

2.5 Equal Employment Opportunity (EEO)

Covered Employees: Exempt, Nonexempt, Hourly Bargaining Unit

The company has a continuing commitment to equal employment opportunity and affirmative action. Our policy of equal employment opportunity is founded on sound business judgment and a basic respect for the individual. This commitment reaches into all areas of the company. For example, it is reflected in our advertising, recruiting, interviewing, testing and training; in our employment, promotion and compensation policies, separation practices; and, in our employee benefits programs.

Hiring and advancement are based on job-related requirements and on an individual's qualifications to perform a job. All aspects of employment are carried out free of discrimination or harassment based on race, color, religion, sex (including pregnancy), national origin, age, disability, genetic information, veteran status, sexual orientation, gender identity/gender expression or any unlawful criterion, existing under applicable federal, state, or local law. Also, it is a violation of this policy, to subject any individual to retaliation, for exercising his/her right to report an incident involving discrimination or harassment based upon a protected category.

In addition, the company also recognizes its responsibility as a U.S. Government Contractor to provide equal access and opportunity and to assure nondiscrimination in all terms and conditions of employment. The company will develop and implement Affirmative Action Programs at all appropriate facilities and establishments as prescribed by; Executive Order 11246, as amended, the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.

Finally, it is our policy to provide reasonable accommodations to any qualified individual who because of a disability or sincerely held religious belief or practice needs such an accommodation to complete the job application process, to perform the essential functions of a job, or to have an equal opportunity to enjoy the same benefits and privileges of employment as other employees, absent undue hardship. A reasonable accommodation might include making facilities accessible, job restructuring (without removing essential functions of a job), part-time or modified work schedules, acquiring or modifying equipment, leaves of absence, and reassignment to a vacant position for which the employee is qualified. Consideration will be given to the preferences of an employee when selecting a reasonable accommodation, but the company has the discretion to choose between effective reasonable accommodations. Accommodations that pose an undue hardship to the company, or a direct threat to workplace safety, will not be granted.

The Company will engage in a robust, interactive dialogue with all employees or candidates who request reasonable accommodation. Through this interactive process, the Company will work with the individual to determine whether a reasonable accommodation is medically required, and to identify potential reasonable accommodations. Individuals may be asked to provide documentation from their health care provider showing a) that the individual has a covered disability, b) the scope of the individual's functional limitations; and c) potential effective reasonable accommodations. Individuals should provide this medical information to a Human Resources employee, not a direct manager or supervisor. All medical information provided to the Company in connection with the interactive process will be maintained in a confidential manner, as required by applicable laws and regulations.

If any individual has questions about or need for a reasonable accommodation, he or she should contact his or her Bayer Recruiter (in the case of applicants) or [Human Resources Business Partner](#) or a Bayer Medical Representative (in the case of a disability-related request). Reasonable accommodation request forms (for disability and religion) are attached as links to this policy. The company will not delay accommodation discussions pending completion of any form, but it may request additional information following the request for reasonable accommodation. Once the accommodation request is made, the company will commit itself to a timely interactive process aimed at identifying the precise limitations/conflicts for which accommodation is being sought as well as potential reasonable accommodations that could overcome the identified limitations/conflict. It is both the company's and the individual's responsibility to timely and in good faith engage in this interactive process.

In accordance with this policy, the Company will also provide reasonable accommodations to individuals affected by pregnancy, absent undue hardship. After child birth, the Company will provide reasonable break time to accommodate an individual's need to express breast milk for a nursing child within the first year of a child's life ("lactation breaks"). Where possible, lactation breaks should be taken concurrently with standard breaks already provided to an individual. However, lactation breaks may be scheduled as needed and may continue for a reasonable time in addition to, or beyond the length of, standard breaks. Lactation breaks will be unpaid for non-exempt employees except where they overlap with standard paid breaks or where paid lactation breaks are required by law. The Company will provide a room or private space, other than a bathroom, free from intrusion for the expression of milk. The Company will also comply with any additional requirements under state and local laws.

The Head of Human Resources for Bayer Corporation, in consultation with Employment Counsel, is charged with the responsibility for implementing and monitoring compliance with this policy. Any supervisor, manager or employee who witnesses a violation of this policy in the workplace, or receives a complaint of a violation of this policy, must promptly report the incident to the site Human Resources Business Partner.

If you have questions about this policy, concerns about compliance with it, or perceived violation of it, you are urged and expected to contact your immediate supervisor, the manager of the department, or the Human Resources Business Partner. Employees may also utilize the Bayer Compliance Hotline by calling 1-888-765-3846 or accessing online at expolink.co.uk/bayercompliance.

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