



## News Release

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Media Contacts: Olivia Finucane  
+ (44) 7881 262476

### **MSD awarded Top Employer Award in the UK and Europe for third year running**

HODDESDON, January 31st, 2020 – MSD, one of the major pharmaceutical companies in the UK, is proud to announce that for the third year running it has been awarded the exclusive Top Employers United Kingdom and Top Employers Europe 2020 Certification following an extensive review process by the Top Employers Institute.

The Top Employers Institute accredits organisations for excellence in employee conditions and awards organisations who provide the very best working environments for employees through adapting their progressive ‘people first’ practices.

Companies who receive accreditation are assessed following a survey encompassing over 100 questions which cover 600 ‘people development’ practices across 10 topics including: Talent Strategy, Workforce Planning, Talent Acquisition, On-boarding, Learning and Development, Performance Management, Leadership Development, Career and Succession Management, Compensation and Benefits Culture.

The Top Employers Institute evaluates the implementation of these HR practices and reviews how they are supported through Strategy, Ownership, Practices, Measurement and Technology.

MSD scored highly for their approach to flexible working, employee and career development, collaboration and talent acquisition. The culture at MSD was also commended for its diversity awareness and encouraging employees to be themselves. A generous compensation and

benefits package and an employee wellbeing programme which includes on-site Yoga and wellness sessions were also recognised.

Elizabeth Cooper, Executive Director of HR at MSD, said: “I am absolutely delighted that for the third year running MSD has been accredited as a Top Employer not only in the UK but for Europe too. Our people are our greatest asset and to be certified for excellence in employee conditions for a third year in a row is tremendous recognition of our commitment to our people. We are extremely proud of the diverse backgrounds of our employees, and we all share a common goal at MSD – to save and improve people’s lives.

We have many differentiators as an employer and believe that our culture, work life balance, excellent career development opportunities and benefits are what sets us apart and this accreditation is testament to that.

Our heritage of Inventing for Life in the UK for over 80 years and our positive culture and career opportunities were also highlighted this year in our ‘Inventing Together’ Campaign. This campaign showcased our employees and their journeys to MSD and what inspires them to carry out their inspirational work every day.”

Top Employers Institute CEO David Plink said: “To become recognised as a Top Employer, an organisation will have to prove that the implementation of their people strategies enriches the world of work of their employees. The certified participants are a shining example of a dedication to people practices as they continuously commit to empowering their employees for a better world of work. Congratulations!”

## **About MSD**

For more than a century, MSD, a leading global biopharmaceutical company, has been inventing for life, bringing forward medicines and vaccines for many of the world’s most challenging diseases. MSD is a trade name of Merck & Co., Inc., with headquarters in Kenilworth, N.J., U.S.A. Through our prescription medicines, vaccines, biologic therapies and animal health products, we work with customers and operate in more than 140 countries to deliver innovative health solutions. We also demonstrate our commitment to increasing access to health care through far-reaching policies, programmes and partnerships. Today, MSD

continues to be at the forefront of research to advance the prevention and treatment of diseases that threaten people and communities around the world - including cancer, cardio-metabolic diseases, emerging animal diseases, Alzheimer's disease and infectious diseases including HIV and Ebola. For more information, visit [www.msd-uk.com](http://www.msd-uk.com) and connect with us @MSDintheUK on [Twitter](#), [Instagram](#), [LinkedIn](#), [YouTube](#) and [Facebook](#).

**Forward-Looking Statement of Merck & Co., Inc., Kenilworth, N.J., USA**

***(Please note: Bolded sentence is only included in product/pipeline news releases.)***

This news release of Merck & Co., Inc., Kenilworth, N.J., USA (the “company”) includes “forward-looking statements” within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. These statements are based upon the current beliefs and expectations of the company’s management and are subject to significant risks and uncertainties. If underlying assumptions prove inaccurate or risks or uncertainties materialize, actual results may differ materially from those set forth in the forward-looking statements.

Risks and uncertainties include but are not limited to, general industry conditions and competition; general economic factors, including interest rate and currency exchange rate fluctuations; the impact of pharmaceutical industry regulation and health care legislation in the United States and internationally; global trends toward health care cost containment; technological advances, new products and patents attained by competitors; challenges inherent in new product development, including obtaining regulatory approval; the company’s ability to accurately predict future market conditions; manufacturing difficulties or delays; financial instability of international economies and sovereign risk; dependence on the effectiveness of the company’s patents and other protections for innovative products; and the exposure to litigation, including patent litigation, and/or regulatory actions.

The company undertakes no obligation to publicly update any forward-looking statement, whether as a result of new information, future events or otherwise. Additional factors that could cause results to differ materially from those described in the forward-looking statements can be found in the company’s 2018 Annual Report on Form 10-K and the company’s other filings with the Securities and Exchange Commission (SEC) available at the SEC’s Internet site ([www.sec.gov](http://www.sec.gov)).

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**Notes to editors:**

The Top Employers Institute Programme provides certified organisations with the ability to leverage their employer branding, benchmark their practices against other top performers and globally align their policies.

As an independent HR certification company, the Top Employers Institute assesses participants through their global HR Best Practices Survey. In order to be certified, organisations must successfully achieve the required minimum standard as set out by the Top Employers Institute.

The Survey by the Top Employers Institute encompasses over 100 questions which cover 600 'People Development' practices across 10 topics: Talent Strategy, Workforce Planning, Talent Acquisition, On-boarding, Learning & Development, Performance Management, Leadership Development, Career & Succession Management, Compensation & Benefits and Culture. The Top Employers Institute evaluates the implementation of these HR practices and reviews how they are supported through Strategy, Ownership, Practices, Measurement and Technology.

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For further information, please contact:

**Olivia Finucane, External Affairs MSD, 01992 452480, [olivia.finucane@msd.com](mailto:olivia.finucane@msd.com)**