

Press release

MSD in Switzerland launches new gender-neutral parental leave policy effective February 1st, 2020

Lucerne, February 13, 2020 – Following its nomination for an eighth time in a row as Top Employer Switzerland, **MSD (Merck Sharp & Dohme AG)** is delighted to announce the introduction of a new gender-neutral parental leave policy to all its employees within Switzerland*. The new parental policy will offer the same benefits to natural, adoptive, same/opposite sex partners and single parents

- The new gender-neutral policy will apply to all employees with a valid working contract in all MSD sites in Switzerland*, and will take effect on February 1st, 2020.
- All new parents, regardless of gender, will be offered 16 weeks with 100% pay within the first 12 months following the birth or adoption of a child.
- The new policy is one of the most generous and inclusive in Switzerland.

This is a major milestone in terms of benefits for all MSD employees in Switzerland, in line with its commitment to diversity, inclusion and wellbeing. More importantly, it reflects the company values and understanding on how to achieve the best possible balance between private life, family and career.

“At a time of life when it matters the most, we are fully committed to helping mothers and fathers alike to better support their families”, said Dr. Thomas Lang, Managing Director, MSD Switzerland. “I am also thrilled that MSD has been recognized as a Top Employer in Switzerland for the eighth time in a row. For sure, this is a great place to work.”

“To be able to offer such a progressive parental leave is a great example on how MSD puts its family values at the forefront”, added Judeke Frederiks, HR Director, MSD Switzerland. “And this is important for me – both professionally and personally.”

*Policy applies to all MSD companies based in Switzerland and their Swiss branches.

About MSD in Switzerland

1.000 employees are working in local and regional functions across four different sites in the Canton of Lucerne, Switzerland. The Human Medicine division is active in the areas of prescription drugs and biopharmaceuticals for therapies including oncology, with focus on immune- and targeted therapies, vaccines for children, young people, and adults, infectious diseases (including fungal infections, antibiotic resistance, HIV/Aids, and hepatitis C), diabetes, cardiovascular diseases, immunology and women’s health.

MSD has one of the largest clinical research programs worldwide. In Schachen, drugs for worldwide clinical trials are manufactured and runs a forensic laboratory. MSD plays an active role in its community, supporting the health congress “Trendtage Gesundheit Luzern” and the

popular “Swiss City Marathon Lucerne”. In 2020, the company renewed its certification as a “Top Employer Switzerland” for the eighth year in a row.

About MSD

For more than 125 years, MSD has been inventing for life, bringing forward medicines and vaccines for many of the world’s most challenging diseases in pursuit of our mission to save and improve lives. MSD is a trade name of Merck & Co., Inc., with headquarters in Kenilworth, N.J., U.S.A. We demonstrate our commitment to patients and population health by increasing access to health care through far-reaching policies, programs and partnerships. Today, MSD continues to be at the forefront of research to prevent and treat diseases that threaten people and animals - including cancer, infectious diseases such as HIV and Ebola, and emerging animal diseases - as we aspire to be the premier research-intensive biopharmaceutical company in the world.

For more information: www.msd.ch. Follow-us on [Twitter](#), [LinkedIn](#) and [YouTube](#).

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