18 Evaluation of the performance of the highest governance body	<a href="#">Procedures of the boards</a> <a href="#">Articles of association</a> <a href="#">Compensation report</a>	
2-19 Remuneration policies	<a href="#">Compensation report</a>	
2-20 Process to determine remuneration	<a href="#">Compensation report</a> <a href="#">Voting results Annual General Meeting 2022</a>	
2-21 Annual total compensation ratio	<a href="#">Career with us</a>	<p><b>Omission reason:</b> Not applicable</p> <p><b>Comment:</b> Competitive salaries and additional benefits not only increase our attractiveness as an employer; they also motivate our people and build loyalty to the company. The compensation we offer is based on market analyses in the relevant field, the value of the respective position, and the employee's skill set and performance.</p>

Compensation and benefits across the entire Group are defined by our global HR policies and frameworks. As far as possible, we strive to offer all our employees comparable compensation structures. Furthermore, we monitor our compliance with minimum standards. We do not consider the information required under GRI 2-21 to be relevant to assessing the fairness of our compensation structures.

2-22 Statement on sustainable development strategy	<a href="#">Letter from the CEO</a>	
2-23 Policy commitments	<a href="#">Governance</a> <a href="#">Compliance management</a> <a href="#">Human rights</a>	
2-24 Embedding policy commitments	<a href="#">Governance</a> <a href="#">Compliance management</a> <a href="#">Human rights</a> <a href="#">Information on corporate governance practices</a>	
2-25 Processes to remediate negative impacts	<a href="#">Sustainability strategy &amp; goals</a> <a href="#">Materiality analysis</a> <a href="#">Compliance management</a> <a href="#">Human rights</a> <a href="#">Indicators: business ethics</a> <a href="#">Report on Risks and Opportunities</a>	
2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Sustainability strategy &amp; goals</a> <a href="#">Stakeholder dialogue</a> <a href="#">Compliance management</a>	
2-27 Compliance with laws and regulations	<a href="#">Other provisions</a> <a href="#">Compliance management</a> <a href="#">Interactions with health systems</a> <a href="#">Indicators: business ethics</a>	
2-28 Membership associations	<a href="#">Stakeholder dialogue</a>	
2-29 Approach to stakeholder engagement	<a href="#">Stakeholder dialogue</a>	
2-30 Collective bargaining agreements	<a href="#">Corporate culture</a>	
<b>GRI Standard and disclosure</b>	<b>Reference</b>	<b>Omission reason and Comment</b>
3-1 Process to determine material topics	<a href="#">Materiality analysis</a>	
3-2 List of material topics	<a href="#">Materiality analysis</a>	

## Economic Standards

GRI Standard and disclosure	Reference	Omission reason and Comment
<b>GRI 201: Economic Performance 2016</b>		
3-3 Management of material topics	<a href="#">Company profile</a> <a href="#">Statement on Corporate Governance</a> <a href="#">Economic performance</a> <a href="#">Pension schemes</a> <a href="#">Report on Risks and Opportunities</a>	
201-1 Direct economic value generated and distributed	<a href="#">Indicators: employees</a> <a href="#">Indicators: economics</a> <a href="#">Indicators: community</a> <a href="#">Consolidated income statement</a> <a href="#">Consolidated cash flow statement</a> <a href="#">Operating activities</a> <a href="#">Personnel expenses</a>	
201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">Climate action</a> <a href="#">Water management</a> <a href="#">TCFD index</a> <a href="#">CDP Climate change</a> <a href="#">CDP Water security</a> <a href="#">Report on Risks and Opportunities</a>	<p>Comment: We report in detail on various aspects of climate change as part of our participation in the CDP (formerly known as the Carbon Disclosure Project).</p>
201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Indicators: employees</a> <a href="#">Pension schemes</a>	
201-4 Financial assistance received from government	<a href="#">Accounting: Property, plant and equipment</a> <a href="#">Research and development costs</a>	
<b>GRI 202: Market Presence 2016</b>		
3-3 Management of material topics	<a href="#">Career with us</a> <a href="#">Corporate culture</a>	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">Career with us</a> <a href="#">Diversity, equity &amp; inclusion</a>	<p>Omission reason: Not applicable</p> <p>Comment: This indicator is not relevant to us, which is why we do not collect data on the ratio of the standard entry-level wage compared to the local minimum wage. Our Global Rewards Policies apply to all our subsidiaries worldwide and guarantee a systematic compensation structure. Both base pay and short-term variable compensation are oriented to the median</p>

		base pay of the relevant reference market. Our pay ranges are reviewed on an annual basis and reflect market conditions. We adhere to local minimum wage levels.
202-2 Proportion of senior management hired from the local community	<a href="#">Career with us</a> <a href="#">Diversity, equity &amp; inclusion</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> We promote both the recruitment of local employees and their international deployment at all hierarchical levels. However, we do not record the proportion of local managers, as this is not relevant for the strategic personnel management of our company.
<b>GRI 203: Indirect Economic Impacts 2016</b>		
3-3 Management of material topics	<a href="#">Global health</a> <a href="#">Prices of medicines</a> <a href="#">Health capacity &amp; awareness</a>	
203-1 Infrastructure investments and services supported	<a href="#">Global health</a> <a href="#">Health capacity &amp; awareness</a> <a href="#">Mica supply chain</a> <a href="#">Community engagement</a>	
203-2 Significant indirect economic impacts	<a href="#">Prices of medicines</a> <a href="#">Health capacity &amp; awareness</a> <a href="#">Community engagement</a> <a href="#">Materiality analysis</a>	
<b>GRI 204: Procurement Practices 2016</b>		
3-3 Management of material topics	<a href="#">Sustainable supply chain management</a> <a href="#">Mica supply chain</a> <a href="#">Human rights</a>	
204-1 Proportion of spending on local suppliers	<a href="#">Sustainable supply chain management</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> We have no internal guidelines stipulating that preference be given to local vendors in allocating contracts and therefore do not collect this type of data. In some countries, local laws require contracts to be awarded to regional suppliers.
<b>GRI 205: Anti-corruption 2016</b>		
3-3 Management of material topics	<a href="#">Compliance management</a> <a href="#">Responsible interactions with health systems</a>	
205-1 Operations assessed for risks related to corruption	<a href="#">Compliance management</a> <a href="#">Indicators: business ethics</a> <a href="#">Report on Risks and Opportunities</a>	

205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Compliance management</a> <a href="#">Indicators: business ethics</a>	
205-3 Confirmed incidents of corruption and actions taken	<a href="#">Compliance management</a> <a href="#">Indicators: business ethics</a> <a href="#">Report on Risks and Opportunities</a>	Comment: As applicable, we report on risks from litigation and legal proceedings in our Report on Risks and Opportunities.
<b>GRI 206: Anti-competitive Behavior 2016</b>		
3-3 Management of material topics	<a href="#">Compliance management</a> <a href="#">Responsible interactions with health systems</a>	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Indicators: business ethics</a> <a href="#">Report on Risks and Opportunities</a>	

## Environmental Standards

GRI Standard and disclosure	Reference	Omission reason and Comment
<b>GRI 301: Materials 2016</b>		
3-3 Management of material topics	<a href="#">Sustainable products &amp; packaging</a>	
301-1 Materials used by weight or volume	<a href="#">Sustainable products &amp; packaging</a>	<p><b>Omission reason:</b> Information unavailable/incomplete</p> <p><b>Comment:</b> We only record the weight of the raw materials that are directly used in our pharmaceuticals and chemicals, which came to 416 metric kilotons in 2022 (2021: 400 metric kilotons). Additionally, we utilize operating supplies and packaging materials, such as folding boxes, glass bottles and ampules.</p>
301-2 Recycled input materials used	<a href="#">Sustainable products &amp; packaging</a>	<p><b>Omission reason:</b> Information unavailable/incomplete</p> <p><b>Comment:</b> In all our endeavors, we attempt to efficiently utilize materials and recycle as much as possible. Where feasible, we use recycled materials (in packaging, for instance.) Overall, our company considers material consumption to be a major concern. There are few opportunities to use recycled material in our production processes because our business model puts us at the start of the value chain. We therefore do not collect such data at Group level. Individual data and measures are reported in the respective chapters.</p>
301-3 Reclaimed products and their packaging materials	<a href="#">Sustainable products &amp; packaging</a>	<p><b>Omission reason:</b> Information unavailable/incomplete</p> <p><b>Comment:</b> Owing to the multitude of products we supply and the minimal comparability of our various initiatives, we do not collect quantitative data at the Group level. The individual measures taken by our various businesses are reported in the respective chapters.</p>
<b>GRI 302: Energy 2016</b>		
3-3 Management of material topics	<a href="#">Climate action</a> <a href="#">Environmental protection</a> <a href="#">Sustainable products &amp; packaging</a>	
302-1 Energy consumption within the organization	<a href="#">Climate action</a> <a href="#">Indicators: environment</a>	

302-2 Energy consumption outside of the organization	<a href="#">Climate action</a> <a href="#">Indicators: environment</a>	<b>Omission reason:</b> Information unavailable/incomplete  <b>Comment:</b> To date, we have not been tracking energy consumption outside our organization, but we are working to create more transparency on our Scope 3 emissions. Going forward, we will also make efforts to track energy consumption outside of our organization.
302-3 Energy intensity	<a href="#">Climate action</a> <a href="#">Indicators: environment</a>	
302-4 Reduction of energy consumption	<a href="#">Climate action</a> <a href="#">Indicators: environment</a>	
302-5 Reductions in energy requirements of products and services	<a href="#">Climate action</a> <a href="#">Indicators: environment</a>	
<b>GRI 303: Water and Effluents 2018</b>		
3-3 Management of material topics	<a href="#">Water management</a> <a href="#">Environmental protection</a>	
303-1 Interactions with water as a shared resource	<a href="#">Water management</a>	
303-2 Management of water discharge-related impacts	<a href="#">Water management</a>	
303-3 Water withdrawal	<a href="#">Water management</a> <a href="#">Indicators: environment</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> The amount of seawater and produced water withdrawn is not significant and is therefore not reported separately. The breakdown of the water withdrawal sources in accordance with the GRI categories "fresh water" and "other water" is not relevant for us owing to the high water quality required and is therefore not reported.
303-4 Water discharge	<a href="#">Water management</a> <a href="#">Indicators: environment</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> The volume of seawater and groundwater discharged is not significant and is therefore not reported separately.
303-5 Water consumption	<a href="#">Water management</a> <a href="#">Indicators: environment</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> Most of the water we use in our production streams is released back into aquatic ecosystems through direct or indirect discharges. Evaporation processes are not a material part of our manufacturing operations. At individual manufacturing sites, we incorporate small amounts of water into our products. We do not operate processes that withdraw water in relevant volumes from

the aquatic environment like incorporation in products or evaporation into the atmosphere. Neither do we operate technical installations like water reservoirs with the purpose of water withdrawal. Thus, water consumption is not material to our company.

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**GRI 304: Biodiversity 2016**


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3-3 Management of material topics	<a href="#">Environmental protection</a> <a href="#">Sustainable products &amp; packaging</a>	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Environmental protection</a>	<b>Omission reason:</b> Information unavailable/incomplete  <b>Comment:</b> Our land use planning takes biodiversity impacts into account, with appropriate protective measures being taken on a case-by-case basis.
304-2 Significant impacts of activities, products and services on biodiversity	<a href="#">Environmental protection</a> <a href="#">Materiality analysis</a>	
304-3 Habitats protected or restored	<a href="#">Environmental protection</a>	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Environmental protection</a>	<b>Omission reason:</b> Information unavailable/incomplete  <b>Comment:</b> Our land use planning takes biodiversity impacts into account, with appropriate protective measures being taken on a case-by-case basis.

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**GRI 305: Emissions 2016**


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3-3 Management of material topics	<a href="#">Climate action</a> <a href="#">Environmental protection</a>	
305-1 Direct (Scope 1) GHG emissions	<a href="#">Climate action</a> <a href="#">Indicators: environment</a>	
305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Climate action</a> <a href="#">Indicators: environment</a>	
305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Climate action</a> <a href="#">Indicators: environment</a> <a href="#">CDP Climate change</a>	
305-4 GHG emissions intensity	<a href="#">Climate action</a> <a href="#">Indicators: environment</a>	
305-5 Reduction of GHG emissions	<a href="#">Climate action</a> <a href="#">Sustainable products &amp; packaging</a> <a href="#">Indicators: environment</a> <a href="#">CDP Climate change</a>	
305-6 Emissions of ozone-depleting substances (ODS)	<a href="#">Indicators: environment</a>	

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305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<a href="#">Indicators: environment</a>	
<b>GRI 306: Waste 2020</b>		
3-3 Management of material topics	<a href="#">Waste &amp; recycling</a> <a href="#">Environmental protection</a>	
306-1 Waste generation and significant waste-related impacts	<a href="#">Waste &amp; recycling</a>	
306-2 Management of significant waste-related impacts	<a href="#">Waste &amp; recycling</a>	
306-3 Waste generated	<a href="#">Waste &amp; recycling</a>	
306-4 Waste diverted from disposal	<a href="#">Indicators: environment</a>	
306-5 Waste directed to disposal	<a href="#">Waste &amp; recycling</a> <a href="#">Indicators: environment</a>	
<b>GRI 306: Effluents and Waste 2016</b>		
306-3 Significant spills	<a href="#">Waste &amp; recycling</a>	
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
3-3 Management of material topics	<a href="#">Sustainable supply chain management</a> <a href="#">Mica supply chain</a>	
308-1 New suppliers that were screened using environmental criteria	<a href="#">Sustainable supply chain management</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> We do not report the “percentage of new suppliers that were screened using environmental criteria” since this information is not relevant for managing our sustainable supplier management activities.
308-2 Negative environmental impacts in the supply chain and actions taken	<a href="#">Sustainable supply chain management</a> <a href="#">Mica supply chain</a>	<b>Omission reason:</b> Information unavailable/incomplete  <b>Comment:</b> We work closely with our strategic suppliers and monitor various risk domains via our supplier risk assessments. In this context, we help our suppliers to achieve improvements and to set up risk mitigation measures. The GRI disclosures 308-2-d and 308-2-e are not reported since they are not relevant for us.

## Social Standards

GRI Standard and disclosure	Reference	Omission reason and Comment
<b>GRI 401: Employment 2016</b>		
3-3 Management of material topics	<a href="#">Career with us</a> <a href="#">Corporate culture</a> <a href="#">Human rights</a>	
401-1 New employee hires and employee turnover	<a href="#">Indicators: employees</a>	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Career with us</a>	<b>Omission reason:</b> Information unavailable/incomplete  <b>Comment:</b> Part-time employees receive the same eligibility for employee benefits as full-time workers. Employees with temporary contracts, however, may not be entitled to all company benefits, such as a company pension.
401-3 Parental leave	<a href="#">Career with us</a> <a href="#">Indicators: employees</a>	
<b>GRI 402: Labor/Management Relations 2016</b>		
3-3 Management of material topics	<a href="#">Corporate culture</a>	
402-1 Minimum notice periods regarding operational changes	<a href="#">Corporate culture</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> The regulations on periods of notice vary worldwide. We apply the rules that are in force locally. There is no need for us to track periods of notice at Group level.
<b>GRI 403: Occupational Health and Safety 2018</b>		
3-3 Management of material topics	<a href="#">Health &amp; safety</a> <a href="#">Plant, process &amp; transport safety</a>	<b>Comment:</b> The disclosures under GRI 403 pertain to our employees as well as supervised temporary staff. They do not include employees of contractors. Consequently, not all the employee groups specified by GRI are reflected.
403-1 Occupational health and safety management system	<a href="#">Health &amp; safety</a>	
403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Health &amp; safety</a> <a href="#">Plant, process &amp; transport safety</a>	
403-3 Occupational health services	<a href="#">Health &amp; safety</a>	

403-4 Worker participation, consultation, and communication on occupational health and safety

[Health & safety](#)

**Comment:** Occupational health and safety committees are required by law in Germany. All employees of Merck KGaA are therefore represented by such committees, which operate at site level. These employees represent around 13% of our global workforce. The majority of sites outside Germany also have health and safety committees to represent their employees. The organization of these committees is the responsibility of our individual sites. Health and safety issues are governed Group-wide by our EHS Policy. The organizational implementation of this policy is the responsibility of our individual sites and is subject to local laws and regulations. Merck KGaA, which accounts for approximately 13% of our global workforce, has company agreements in place on occupational health and safety.

403-5 Worker training on occupational health and safety

[Health & safety](#)  
[Plant, process & transport safety](#)

403-6 Promotion of worker health

[Health & safety](#)

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

[Health & safety](#)  
[Human rights](#)  
[Plant, process & transport safety](#)

403-8 Workers covered by an occupational health and safety management system

[Health & safety](#)

403-9 Work-related injuries

[Health & safety](#)  
[Plant, process & transport safety](#)  
[Indicators: employees](#)

**Comment:** We have identified the lost time injury rate (LTIR) as a key performance indicator for our company.

403-10 Work-related ill health

[Health & safety](#)  
[Plant, process & transport safety](#)  
[Indicators: employees](#)

**Omission reason:** Information unavailable/incomplete

**Comment:** At Group level, we do not collect data regarding the types of potential work-related illnesses or fatalities. Our sites may collect data on the incidence of occupational illness as needed.

## GRI 404: Training and Education 2016

3-3 Management of material topics	<a href="#">Career with us</a> <a href="#">Diversity, equity &amp; inclusion</a> <a href="#">Corporate culture</a>	
404-1 Average hours of training per year per employee	<a href="#">Career with us</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> We do not keep track of the average hours our employees spend on vocational training and continuing education because this indicator does not have any bearing on the quality or success of our efforts.
404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Sustainable supply chain management</a> <a href="#">Human rights</a> <a href="#">Product-related crime</a> <a href="#">Plant, process &amp; transport safety</a> <a href="#">Career with us</a> <a href="#">Corporate culture</a> <a href="#">Diversity, equity &amp; inclusion</a> <a href="#">Environmental protection</a>	
404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">Career with us</a> <a href="#">Indicators: employees</a>	

## GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topics	<a href="#">Diversity, equity &amp; inclusion</a> <a href="#">Career with us</a> <a href="#">Corporate culture</a> <a href="#">Objectives of the Supervisory Board with respect to its composition</a>	
405-1 Diversity of governance bodies and employees	<a href="#">Diversity, equity &amp; inclusion</a> <a href="#">Indicators: employees</a> <a href="#">The Executive Board</a> <a href="#">The Supervisory Board</a> <a href="#">Objectives of the Supervisory Board with respect to its composition</a> <a href="#">Diversity policy</a>	

405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Career with us</a> <a href="#">Diversity, equity &amp; inclusion</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> As a core principle, our compensation systems and processes do not distinguish between women and men. The salaries we offer are predicated on the respective job description and are based on our Global Job Catalog, which has fixed salary bands that are identical for men and women. Variable salary components that fall under performance-based compensation are paid based on whether mutually agreed targets have been achieved. A performance management system governs this process.
<b>GRI 406: Non-discrimination 2016</b>		
3-3 Management of material topics	<a href="#">Diversity, equity &amp; inclusion</a> <a href="#">Corporate culture</a>	
406-1 Incidents of discrimination and corrective actions taken	<a href="#">Diversity, equity &amp; inclusion</a> <a href="#">Indicators: business ethics</a>	
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
3-3 Management of material topics	<a href="#">Sustainable supply chain management</a> <a href="#">Human rights</a> <a href="#">Corporate culture</a>	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Sustainable supply chain management</a> <a href="#">Human rights</a>	
<b>GRI 408: Child Labor 2016</b>		
3-3 Management of material topics	<a href="#">Sustainable supply chain management</a> <a href="#">Mica supply chain</a> <a href="#">Human rights</a>	
408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Sustainable supply chain management</a> <a href="#">Human rights</a> <a href="#">Mica supply chain</a>	
<b>GRI 409: Forced or Compulsory Labor 2016</b>		
3-3 Management of material topics	<a href="#">Sustainable supply chain management</a> <a href="#">Mica supply chain</a> <a href="#">Human rights</a>	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Sustainable supply chain management</a> <a href="#">Mica supply chain</a> <a href="#">Human rights</a>	

## GRI 410: Security Practices 2016

3-3 Management of material topics	<a href="#">Human rights</a> <a href="#">Sustainable supply chain management</a>	
410-1 Security personnel trained in human rights policies or procedures	<a href="#">Human rights</a>	<b>Omission reason:</b> Information unavailable/incomplete  <b>Comment:</b> As part of our Security Governance Framework, we plan to integrate human rights aspects even more strongly into security-relevant processes, for instance in training courses for security personnel. To this end, we will offer webinars on the topic of human rights on the established Security Academy platform in regular intervals, among other things.

## GRI 414: Supplier Social Assessment 2016

3-3 Management of material topics	<a href="#">Sustainable supply chain management</a> <a href="#">Mica supply chain</a> <a href="#">Human rights</a>	
414-1 New suppliers that were screened using social criteria	<a href="#">Sustainable supply chain management</a>	<b>Omission reason:</b> Not applicable  <b>Comment:</b> We do not report the “percentage of new suppliers that were screened using social criteria” since this information is not relevant for managing our sustainable supplier management activities.
414-2 Negative social impacts in the supply chain and actions taken	<a href="#">Sustainable supply chain management</a> <a href="#">Mica supply chain</a>	

## GRI 415: Public Policy 2016

3-3 Management of material topics	<a href="#">Stakeholder dialogue</a>	
415-1 Political contributions	<a href="#">Stakeholder dialogue</a>	

## GRI 416: Customer Health and Safety 2016

3-3 Management of material topics	<a href="#">Clinical studies</a> <a href="#">Patient safety</a> <a href="#">Product-related crime</a> <a href="#">Chemical product safety</a> <a href="#">Sustainable products &amp; packaging</a> <a href="#">Report on Risks and Opportunities</a>	
416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">Chemical product safety</a>	

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Clinical studies</a> <a href="#">Chemical product safety</a> <a href="#">Report on Risks and Opportunities</a>	<b>Comment:</b> As applicable, we report on risks from litigation and legal proceedings in our Report on Risks and Opportunities.
<b>GRI 417: Marketing and Labeling 2016</b>		
3-3 Management of material topics	<a href="#">Compliance management</a> <a href="#">Responsible interactions with health systems</a> <a href="#">Patient safety</a> <a href="#">Chemical product safety</a>	
417-1 Requirements for product and service information and labeling	<a href="#">Patient safety</a> <a href="#">Chemical product safety</a>	<b>Comment:</b> All pharmaceuticals are subject to reporting and notification requirements, which we fulfill. In line with the statutory requirements, we provide our customers with easily accessible and relevant information on the safe handling and use of our chemical products. We report on the individual requirements in the respective chapters.
417-2 Incidents of non-compliance concerning product and service information and labeling	<a href="#">Patient safety</a> <a href="#">Chemical product safety</a> <a href="#">Report on Risks and Opportunities</a>	
417-3 Incidents of non-compliance concerning marketing communications	<a href="#">Report on Risks and Opportunities</a>	<b>Comment:</b> As applicable, we report on risks from litigation and legal proceedings in our Report on Risks and Opportunities.
<b>GRI 418: Customer Privacy 2016</b>		
3-3 Management of material topics	<a href="#">Data protection &amp; cyber security</a> <a href="#">Clinical studies</a>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Data protection &amp; cyber security</a> <a href="#">Clinical studies</a> <a href="#">Indicators: business ethics</a>	

## Additional material topics

### Additional material topics

#### Clinical studies

3-3 Management of material topics [Clinical studies](#)

#### Animal welfare

3-3 Management of material topics [Animal welfare](#)

#### Bioethics

3-3 Management of material topics [Bioethics](#)

#### Digital ethics

3-3 Management of material topics [Digital ethics](#)

#### Health for all (incl. prices of medicines, access to health, health awareness)

3-3 Management of material topics [Global health](#)  
[Open innovation sharing](#)  
[Prices of medicines](#)  
[Health capacity & awareness](#)

#### Product-related crime

3-3 Management of material topics [Product-related crime](#)