



HUMAN RIGHTS POLICY

Introduction:

Bayer has long been committed to upholding and supporting human rights. Bayer values of Leadership, Integrity, Flexibility and Efficiency - represented by the acronym LIFE - and the Bayer Corporate Compliance Policy also commit all employees to be respectful and legally compliant toward employees, colleagues, business partners and communities.

To familiarize the employees with the understanding of the basic principles of the Human Rights, Bayer has a Human Rights Policy forms the non-negotiable basis of our Group-wide commitment to all legal entities globally, including Bayer CropScience Limited.

Basic Principles of Human Rights:

The Policy defines the three human rights standards required to be followed by all employees to act with fair and lawful conduct toward other employees, colleagues, business partners and local communities: -

1. Human Rights in Our Own Operation – having policies, processes and monitoring systems in place to implement human rights in our own operations.
2. Business partners - expect our business partners – suppliers and customers – to share our commitment to respect human rights, and to conduct their business in an ethical manner and act with integrity.
3. Support human rights in local communities.

Bayer provides different communication channels to report possible compliance violations.

Detailed policy:

The Bayer Global Policy on Human Rights can be referred for effective implementation of the policy.

Amendment to Law

Any subsequent amendment / modification in all applicable laws in this regard shall automatically apply to this Policy and be binding on the Company and shall prevail over this Policy, even if not incorporated in the Policy. In any circumstance where the terms of the Policy differ from any applicable law for the time being in force, the provisions of such applicable law shall take precedence over the Policy.

The Board of Directors of the Company has adopted the Policy on February 07, 2023. This Policy was amended with effect from February 11, 2025.

