Monsanto

SOCIAL POSITION STATEMENTS

DSW 117818

TOWOLDMON0047809

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Developed in response to Long Range Corporate Objective No. 6

DSW 1.17819

TOWOLDMON0047810

EQUAL EMPLOYMENT OPPORTUNITIES

We Will Maintain Equal Employment Opportunity Throughout All Levels of the Employe Work Force.

To support this position, we will:

- Assure that top management is aware of, committed to, and involved in the company's Affirmative Action Programs.
- Implement written Affirmative Action Programs designed to provide measurable results for each operating company, corporate unit and location.
- Maintain an aggressive, competitive recruitment program — taking positive steps to encourage employment of qualified minorities and women at all levels.
- Treat applicants for employment equally without regard to race, color, sex, religion, national origin or political preference.
- Develop specific actions in every part of the corporation to provide for significant improvement in minority and female representation at all levels.
- Periodically review progress toward equal opportunity with each unit accountable for its performance in fulfillment of corporate goals.
- Continue to promote and place employes on the basis of the individual's qualifications to meet the specific job requirements without regard to age, race, color, sex, religion, national origin or political preference.
- Assume a position of leadership by actively working to meet the socio-economic challenges facing industry today.

DSW 117820

ENVIRONMENTAL PROTECTION BY OUR PLANTS

We Will Define Our Responsibilities and Implement Action to Avoid and/or Solve Environmental Problems at Each Monsanto Location.

To support this position, we will:

- Regard pollution control as part of the "cost of doing business."
- Install and operate pollution abatement equipment on existing operations to meet existing regulations.
- Continue to devote research and engineering funds to the development of manufacturing processes designed to eliminate or minimize pollution.
- Insure that new operations will not only meet existing pollution regulations, but are also adaptable to meet foreseeable requirements.
- Cooperate with appropriate government agencies and participate in the development of environmental rules and regulations, working to adopt appropriate and scientifically sound standards.
- Maintain relations with industrial and technical organizations working to evaluate technology designed to control plant pollution.

DSW 117821

EMPLOYE SAFETY

We Will Provide a Safe and Healthful Workplace for Our Employes.

To support this position, we will continue to:

- Conduct a formal safety program at each Monsanto location, periodically reviewing safety aspects of operating conditions and practices.
- Maintain fire prevention, fire protection and disaster control programs at each location.
- Provide and require the use of proper protective devices and equipment, training employes in safe operating practices.
- Promote individual safety awareness by training and requiring each employe to perform his duties safely, following established procedures and correcting or reporting unsafe conditions.
- Monitor plant discharges to insure they do not create a safety hazard to employes.
- Gather appropriate toxicity data on raw materials, intermediates, by-products and finished products, instituting suitable protective measures.
- Conduct reviews of planned facilities to ensure safety provisions are incorporated into the design and to identify potential hazards.
- Improve our safety performance through dedicated effort to meet existing and new industrial safety challenges.

DSW 117822

PRODUCT SAFETY

We Will Market Products Under Conditions Which Promote Safe Handling and Use.

To support this position, we will:

- Require that each product meet all government requirements in terms of human and environmental safety during manufacture, transportation and consumer use.
- Continually question and test all products for environmental safety by the latest valid techniques.
- Thoroughly test all new products for safety, following all appropriate procedures, prior to market introduction.
- Cooperate with appropriate governmental safety agencies, communicating and sharing improved scientific testing methods and working for appropriate standards.
- Communicate safe product use to our customers and, where appropriate, to ultimate consumers.
- Take responsible, timely action in the event of accidents involving our products, providing technical advice and appropriate assistance to prevent damage or injury.
- Continue to emphasize research programs to discover improved safety systems in areas where present products — natural or synthetic — contribute to loss of life.

DSW 117823

PRODUCT QUALITY

We Will Maintain Product Quality at a Level Consistent With Consumer Expectation.

To support this position, we will:

- Monitor the quality of our products to assure that they meet accepted quality standards.
- Insure that products meet the quality standards set forth in our label and literature specifications, advertising, publicity claims, and any other representations.
- Cooperate fully with regulatory authorities in setting product qualifications and limitations.
- Be constantly vigilant, through research and cooperative work with our customers, to develop new quality standards to guard against unforeseen failure in the use of our products.
- Vigorously monitor the appropriate use of our trademarks and brand names by customers in their marketing efforts, to enhance our standing as a high quality producer.

DSW 117824

ULTIMATE PRODUCT DISPOSITION

We Will Market Products That Shall Present No Hazard to the Environment After Disposal.

To support this position, we will:

- Seek to develop and market products which degrade in the environment after a suitable period of time.
- Communicate safe and proper product disposal methods to our customers and, where appropriate, to ultimate consumers.
- Develop reclamation procedures or safe disposal techniques, as necessary, to prevent inadvertent environmental pollution by our products.

DSW 117825

CORPORATE "CITIZENSHIP" AS A MULTINATIONAL FIRM

In Our Worldwide Operations, We Will Achieve Corporate Objectives Within the Social and Political Mores, Laws and Administrative Structures of Each Nation in Which We Do Business.

To support this position, we will:

- Demonstrate, through our actions, that our presence is of over-all value to the nation involved.
- Operate our business ventures with appropriate concern for the economic well-being of that nation.
- Maintain open communications with all national and local authorities, employes, customers and publics.
- Recognize, in all of our employe relations, national regulations as well as local traditions and practices.
- Provide to national employes maximum opportunities for their growth and development as full contributors to the business venture.

DSW 117826

CONSERVATION OF ENERGY AND NATURAL RESOURCES

We Will Optimize Our Use of Natural Resources, Recognizing the World's Dependence on Them for Long Term Survival.

To support this position, we will:

- Recognize that energy conservation is an integral part of doing business.
- Consistently pursue more efficient use of power and energy in our plants and offices.
- Examine all product lines as to their degree of energy consumption and work to develop more energy-efficient manufacturing processes where feasible.
- Be alert to trends toward newer or more abundant sources of fuel.

DSW 117827