



## **Bayer European Forum**

### **Declaration on Diversity at Bayer**

#### ***Principles and Objectives***

*Equal treatment of all employees is an integral part of our corporate policy. Our Corporate Compliance Program, which is mandatory for all employees in the Bayer Group, formally states: "No person is to be unfairly disadvantaged, favored, harassed or ostracized because of race, color, nationality, descent, religion, gender, age, physical characteristics or appearance".*

*Fostering equal opportunities in a workforce characterized by diversity means acknowledging the know-how, experience and potential of individual employees. This approach is fixed in our Shared Values and Leadership Principles: respecting and valuing the national and cultural diversity of the people in our company is the basis for our daily work.*

*The delegates of the Bayer European Forum – in itself a diverse body representing a variety of nationalities, cultures and professions – fully support these principles. In its 2002 Social Charter, the Bayer European Forum condemned any form of discrimination.*

*Fostering diversity must be a central element in our human resources policy, which aims to meet the needs of all groups of employees. Our activities can build on what has already been achieved and highlight areas where action is still required. For the delegates of the Bayer European Forum that includes:*

- ▶ *Improving equal opportunities for men and women at Bayer*
- ▶ *Balancing the individual's work-life planning on a basis that takes business requirements and private obligations into account*
- ▶ *Mastering the challenges of demographic trends through a human resources policy that reflects the needs of different age groups*



## **Leadership Principles and Diversity**

*Diversity is an integral component of Bayer's Leadership Principles. Integrity, openness and honesty include a personal commitment to stand as a role model by accepting accountability for actions and results:*

- ▶ *Treating people within the company and beyond it with respect*
- ▶ *Treating each other fairly*
- ▶ *Providing room for personal growth*
- ▶ *Encouraging self-initiative and personal accountability*
- ▶ *Deriving benefits from diverse abilities, experiences and cultural backgrounds.*

*This implies two objectives: ensuring that Bayer reflects the society, customers and markets that it serves and motivating our employees to contribute their talents to the full.*

*The delegates of the Bayer European Forum welcome the fact that diversity is embedded in Bayer's Leadership Principles. Managers at all levels are responsible for ensuring that the principles of diversity are implemented and developed further.*

## **Access to employment and to personnel development opportunities**

*The recruitment and development of staff must be based on their professional qualifications, development potential, personality and individual performance. This ensures that all employees have equal opportunities for personal growth within the company.*

*The delegates to the European Forum believe that it is particularly important to offer young people more opportunities: by providing information in internal and external media, collaborating with schools and higher education institutes and providing support for students through internships and assistance with diploma theses, we can raise their awareness of the wide range of jobs and career opportunities at Bayer. At the same time, we can raise public awareness of the principles underlying our human resources policy.*

*Furthermore, the delegates to the European Forum believe that it is necessary to foster the development of our employees to enable them to cope with the new professional requirements resulting from rapid technological and organizational change.*

*Since demographic trends predict that we will have a growing proportion of more mature employees in our workforce in the future, we need to actively support continuing education opportunities. Any rise in the retirement age also needs to be addressed as part of the ongoing debate that demands an innovative human resources policy.*

*The Bayer European Forum expresses its commitment to support all efforts aimed at achieving equal opportunities and equal access to professional development. Fostering the development of women for leadership functions must be a focus of this policy.*



## **Work/life balance**

*We need to improve our support for employees' efforts to find a suitable balance between their work and their private lives.*

*Significant advances have already been made in many European countries. In addition, increased use of flexible arrangements on working hours and location should provide further opportunities for individual employees to combine professional prospects with personal needs.*

*Our joint objective is to increase flexible worktime models by implementing solutions that meet the needs of everyone involved without impairing business operations.*

## **Responsibility**

*Fostering diversity is part of our human resources policy and a joint challenge for management, employees and employee representatives.*

*The most appropriate ways of achieving these goals may depend on the local situation and needs. The delegates to the Bayer European Forum are in favor of sharing experience and best practice so we can learn from one another.*

*Furthermore, the role of the existing working groups on equal opportunities and diversity at Bayer Group companies includes identifying the need for change, proposing improvements and monitoring implementation of the measures defined. Other tasks include initiating new projects and campaigns when further need for improvement is identified.*

*Also, the delegates of the Bayer European Forum will now mutually exchange information on the state of affairs of the developments and activities in the various countries at their Forum meetings.*

*Warsaw, October 2006*

*Hans-Joachim Möller  
Chairman of the Bayer European Forum*

*Wolfgang Schenk  
Bayer AG, Corp. HR/Head of Strategy & Policies*