Responsibility and Commitment
Bayer Human Rights Position
Foreword

Dear employee,

As an inventor company with global operations, Bayer is looking to shape the future in a positive way and generate innovations that benefit humankind. Corporate management in harmony with humanitarian and ethical precepts and the principles of sustainable development is for us an integral aspect of this claim. This is why we are committed in our corporate activity not only to strict compliance with all applicable statutory provisions but also to the determined observance of human rights in our sphere of influence.

As a socially responsible company, Bayer has long been committed to upholding and supporting human rights at various levels. We have expressed our commitment to the United Nations’ Declaration of Human Rights and were among the founding members of the United Nations Global Compact, which actively promotes sustainable and ethical corporate management worldwide. The Group’s Mission Statement and Values and Leadership Principles and the Bayer Corporate Compliance Policy also commit all employees to respectful and legally compliant conduct towards staff, colleagues, business partners and customers.

We firmly believe that respect for fellow human beings is essential for maintaining exemplary business operations. Our Human Rights Position forms the non-negotiable basis of our Group-wide commitment. Please familiarize yourself with our ethical tenets and make them the overriding principle in your business conduct.

Yours sincerely,

Dr. Richard Pott
Member of the Board of Management and Labor Director of Bayer AG
International Framework and Corporate Management

Bayer supports the United Nations’ Universal Declaration of Human Rights and a number of globally recognized declarations for multinational enterprises\(^1\). We also fully endorse the principles of the United Nations Global Compact initiative.

As one of the first participants in the UN Global Compact, Bayer already committed itself in the year 2000 to:

1. support and respect the protection of internationally proclaimed human rights in its own sphere of influence
2. make sure that the company itself is not complicit in human rights abuses
3. uphold the freedom of association and the effective recognition of the right to collective bargaining
4. eliminate all forms of forced and compulsory labor
5. effectively abolish child labor
6. eliminate discrimination in respect of employment and occupation
7. support a precautionary approach to environmental challenges
8. undertake initiatives to promote greater environmental responsibility
9. encourage the development and diffusion of environmentally friendly technologies
10. work against corruption in all its forms, including extortion and bribery.

You can find more details on the Global Compact on the Internet at www.unglobalcompact.org.

Promoting human rights standards internally and throughout all of Bayer’s business operations is in line with our company’s Values and Leadership Principles and our Sustainable Development Policy. Bayer’s commitment to foster the implementation of human rights is supported through our Corporate Compliance Policy. It is in effect in all Bayer locations and it applies to Bayer’s business operations worldwide.

We will use this position as a framework to guide our decision-making and constructive engagement within our sphere of influence, while the responsibility of the governments of the various countries for protection of human rights is respected.

**Employees – Working conditions**

We provide our employees with fair and competitive compensation and benefits. Our wages meet or exceed local market conditions and thus ensure an adequate standard of living for our employees and their families. All forms of forced and compulsory labor are strictly prohibited. Our compensation systems are linked to company and individual performance. Pension provision is a key element of our total compensation packages worldwide.

We encourage our employees to fully utilize their potential by offering ample training and education opportunities. Access to qualification and training measures is based on the principle of equal opportunities for all employees.

We comply with all applicable laws and agreements on working time and paid leave. We respect the right to rest and leisure, including vacation with pay, and the right to family life, including parental leave and comparable provisions. Where possible we will aim to offer more flexible work patterns to enable our employees to balance company with personal demands.

**Harassment and discrimination**

Equal treatment of all employees is a fundamental principle of our corporate policy. No person is to be unfairly disadvantaged, favored or ostracized because of ethnic or racial status, color, nationality, descent, religion, caste, gender, age, physical characteristics or appearance, sexual orientation, union membership, political affiliation, HIV/AIDS or parental status. Harassment of any kind is forbidden. We expect our employees to be friendly, objective and fair in their dealings with colleagues and third parties. Under comparable prerequisites, we provide equal pay for equal work.
**Freedom of association and collective bargaining**

We are committed to an open and constructive dialogue with our employees and their representatives. Our employees are free to join organizations of their choice that represent them. These organizations may engage in collective bargaining according to the applicable legal regulations. At all Bayer sites worldwide, employees have the right to elect their own representatives. Employees who act as representatives are neither disadvantaged nor favored in any way. In locations where employees have decided not to appoint representatives, we will ensure direct and open communication between employees and management.

**Child labor**

We follow a clear ‘zero tolerance to child labor’ policy in our business operations worldwide. We do not tolerate child labor in our supply chain either, where we take action against known cases of violations. Our efforts to fight against child labor are consistent with the ILO’s² (International Labor Organization) core labor standards and the United Nations Global Compact principles.

**Health and safety**

We ensure uniformly high health protection, safety, environmental protection and quality standards (HSEQ) at our sites through the implementation of appropriate management systems. HSEQ regulations are consistently applied worldwide to minimize the occurrence of accidents and incidents. Experts on occupational safety support line management in preventing illnesses and accidents by implementing appropriate measures. Our sites offer their employees an ample range of health care services, including measures going beyond health care at the place of work.

Bayer strictly believes that the respect for people is mandatory for business excellence. With this position we confirm our commitment to internationally recognized principles in the areas of human rights and labor conditions. We expect the conduct of our employees and business partners worldwide to reflect this commitment.

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² Minimum Age Convention 1973; (No. 138); Worst Forms of Child Labour Convention, 1999, (No. 182)
The responsibility of our managerial staff

Our managerial staff hold a particular responsibility for ensuring compliance with the principles of this position in everyday operations. We therefore expressly urge all managerial staff to meet their commitment to maintain resolute and exemplary behavior in this area and to work with their employees to uphold the ethical principles of the Bayer Group in their field of responsibility.

If employees are uncertain or have questions about the practical application of the principles in question they should address their supervisor or the responsible Compliance Officer.
Further information on the subject of human rights at Bayer

Bayer’s Corporate Compliance Policy contains detailed advice on legally compliant conduct in everyday operations and on the correct behavior in the event of divergence from or violations of the legal and ethical principles of the Bayer Group.

You can find a list of Compliance Officers and local hotline numbers on the intranet.


In our annual Bayer Sustainable Development Report we give our employees and the general public detailed information about our commitment to commercially successful and at the same time responsible and sustainable corporate management. You will also find up-to-date information there on our activities to support human rights in our sphere of influence.


The Bayer Human Rights Position, the Bayer Corporate Compliance Policy and all other globally valid corporate regulations are available to employees and managerial staff in German and English in the MARGO central document database. Please make yourselves familiar with the wording of the Group regulations in cases of uncertainty or doubt.

https://by-margo.bayer-ag.com