



Policy

Safety at the Bayer Group

Group Regulation No. 2089 (Edition: 1)

Scope: Group

Effective: June 1, 2015

Document Attributes

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6. **Target group** Human Resources, Communications & Corporate Affairs, Engineering & Technology, General Administration & Services, General Management & Business Consulting, Finance Accounting Audit Controlling Tax, IT & Information Management, Legal, Patents, Compliance & Insurance, Marketing & Sales, Procurement, Production, Quality Health Safety Environment, Research & Development, Supply Chain Management

Remarks:

This Regulation in its present form is valid for Bayer AG and has also been officially adopted by Bayer HealthCare AG, Bayer CropScience AG, Bayer MaterialScience AG, Bayer Business Services GmbH and Bayer Technology Services GmbH. All other Group companies within the scope of the Regulation are requested either to put the Regulation into effect or to consult the Responsible Unit regarding modification or non-adoption of the Regulation. Prior to implementation of this Regulation, foreign companies must first examine potential legal consequences. In accordance with the provisions of the Shareholders' Agreement of Currenta GmbH & Co. OHG, the Executive Board of Currenta GmbH & Co. OHG and, where appropriate, its Shareholders' Meeting, shall decide whether to implement this Regulation. This restriction does not apply to regulations concerning information which Currenta GmbH & Co. OHG is legally obliged to produce and submit for inclusion in the consolidated financial statements of the Bayer Group.

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Management Summary

We consider **safety** as a **substantial part** of our **company values**. We are committed **protecting** our employees, stakeholders and the environment as our first **priority**. Regardless of their function or hierarchy level, our **employees** are expected to **contribute in** maintaining and improving the level of safety in our company.

Framework conditions are in place to steer, monitor and improve Health, Safety, Environment and Quality (HSEQ) at Bayer.

This Policy is valid for Bayer AG and all group companies and applies to all business activities in accordance with the above mentioned remarks.

Dr. Marijn Dekkers
Bayer AG
Chairman of the Board of Management

Dr. Wolfgang Große Entrup
Bayer AG
Head of Environment & Sustainability

Safety at the Bayer Group

Bayer's corporate culture is an important factor in the company's success. Central to this culture are our values: Leadership, Integrity, Flexibility and Efficiency, summarized by the term LIFE.

We consider **safety** as a **substantial part** of each of these four **values**. This is also reflected by our **group-wide commitment** to Safety: "Act Safe, Respect Life!".

We regard creating and maintaining a safe work environment as our **highest duty and responsibility**. The health and safety of our employees, contractors, suppliers and customers is of **utmost importance** for us. We are committed to create an incident- and injury-free work environment and **strive to guarantee the health and safety** of everyone who handles, consumes or applies our products.

We recognize that the **responsibility for health and safety is shared**, i.e. managers and workers at all levels need to **contribute**: Management maintains a safe and healthy work environment at least in accordance with industry standards and compliance with legal requirements. All managers actively seek to understand remaining hazards to improve the protection of our employees. When decisions are made, **safety related** actions get **investment priority**. Safe behaviors are actively supported through **positive reinforcement** and correction of unsafe behaviors.

Each **employee is equally responsible** for minimizing risks and avoiding potential accidents independently of function and workplace. Everyone should participate in risk assessment and support development of safe work processes. Employees are encouraged to **report safety concerns** and **offer suggestions** for improvement.

All managers and employees **must comply with all safety rules and regulations at all times**.

The smooth and safe operation of our facilities as well as the healthy and safe use of our products is reflected in our pillars of safety: Occupational Health & Safety, Process & Plant Safety, Transport Safety & Environmental Protection as well as Product Safety.

Within the Bayer Group responsibilities and framework conditions for HSEQ are regulated through appropriate directives and ensured by independent governance committees. HSEQ is managed as a community organization at Bayer, whereas the HSEQ Committee (HSEQ C) is the highest functional decision making body regarding HSEQ below the Bayer AG Board of Management.

Operational responsibility lies with the Boards of Management / Executive Boards of the respective subgroups and service companies and the corresponding line organizations. Continuous review and revision of directives and regular internal audits ensure that our HSEQ management systems meet the specific requirements.

We all work together to prevent incidents and unwanted losses as integral part of our LIFE values. **Act Safe - Respect Life!**