

2.5 Equal Employment Opportunity (EEO)

Covered Employees: All Employees, Visitors, Third-Party Contractors and Vendors

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.

Affirmative Action Plans

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.

Bayer actively participates in programs that generate employment and advancement opportunities for applicants and employees covered by its affirmative action programs, and measures results to ensure the success of these programs. Bayer will recruit, hire, train and promote individuals in all job titles and will ensure that all personnel actions are administered in a non-discriminatory manner. All employment decisions will be based only on valid job requirements. Bayer reviews and monitors its affirmative action plans on an annual basis to determine progress towards the plans stated placement goals.

The Head of Human Resources for Bayer U.S. LLC, 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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