



ANTI-CORRUPTION POLICY

Introduction:

Integrity is one of Bayer's LIFE values. Integrity means complying with all relevant laws, regulations, industry codes and generally-accepted good business practices. Bayer employees worldwide are expected to act with Integrity and to not engage in any kind of corruption.

The Corporate Compliance Principles at Bayer also include acting with integrity in all its business dealings. Bayer does not tolerate corruption and will refuse any business opportunity that involves any form of bribery. Bayer does not offer or give a benefit to try – or even give the appearance of trying – to wrongfully influence someone else's decision or action. To equip our employees with necessary understanding of corruption & its many forms, risks involved, do's & don't's, consequences of violations, and mitigation measures, Bayer has an Anti-corruption Policy which applies to all legal entities globally, including Bayer CropScience Limited.

Basic Principles of Anti-corruption:

The Policy defines the four basic principles which are required to be followed in any activity related to offering or giving Benefits to Third Parties:-

1. Legitimacy - Only offer or give a Benefit if its cause is legitimate
2. Appropriateness - The Benefit offered must be appropriate in form and value
3. Transparency - Only offer or give a Benefit in a transparent manner
4. Documentation - All Benefits must be documented

Bayer encourages a Speak Up! Culture and expects its employees to raise or report any violation through the defined channel without any fear of retaliation.

Detailed policy:

The Bayer Corporate Policy 2041 on Anti-corruption can be referred for effective implementation of the policy.