Providing Recognition, Acceptance, and Support

Merck is committed to creating an inclusive and supportive work environment that values every employee and their family’s overall health. This includes their emotional and mental wellbeing. Through Mind Well, the company is working to reduce mental health stigma through storytelling, resilience building and providing access to mental healthcare and resources. Like physical health, mental health is an integral part of overall wellbeing.

MIND WELL CHAMPIONS INITIATIVE

A major component of Mind Well is the champion volunteers. Merck has over 100 Mind Well Champions in place who have completed the Mental Health First Aid training and are available to colleagues for emotional wellbeing and mental health information and resources. These champions continue to work at a grassroots level to reduce the stigma of mental health by helping to raise awareness about mental health conditions. The company offers a robust suite of benefits and resources for employees and their families. A vital component of Mind Well Champions is the promotion of these programs that demonstrate the importance of emotional wellbeing, such as daily mindful minutes sessions, the Calm premium app Lyra, which provides fast access to high-quality mental health care, and our EAP Resources for Living.

MENTAL HEALTH TRAINING FOR MANAGERS

Merck designed and launched a global Mental Health Awareness for Managers training in 2020. Managers play a critical role in the work ecosystem. Approximately 3,000 employees have completed this training and leadership continues to promote this resource through town hall events, mental health campaigns, and the Mind Well Champion network. This training provides employees with the tools to connect colleagues with emotional and wellbeing resources and educates them on emotional intelligence and how to respond with compassion towards a colleague who may be struggling.

Merck fosters work-life balance by emphasizing the importance of self-care, time off, and flexibility to meet the changing demands of a global environment and our diverse workforce. Overall, Merck is focused on the safety and wellbeing of employees and their families. We are all accountable for creating a work environment that is psychologically safe, emotionally supportive, and free from stigma.

“With a culture of wellbeing in place, we were able to quickly provide extensive support during an unprecedented global health challenge. We’re incredibly proud of our employees’ resilience, their willingness to support their colleagues, and efforts to help others in the communities in which we live and work.”

2020/2021 Annual Wellbeing Report