

Bayer in India Sustainability Initiatives

A photograph of a family of four in a field of yellow mustard flowers. A man in a light pink kurta and white turban carries a young girl on his shoulders. The girl is wearing a white floral dress and a red bow in her hair, and she has her arms outstretched. A woman in a red sari and a young boy in a plaid shirt are walking alongside them. The scene is framed by a large green and blue circular graphic.

Better is
helping people and
the planet thrive

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**Simon-Thorsten
Wiebusch**
President, Bayer South Asia

Foreword

As we navigate a multipolar world, we realize that every nation depends on the other to fulfill its economic goals. The conflict in Europe and Black Swan events like the COVID-19 pandemic have been reminders that we need reformed multilateralism that addresses today's realities, promotes conversations around issues and challenges facing stakeholders, and keeps human welfare at its core.

Geopolitical tensions highlight the significance of food security. Conflicts can disrupt supply chains, affecting regions reliant on food imports. Also, climate change poses a major challenge for farmers globally, causing extreme weather events such as floods, fires, pests, and diseases. Sustainable income from farming is a significant hurdle for most countries, particularly for smallholders. But these headwinds will not derail our ability to meet most of the goals.

Bayer recognizes the critical role it must play in not only addressing complex problems like climate change, but also in improving the world - environmentally, socially, and economically. Bayer is committed to making significant strides towards achieving two of the UN Sustainable Development Goals: SDG 2, which aims to end hunger, promote sustainable agriculture, and improve nutrition, and SDG 3, which aims to

ensure healthy lives and well-being for all, regardless of age.

In the Agri space, Bayer is working towards improving the lives and livelihoods of smallholder farmers through multiple interventions and collaborations across the value chain. These programs are helping improve access to quality inputs, agronomy, advisory and market linkages in an integrated manner. Bayer is also working on developing an empowering rural micro entrepreneurship ecosystem to help rural communities, even in the remotest locations and under-served geographies, develop from within.

Under our commitments to achieve Agenda 2030, our goal is to achieve climate neutrality in our operations by lowering our greenhouse gas (GHG) emissions along the entire value chain. We have taken steps towards achieving Net Zero; these efforts encompass our Water & Energy Conservation program, equitable growth plan, health program, Corporate Social Responsibility, and Corporate Governance. Some of the initiatives in India are as follows:

Water And Energy Conservation:

- ✓ Under our Sustainable Rice Initiative, we are trying to reduce GHG by promoting the adoption



of techniques like Direct-seeded rice (DSR) as an efficient and economically viable alternative to save water, reduce the cost of cultivation for farmers, and bring down emissions.

- ✓ As a partner of the "RUN BLUE" campaign, Bayer aimed at raising awareness and highlighted that we can solve the water crisis by working together.

Rural Development & Equitable Growth:

- ✓ For 50 years now, Bayer has been working with partners to enable women across the world to assert their right to self-determined family planning by offering a broad range of hormonal contraception methods.
- ✓ To develop a stronger voice for rural women in agriculture and level the playing field, our Better Life Farming Alliance empowers women smallholder farmers in India in multifold ways by providing solutions that are more flexible, approachable, and equitable.
- ✓ Our shared services center in Bangalore is a key example of our commitment to equity, inclusion, and diversity. The center has a gender-diversity ratio of 1:1 and 60 percent of the leadership positions are occupied by women.
- ✓ Be it our frontline sales force across commercial regions, field teams, shop floors at Vapi, Silvassa & Himmatnagar, or in leadership roles, we are proud to say that we continue to add more and more women to our workforce.

Corporate Societal Engagement (CSE) Programs:

- ✓ Through "Aarambh", around 40 relatively inactive Farmer Producer Organizations were identified across seven states in India, with an aim to

sustainably improve the livelihoods of smallholder farmers on agricultural value chains.

- ✓ Bayer established 28 'Phygital' telemedicine centers across 14 aspirational districts in eight states to provide local communities access to quality healthcare practitioners and improve the healthcare infrastructure through telemedicine solutions.
- ✓ To inculcate a love for science and to foster curiosity and innovation among school students, Bayer has adopted 125 Atal Tinkering Labs (ATLs). The company has also launched the 'Medha' Fellowship Program in Life Sciences (Agriculture & Pharmaceuticals) with Bhubaneswar City Knowledge Innovation Cluster Foundation (BCKIC) to support 100 Masters and 25 Ph.D students from economically weaker sections.

Corporate Governance

- ✓ At Bayer, we are dedicated to upholding responsible corporate governance. Through compliance with laws, protecting our values, and enhancing our reputation, we strive to ensure the enduring prosperity of our company and build a culture of trust among all our stakeholders.

Overall, our commitment is not only towards the UN's SDGs but also India's nationally defined contributions. We aim to support India's sustainability journey by improving farmer incomes, ensuring access to healthcare and nutrition, and promoting sustainable practices throughout the value chain. Our approach is guided by the principles of the UN Global Compact and aligned with the mission of achieving "Health for All, Hunger for None."





About Bayer

Bayer is a global enterprise with core competencies in the life science fields of healthcare and agriculture. Its products and services are designed to help people and the planet thrive by supporting efforts to master the major challenges presented by a growing and aging global population. Bayer is committed to driving sustainable development and generating a positive impact with its businesses. At the same time, the Group aims to increase its earning power and create value through innovation and

growth. The Bayer brand stands for trust, reliability, and quality throughout the world.

We have ambitious 100:100:100 SDG targets up to 2030: provide 100 Million women in low-and middle-income countries access to family planning; implement energy efficiency measures at sites, converting 100 percent of electricity to renewable energies; empower 100 Million smallholders in developing countries through access to sustainable Agri Solutions.

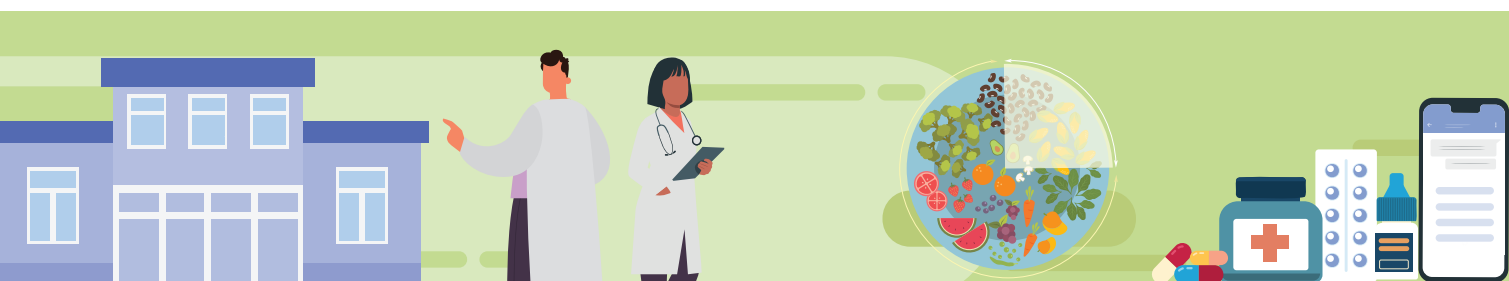
Our Business Divisions

The **Crop Science Division** has businesses in Seeds, Crop Protection, Traits and Digital Farming Solutions. Seeds/Crop Protection markets a broad portfolio of high-value seeds and innovative pest management solutions, while providing extensive customer service for sustainable agriculture. In addition, we also provide farmers with sustainable agronomic recommendations and help them use data to improve farming practices and conserve natural resources.

In India, the **Pharmaceuticals Division** operates as Bayer Zydus Pharma, a joint venture between Bayer and Zydus Cadila. Our product portfolio includes a range of key products that are among the world's leading pharmaceuticals for their indications. The company focuses on

prescription products, especially for cardiology, diabetes, women's healthcare, and on specialty therapeutics in the areas of oncology and ophthalmology. The division also includes the radiology business with a presence in devices and contrast agents. The company's Data Science and Analytics Center in India and our engagement in global clinical trial studies contribute to Bayer's global R&D for pharmaceutical drug development to launch new innovative therapies to address the unmet healthcare needs of patients.

The **Consumer Health Division** is committed to providing healthcare solutions through non-prescription (over the counter) products to address the daily health and nutrition needs of consumers in India. The division offers brands and products in the categories of analgesics, nutrition, allergy and dermatology.



Bayer marks a strong presence of 125+ years in India

13000 +
Direct and indirect
employees across India

₹ 1 Billion +
Invested over last 5 years
in CSR programs focused
on rural development

0.6 Million
Farmers benefitting
from 76 Food Value Chain
Partnerships & BLF Initiative

125+
Years of serving
the Indian market

45 Million +
Households reached by OTC
brands from the CH Division

₹ 45 Billion +
Make in India for global
export and sourcing

150,000 +
Healthcare professionals engaged
annually by the PH & CH division

₹ 8.6 Billion +
State-of-the-art mfg facility at Vapi
catering the local demands & exports

Global Hubs
Centers of Excellence in
Mumbai & Bengaluru for IT, Finance,
Procurement & Shared Services

25 Million +
Smallholder Farmers reached by
Bayer's technology and services

Making in India for India & the world



Seven
manufacturing sites



Four R&D Breeding
centers across India



Global Sourcing - The site at Vapi
caters to local demands & exports

Innovation and Shared Service



Best-in-class
Plant Breeding
Programme



Innovative products
and solutions to
strengthen India's
healthcare sector



Global innovation
hub with CoEs in
Mumbai &
Bengaluru for IT,
HR, Finance



Shared services
equipped to
support global
teams and
operations



Pharma Analytics by
the Data Science
Analytics, Oncology
Data Analytics &
TAM teams



The new command
center to provide
operational stability
of all our IT systems
for all businesses
across the globe.

CROP SCIENCE



PHARMACEUTICALS



CONSUMER HEALTH

PHARMACY



Our Global Sustainability Commitments

A growing world population and the increasing burden on natural ecosystems are among the biggest challenges humanity is facing. This situation is further complicated by the effects of the COVID-19 pandemic and geo-political tensions across the globe. Furthermore, these crises have clearly shown how important it is to protect health and ensure food security nationally and worldwide – and how these goals are in jeopardy.

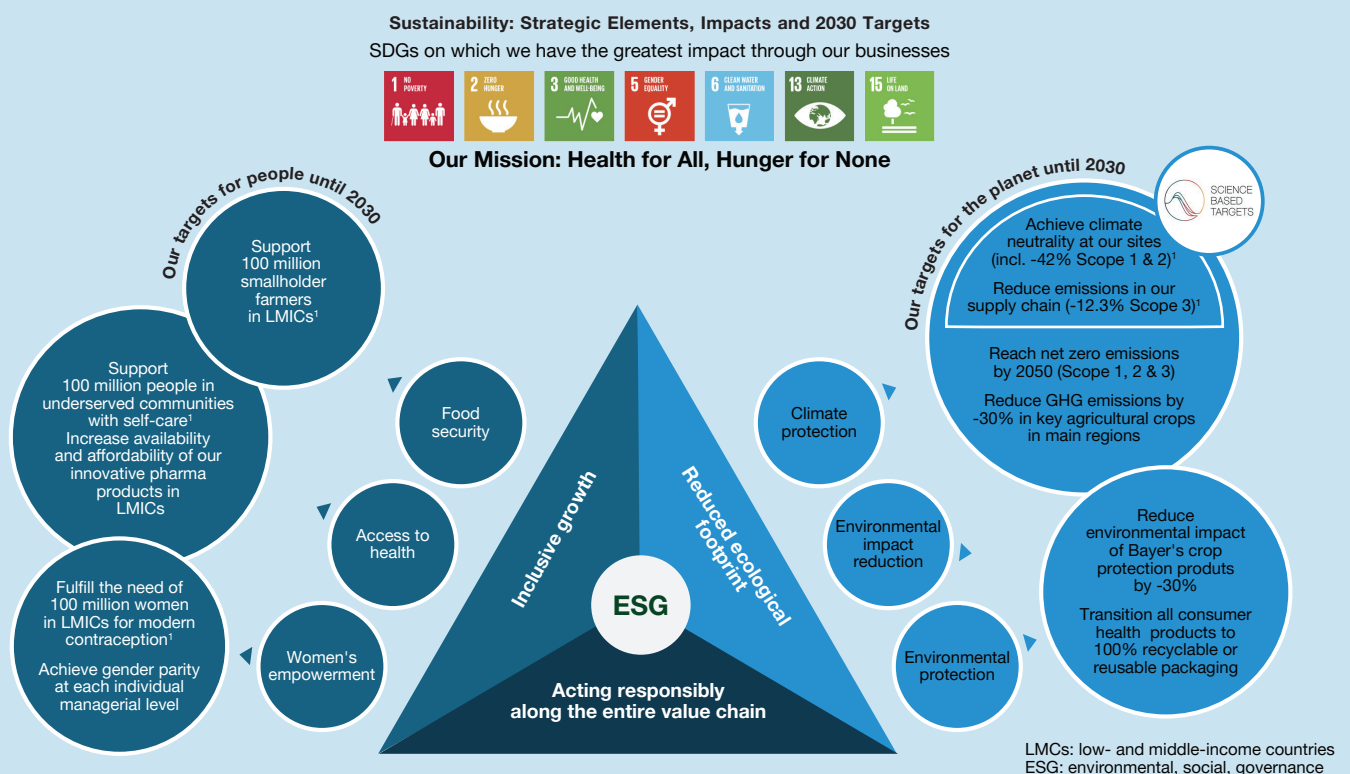
As a global leader in healthcare and nutrition, Bayer can contribute more than any other enterprise to solving global challenges through its business. With this goal in mind, Bayer is

committed to ambitious targets that it aims to achieve through its own business activity and the endeavors of its employees.

Sustainability at the core of our corporate strategy

We consider sustainability to be at the core of our corporate responsibility – and it also safeguards our future growth. Sustainability is, therefore, an essential component of our corporate strategy, our business activities, our corporate values and the way in which we conduct our business. Sustainability is at the center of our corporate mission of “Health for All, Hunger for None”

The following strategic sustainability targets apply as a guideline for the actions of all divisions:



¹ These targets are accounted for in the long term variable compensation (LTI) of our Board of Management and our LTI entitled managerial employees



Better is
conserving today for
future generations



Water Conservation with Sustainable Direct- Seeded Rice Cropping System

The global water crisis through the agricultural lens

Water scarcity today affects 1.8 billion people.¹ By 2030, if the demand for water continues to grow as it has in the recent past, scientists project there will be a 40 percent gap between the supply and demand of water — a gap that could devastate communities and affect all regions of the world.²

As our global population continues to grow and climate change continues to exacerbate, we will need to find water-resilient solutions and water-saving innovations to combat the effects of water scarcity.

Agriculture is water intensive. Farming uses about 70 percent of the world's developed freshwater resources and 24–30 percent is used by transplanted puddled rice. When considering water used for irrigation, transplanted rice uses an estimated 34–43 percent of the total world's irrigation water.³

The importance of rice in global food security

The importance of rice cannot be overstated. It is the third most grown crop in the world⁴ and a staple food for more than half the world's population who depend on it as their main source

of daily nutrition.⁵ It is estimated that rice provides more than one-fifth of the calories consumed worldwide with 95 percent of the global production being both grown and consumed in developing countries across Asia, Africa, Latin America and the Caribbean.⁶ Rice is therefore a critical food security crop.

Transplanted Puddled
Rice cultivation method:



LAND



LABOUR



WATER

Resource
Intensive



ENERGY

Requires **4000-5000 litres**
of water for every kilogram

40% of water is used to prevent weeds⁸

Becoming less profitable as resources become
increasingly scarce & expensive⁷

Methane emissions from rice, where the land remains in foot-high standing water throughout the season, are the highest from cropland and the second highest source in agriculture, surpassed only by emissions from enteric fermentation in livestock. This needs to be addressed quickly to safeguard smallholder farmers' livelihood by keeping it economically viable & environmentally acceptable with a sustainable crop system.

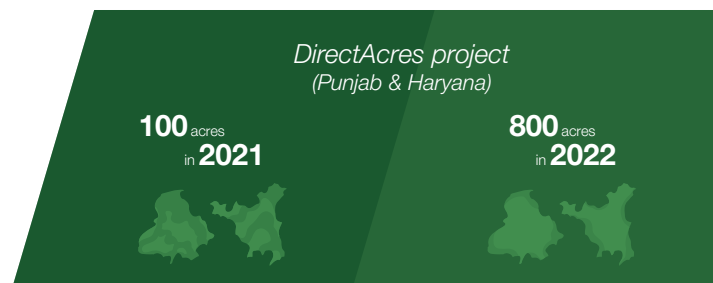
India grows rice on around 45 mn hectares with transplanting being the predominant cultivation practice



The promise of Direct-Seeded Rice (DSR)

One of the most promising solutions to these challenges is DSR. But the transition is not easy and needs cross-industry support to make farmers successful without compromising on ROI.

At Bayer, we are using our leadership and expertise in Seeds & Traits, Crop Protection and Digital Farming Solutions to shape the transition to Direct Seeded Rice, moving from selling inputs to developing a digitally enabled crop system tailored to farmers' needs, generating value for our business and optimizing the environmental footprint of agriculture.

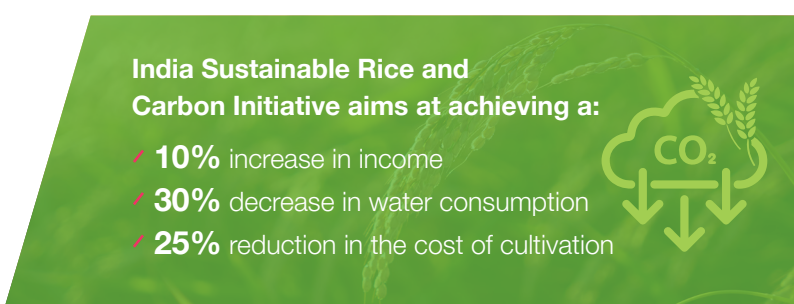
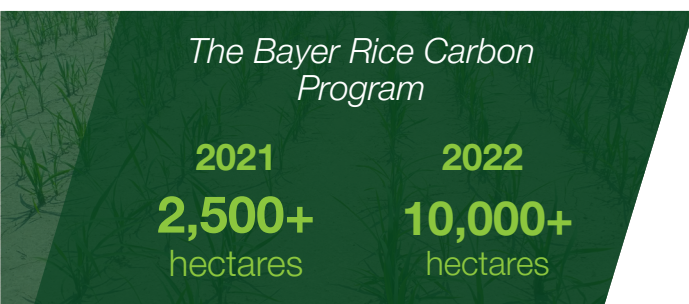


The key objective of DirectAcres is to make DSR smallholder farmers successful in the first attempt through a hassle-free, seamless agronomic advisory linked with a defined component of inputs (high-yielding seeds + weed management program), mechanization enablement & risk sharing with farmers as part of the solution.

Sustainable Rice Carbon Program

Under the Sustainable Direct Seeded Rice initiative, Bayer also has a Rice Carbon program in place. All farmers participating in Bayer's DirectAcres Program have the option to participate in the Bayer Carbon Project & earn additional revenues from the program by trading carbon credits. The program aims to generate carbon offsets by encouraging rice farmers to switch from the current practice of transplanting to DSR and Alternate Wetting & Drying (AWD).

The program deploys a state-of-the-art management system and Measurement Review & Verification mechanism to manage the practice change and track the emission reduction performance. It also involves training and hand-holding the participating farmers in order to support the smooth transition to the climate-efficient cultivation practice. A comprehensive measurement of the emission reductions, improvement in water use efficiency and soil health is an important part of the rice carbon program.



¹ World Bank

² Charting our water future | McKinsey

³ Water management - IRRI Rice Knowledge Bank

⁴ Direct Seeded Rice Consortium - What is DSR? (irri.org)

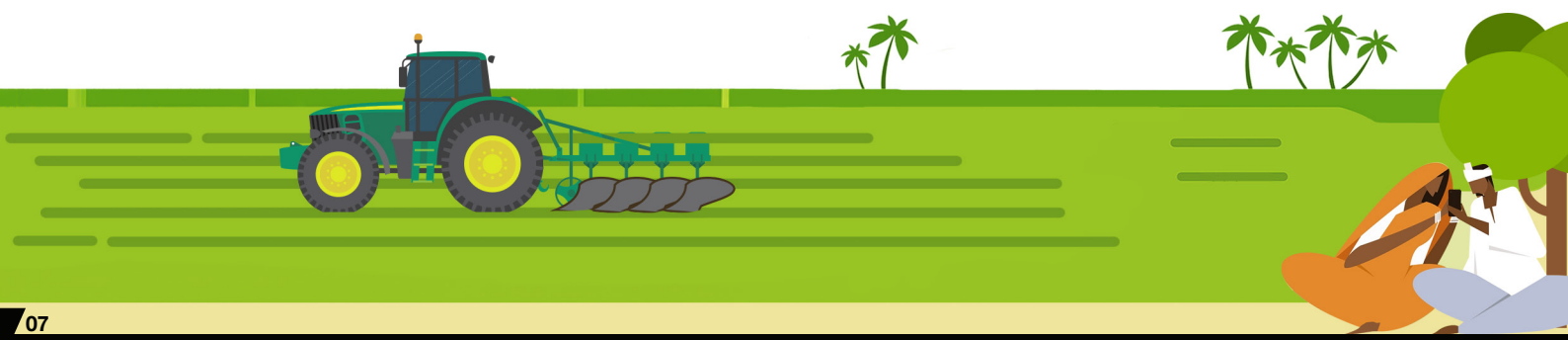
⁵ <https://www.bayer.com/en/news-stories/climate-change-rice-farmers>

⁶ All About the Environmental Impacts of Rice Production - Foot Print

⁷ Foreword (fao.org)

⁸ <https://www.weforum.org/agenda/2022/03/visualizing-the-world-s-biggest-rice-producers/>

DirectAcres aims at bringing best agricultural practices, expansion know-how, and modern technological advances under one fold for the smallholder community.





RUNBLUE

A Water Conservation Awareness Campaign

Beginning her run in India, **Mina Guli**, Ultramarathon Runner and Water Advocate, stated

"The world is experiencing acute water shortages and more than 2 billion people are without access to safe drinking water. India is home to about 18% of the world's population but has only 4% of freshwater resources. So, it is imperative to conserve water and use it judiciously - and to protect and restore the rivers, lakes, and wetlands that provide it. If we do not act now, all of us will face a severe water crisis. Through my runs in various cities of India and along the Ganga, I hope to raise awareness about water conservation and also inspire companies, governments, and communities to commit to conserving this precious resource - and the freshwater ecosystems that provide it and that underpin our societies and economies."

The world is experiencing acute water shortages. More than 2 billion people are without access to safe drinking water.

Only **4%** of freshwater resources India is home to about **18%** of the world's population



At Bayer, we believe that every investment we make in innovation needs to be an investment in sustainability. In line with our mission, Bayer partnered with Mina Guli to launch the Run Blue campaign, an initiative that brought businesses and individuals together, worldwide, to spread awareness, generate urgency, and spur action around water.

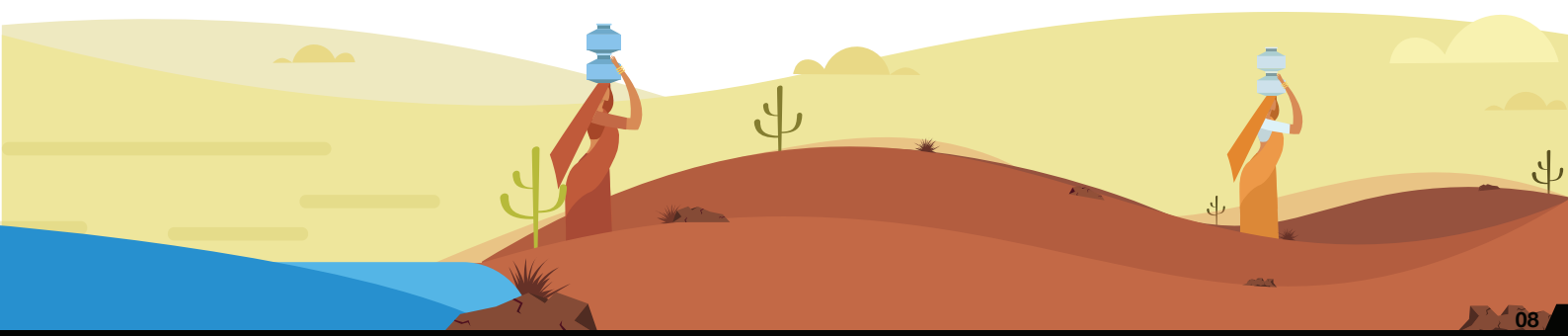
With the realization that worldwide water consumption could be 40% greater than the availability by 2030, the Run Blue initiative played a critical role in helping to galvanize private enterprises, governments, non-government organizations, and society to act on the impending water crisis. The campaign focused on water conservation and creating a more sustainable future for the coming generations fully aligned with Bayer's mission of 'Health for All, Hunger for None'. The initiative also aligned with the Government's efforts to make Indian farms and manufacturing units more water efficient.



The India leg of Run Blue began on January 8 in New Delhi, followed by runs in other cities like Varanasi, Thane, and Mumbai. In each of these cities, Mina ran a full Marathon, to raise awareness on water. Mina Guli, who is the founder and CEO of Thirst Foundation ran 200 marathons worldwide leading up to the United Nations (UN) water conference on World Water Day, 22 March 2023, in New York. She has completed all 200 marathons. Through these runs across the world, the Run Blue initiative aimed at bringing about a systemic change that is good for the planet.

More than 40% of the water collection duties are performed by women between the age group of 15 – 40 years*

*Source - <https://data.unicef.org/topic/gender/water-sanitation-and-hygiene-wash/>



Sustainability Endeavors at Manufacturing and Breeding Sites



Manufacturing site, Vapi

Vapi is one of Bayer's core manufacturing sites for the Crop Science division globally and is engaged in the manufacturing of active ingredients and its intermediates for application in crop protection, animal health as well as home and garden. It is also Bayer's single largest Synthetic Pyrethroids production facility in the world.

One of the biggest implications of decades of damage in Vapi is pollution, contamination, and water shortage. Bayer recognized these constant water issues and decided to act with the aim to boost water conservation efforts in Vapi. Bayer took the following initiatives:



Installed rainwater harvesting systems at Vapi



Reducing the consumption of water through:

- Technology upgradation of Evaporators - MVR
- Use of rainwater for scrubber makeup
- Centralization of the steam generation facility
- Continuous integration of utilities



Usage of treated wastewater in Effluent Treatment Plants (ETP)



Installed 370kW solar panel at site



Regular monitoring of water consumption including measurement and communication and



Water recycling

Bayer also brought about innovative changes on a technological level that included:



Automation for controlling the temperature of CT towers



Integration of cooling towers



Replacement of ejector with vacuum pumps



Infrastructure for collection of steam condensate and used as boiler feed water



Manufacturing site, Silvassa

The Silvassa manufacturing site is one of Bayer's key agrochemical manufacturing sites in India and has been in operation for over 25 years now.



The site has installed rainwater harvesting systems



Certified Zero Liquid Discharge (ZLD) wastewater treatment plants at Silvassa



The site has installed 50 kVA solar power on the plant rooftop enhancing the total solar 70 kVA efficiency



The site also procured one Electric forklift, replacing the diesel forklift operation at the plant to minimize the carbon emission under the sustainability project

Bayer Research & Development Center, Bengaluru

This facility is a 'Center for Excellence' for research in hybrid seeds and is modeled on Bayer's main research facility in Chesterfield Village, St. Louis, USA. This breeding station represents the majority of the Indian corn and vegetable market, and the research here caters to requirements in India and countries in Southeast Asia.

The following are the initiatives implemented for water conservation at the site:

- Constructed rainwater harvesting pond with a capacity of 8 million liters capacity (with 97% gain, this rain-harvested water is used for irrigation of corn nurseries for 2021 and 2022 saving close to 50 million liters of groundwater)
- Rainwater harvesting is connected to satellite breeding farm water ponds for effective utilization
- Recycling reverse osmosis reject water for gardening purposes and vehicle cleaning
- Sewage treatment plants (STP) recycling water is used for gardening
- Installed 158 kW solar power plant as an

initiative to use renewable energy leading to 40% savings.

- The center is saving more than 70% of water with 100% use of drip irrigation in all corn and vegetable nurseries

Mega Breeding Station (MBS), Chandippa, Hyderabad

The Multi-Crop Breeding Station (MCBS) located in Chandippa, Shankarpally Mandal, western Hyderabad, Telangana state of India is a dedicated R&D site for rice breeding and innovation activities. The Breeding site also hosts some nurseries of corn and performs field solution activities as well.

The Chandippa site is not only optimizing consumption but also recycling and restoring to put more water back into the system than what is taken out. The **rainwater harvesting facility** on the site enables water collection in tanks that are used for breeding purposes throughout the year. During this year, approximately 3500 kl of rainwater has been reused for the cooling pad system in the greenhouses. Re-use of this rainwater helped in reducing approx. 35% of raw water consumption from borewell, which further reduced the power consumption cost of borewell operation for greenhouses by 10%.

We have reused around 2600 kl of run-off water from the **storage pond for field irrigation**. Re-use of this surface run-off & STP treated water helped in reducing approximately 10% of raw water consumption from borewell.

Apart from this, the site has installed a **408 kW Solar Power Plant** leading to 50% savings. The capacity of this solar plant is around 5.9 L units per year which is 35% of our site power consumption. The major advantages of the installation are zero investment, zero O&M cost, and 45% of power requirement fulfilled at the site.

The site also installed **8 solar street lights** in 2022 and saved around 2500 units.



Bayer House, Thane (Headquarters)

Drinking water: Bayer receives drinking water from Thane Municipal Corporation. This water is used in the building for our canteen, basins, hand sprays etc. Over and above water purifiers are installed on each floor. To further the cause of water conservation, sensor taps are installed in the premises.

Recycled water through STP: A Sewage water Treatment Plant (STP) is installed in the basement with a capacity of 70 KL per day. The sewage water from the building is collected in the tank at STP and then treated through Moving Bed Biofilm Reactor (MBBR). After sand and carbon filtration as well as chlorination, it is stored in the treated water tank. This water is reused for flushing and gardening purposes.

In Bayer's office premises, borewell water is not used. Through rainwater harvesting, Bayer collects water on its terrace during monsoon which is further sent to a borewell for groundwater recharge.

Light and power saving:

All LED fixtures that have been installed have low electrical consumption. Further, installation of occupancy sensors in meeting rooms and active harmonic filters are done to control power. Annually, we save up to 24k "units" of electricity.

Leed Gold Certification received from The Indian Green Building Council.





Better is
fostering equitable
growth for all



Family Planning for Sustainable Development

Bayer's commitment to promote family planning with access to family planning services

For 50 years now, Bayer has been working as part of a network of public and private partners to enable women and girls to assert their right to self-determined family planning worldwide. In recognition of this long-standing commitment, we were accepted in 2007 as a member of the Reproductive Health Supplies Coalition (RHSC) – as the first pharmaceutical company¹.

Success in the promotion of family planning stems from three main pillars: Availability, Affordability and Awareness².

Providing access to family planning services is crucial to the health of the nation and its economy. We support organizations that provide family planning services by helping them build and scale sustainable models of care delivery and by providing a broad range of contraceptive methods.

^{1,2} Accessed on 4th October 2023 from www.bayer.com/en/pharma/family-planning-sustainable-development

Bayer aims to meet the contraception needs of around 5 million women in India by 2030, which is in line with sustainable development goals set up by the United Nations. In collaboration with the Family Planning Association of India (FPAI), Bayer aims to help build and scale sustainable models of care delivery for family planning for women in India. Bayer has also recently tied up with the UNFPA to support a program to educate youth on family planning by developing a 'chatbot' and providing them options to consult with a Health Care Provider.

Together with our partners, we initiate and support cooperation on projects that are committed to improving access to family planning methods, including supply chain security.



Availability, affordability & awareness are 3 main pillars of family planning



Empowering Women Smallholder Farmers for Economic Prosperity



85% of rural women are engaged in agriculture



13% of rural women own land



With rapid advancement in agriculture, technology and innovation, India is waking up to an era of agriculture 4.0 which includes fuelling a massive transformation of gender roles and paving the way for women to be a part of this transformation by delivering gender-smart solutions that are flexible and inclusive.

Agrarian systems in rural India are predominantly skewed in favour of male farmers, and women smallholders often don't get a level playing field in terms of access to resources, extension services, and agri-inputs. The Better Life Farming Alliance (BLFA) is working to change this.

Better Life Farming, a global, multi-stakeholder alliance formed by Bayer, works with partners across the agri-value chains to empower women smallholder farmers in India. They do this by providing solutions that are more flexible, approachable, and equitable.

The Better Life Farming Centers serve as a one-stop shop of agricultural inputs for smallholders. The BLFA is working to upend the gender-based struggles female farmers face by developing gender champions that focus on training women smallholders, capacity building, extension support, and the skills women need to own and run BLF Centers.

Prior to the gender-smart initiative, all the BLF Centers were owned and run by men, and many women were uncomfortable with visiting the centers or asking for help. To effectively support women farmers, we needed strong female representation in the centers; that's how we started onboarding women.

Today we have 100 female agri-entrepreneurs running their own BLF centers across 6 states in India and serving 25,000 women smallholders across 400 villages.

Each BLF center caters to a group of 500 farmers from five to six nearby villages and provides access to agri-inputs, crop advisory, irrigation best practices and new technologies.





Meet Sagarika Mishra

An agri-entrepreneur who manages a BLF Center in Odisha, India. A 28-year-old Fishery Science graduate, Sagarika is also a wife and mother.

Sagarika became an agri-entrepreneur during COVID-19 when she had to return to her village to provide for her family.

Along with the BLF Center, she also has her own model farm, where she spends a lot of her time and energy helping her community by promoting better farming inputs and practices.

Suchita Bhosale's Journey

26-year-old agri-entrepreneur, empowering over 5,000 farmers among whom 30% are women smallholders.

"I want to provide smallholders in my community and in nearby villages with a port of call where they can find everything they need, to improve their productivity. Be it crop advisory and protection products or modern agricultural technologies. My great wish is that my center will also inspire the youth in my village for smallholder farming."

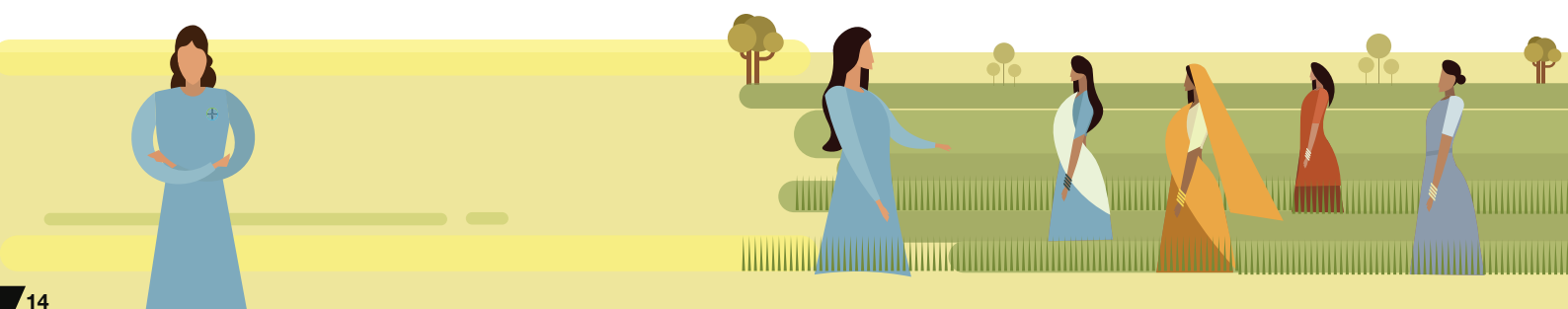


When Dreams Turn Into Reality

Ranju Singh, Chatra District (Jharkhand)

"I always dreamt of opening an agri-inputs shop, through which I could help farmers on a large scale. Earlier, I worked as a small, seasonal seller of seeds without any shop and had to travel from village to village to sell seeds to farmers. Today, I run my own BLF centre and with better guidance and training, I am supporting farmers not just in my village but from nearly six neighbouring villages."

One of the key objectives for Bayer is integrating women smallholders into mainstream farming, by economically and socially empowering them as farmers and entrepreneurs running their own BLF centers.



Driving Diversity, Equity and Inclusion the Bayer way



The four pillars of Bayer's DE&I endeavours



CULTURE

We are focused on our people and we embrace and encourage our employees' unique identities. We believe that our human capital is one of our most valuable assets.

Creating an inclusive environment where employees of all genders, ethnicities, backgrounds, abilities and orientations and differently-abled individuals, acid attack survivors and people of varying sexualities across the gender spectrum feel welcome and are able to



TALENT



BRAND

contribute, is core to creating a great place to work.

For instance, our shared services center in Bangalore is a key example of our commitment to inclusion and diversity. The center has a gender diversity ratio of 1:1 and 60 percent of the leadership positions are occupied by women.

It is also driving our DE&I agenda with LGBTQ+ inclusion and awareness programs in place.



BUSINESS

The Goal of Gender Parity in Management:

Within Bayer, we have set ourselves the goal of gradually establishing gender parity at all management levels by 2030.

Bayer's top management composition will increasingly reflect diverse national and cultural backgrounds, and also ensure adequate representation of all generations and LGBT+ employees.

We want to increase the proportion of people with disabilities in the workforce to more than 5% by 2030.

Further, diversity dimensions such as ethnic background and skin color are integrated into the targets for our country's organization.

Increase the proportion of women in top management to 33% by 2025, and women in all management roles to 50% by 2025.



Diversity, Equity & Inclusion at Bayer

Business Resource Groups (BRGs)

BRGs are a vital part of Bayer's Diversity, Equity & Inclusion (DE&I) efforts. BRGs are voluntary, company-sponsored groups of employees who work together to promote inclusion within Bayer and provide a multicultural lens to Bayer's engagement of our customers and the communities in which we have operations.



We focused our efforts on the increased representation of diverse talent

By placing business leaders and managers at the heart of our DE&I efforts, several steps have been taken to not only strengthen the inclusive leadership capability of managers and employees but also hold them accountable for progress in inclusion.



Gender-balanced
hiring slates



Diverse
interview panels



Incentives to
hiring partners



Hiring women talent for shop
floor, entry-level field roles,
and all levels of management

The DE&I journey on which we have embarked has no finish line and progress can never be fast enough. Each thought, decision and action is yet another step to strengthen our commitment to an equitable workplace rooted in inclusivity and belonging, and that for us is being true to our employee proposition of 'Be You, Be Bayer'!



A young male doctor in a white lab coat and blue tie is using a stethoscope to examine an elderly man. The man is wearing a white turban and a light-colored kurta. They are sitting on a woven mat in front of a stone wall. A large green circle is overlaid on the left side of the image, and a large blue circle is overlaid on the right side. The text "Better is improving everyone's well-being" is written in white over the image.

Better is
improving everyone's
well-being



The Nutrient Gap Initiative

Vitamin and mineral deficiency, often described as “hidden hunger,” is one of the most significant problems in underserved regions and affects primarily women and children.

Nearly 50% of young women and adolescent

girls in LMICs do not consume sufficient vitamins and minerals. At least half of the world’s children under the age of five suffer from nutrient deficiency. The effects worsen over time, leading to long-term health problems and further accelerating the poverty cycle.

The Nutrient Gap Initiative has been launched to enable access to essential minerals and vitamins for 50 million people a year in underserved communities by 2030 through direct interventions and in partnership with NGOs. It addresses the main barriers to accessing micronutrients by advocating for affordable nutrients, education about vitamins and minerals, and improved nutrition through leveraging our own portfolio and various partnerships.



In a collaboration between our Consumer Health and Crop Science divisions, we intend to expand the Nutrient Gap Initiative to include access to vitamin and mineral-rich food, fruit, vegetables and grains. In India, our Home Garden Initiative focuses on providing quality vegetable seeds with guidelines on cultivation to promote kitchen gardens in schools and communities.

Our goal is to empower people to grow vegetables at home to improve their nutrient

intake, address concerns around hunger and malnutrition, and create awareness on the nutritional and health benefits of fruit and vegetable consumption. Through the Better Life Farming Alliance, nutrition education will be integrated alongside providing quality agricultural products, enabling farmers to provide nutrient-rich foods to the communities.



Cancer Screening and Awareness



Removing the barriers to better cancer care is a significant challenge. Bayer is partnering with different stakeholders across the health ecosystem to ensure that every patient has the opportunity to achieve optimal care. The latest innovations in cancer care are not accessible to all patients for reasons, such as geography, lack of infrastructure to deliver care, delays in reimbursement for testing and treatment, and lack of awareness resulting in significant disparities in access to quality cancer care. Lack of access to comprehensive testing and early, optimal treatment can have a significant impact on the outcome of the therapy and thus on the life of the patients and their families. We believe that every patient diagnosed with cancer should be able to access breakthrough innovations and medicines that are appropriate for them as an individual and can bring a meaningful difference to their lives.

Bayer and NCI-AIIMS develop model for sustainable cancer care

Bayer is working towards raising awareness and enabling early detection of cancer with the objective of finding sustainable ways to bring quality cancer care to underserved populations in low- and middle-income communities around the globe. In India, one in nine people are likely to develop cancer in their lifetime. As part of the Oncology Sustainability Initiative, Bayer is working with the National Cancer Institute of India-All India Institute of Medical Sciences (NCI-AIIMS), to

develop a sustainable model for delivering cancer care for the underserved rural population in and around Jhajjar (Haryana). With targeted screening among high-risk individuals, early disease detection and timely treatment, NCI-AIIMS has launched a screening programme for prostate, head and neck/oral cancer with support from Bayer to enhance cancer surveillance in India. An important feature of this collaboration is that patients who are identified through the screening initiative can make use of the Ayushman Bharat scheme of the Government of India to receive timely medical care. The five-year initiative will enable screening of approx. 12,000 patients in the geographical vicinity of NCI.

Partnering with Karkinos Healthcare to scale up cancer screening

Bayer has partnered with Karkinos Healthcare to scale up cancer screening in target communities in Mumbai and Puducherry, India. The collaboration combines Bayer's mission of "Health for All" and Karkinos' focus on early detection and aims to remedy cancer care disparities in target communities over the next two years. This project aims to screen 100,000 individuals, focusing on cancers including oral, breast, cervix, colorectal, and prostate. The initiative ensures a care continuum by working closely and in partnership with the community and local institutions.

*Source - Sathiskumar Ketal. Cancer incidence estimated for 2022 & projection for 2025: Result from National Cancer Registry Programme, India. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10231735/>



The White House, through its Cancer Moonshot Initiative, has recognized Bayer's efforts with NCI-AIIMS to develop a sustainable model for delivering cancer care to the underserved population.

A woman with a red bindi on her forehead, wearing a white sari, is holding a young child in a red and yellow outfit. They are both looking directly at the camera. The image is framed by a large green and blue circular graphic.

Better is
empowering societies
in need



Corporate Societal Engagement (CSE)

With a presence of 125+ years in India, Bayer continues to make significant contributions towards advancing agriculture, public health, and sustainability. We are constantly working to improve the quality of life in communities and collaborating for solving social challenges.

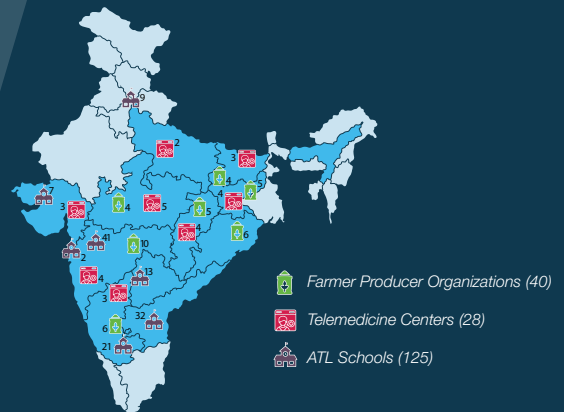
At Bayer, we want to contribute to a world where everyone has access to sufficient food and can live a healthy life. Accordingly, our corporate charitable giving partners help drive positive societal change supporting our purpose “Science for a better life” and fueling our mission “Health for All, Hunger for None”.

Our CSE projects are aligned with the global objectives of Bayer, and we aim to promote societal progress by supporting initiatives that tackle the root cause of issues and ideas with the potential to make a lasting impact for change.

We believe in the system-changing power of innovation and focus on identifying new opportunities in rural livelihoods through women-centric approaches. We are working for the upliftment of aspirational districts, delivering innovative technology-based solutions to bridge the healthcare gap in the country and driving unified community engagement projects around education, access to water and gender equality.

Our Commitment to Society

Over the years, our programs have positively impacted the lives of children, youth, men, women and smallholder farmers.



Our reach: **3.2 million** people

Bayer Foundation India (BFI) founded in 2011, is the CSR arm of Bayer Group of Companies, responsible for executing projects in India.



Our CSE focus areas:

RURAL DEVELOPMENT

PREVENTIVE HEALTH CARE

EDUCATION & COMMUNITY ENGAGEMENT



Reviving and Nurturing Dormant FPOs Across India



A total of **40** dormant and inactive Farmer Producer Organisations (FPOs) were identified across **seven states (12 aspirational districts) in India**, with an aim to sustainably improve the livelihoods of smallholder farmers on agricultural value chains and help transform the FPO's to be effective market players.

This initiative, named 'Aarambh', is working towards:



Aarambh

- ✓ Strengthening institutional capacity
- ✓ Promoting adoption of recommended agronomy practices
- ✓ Raising awareness and providing modern solutions to farmers for soil analysis to increase their yields and crop quality while ensuring environmental sustainability
- ✓ Offering livelihood opportunities to local youth by engaging them as Village Level Entrepreneurs (VLEs) for soil testing centers
- ✓ Providing market linkages
- ✓ Digitalization for process efficiency

Through institutional capacity building, governance structures are being established to enable greater participation of FPO members.





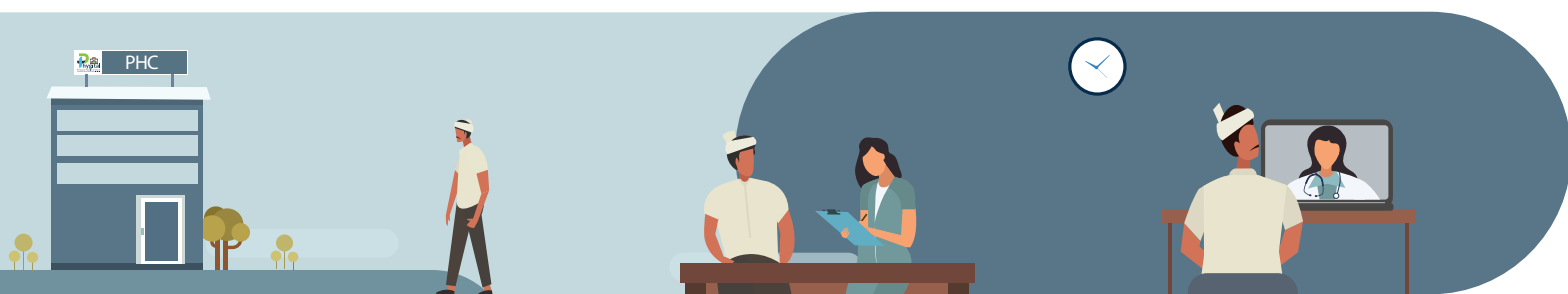
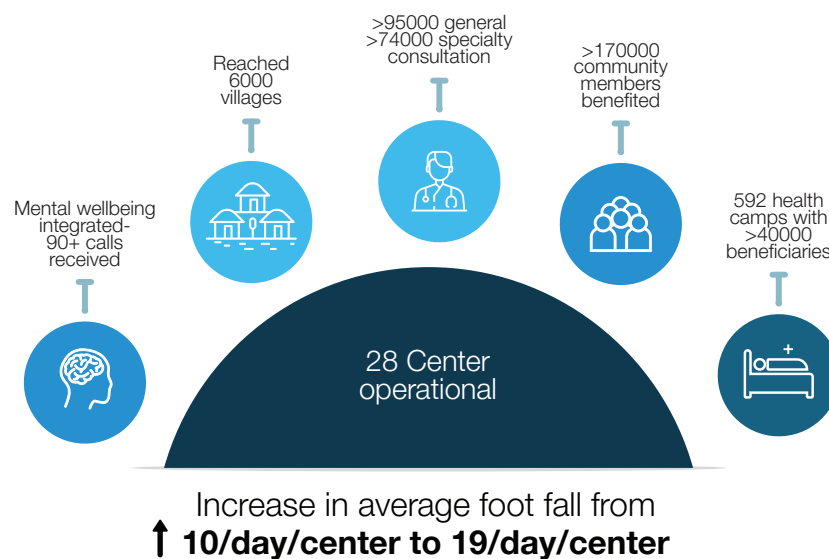
Quality Healthcare For Rural Communities Through Telemedicine

To assist local communities with access to the best healthcare practitioners, Bayer has set up **28 "Phygital Centres" telemedicine centers in 14 aspirational districts across eight states.** The key objective of this initiative is to establish a telehealth facility to provide comprehensive telemedicine solutions for local communities and to develop the healthcare infrastructure in the states of Bihar, Chhattisgarh, Jharkhand, Karnataka, Gujarat, Uttar Pradesh, Maharashtra, and Madhya Pradesh.

The telemedicine centers are co-located in the Primary Health Care Centers (PHCs). A trained GNM (General Nursing and Midwifery) along with the Centers coordinator is responsible for the daily operations of the Centers along with the General Physician (GP), who then provides

necessary prescriptions. General medicines available in the PHC pharmacy are being provided free of cost by the government under the program. About 20 different medical specialities are being offered via teleconsultation.

Training and awareness sessions are being conducted on health, hygiene, and nutrition. In addition, medical camps are also being held at regular intervals to create awareness of specific health aspects like breast cancer, diabetes, and dermatology. The Centers are also building awareness on mental health and its importance amongst patients.



Atal Tinkering Labs: Encouraging Science Education Amongst Students



Atal Innovation Mission (AIM) is the Government of India's flagship initiative to create and promote a culture of innovation and entrepreneurship across the length and breadth of our country. Over the last few years, AIM has launched 10000 Atal Tinkering Labs (ATLs), which are state-of-the-art spaces established in schools with a goal to foster curiosity and innovation in young minds from Class VI to XII.

To support this vision and to inculcate a love for science among school children, Bayer has adopted **125 ATLs**. Through this initiative, we aim to enhance experiential learning for children, fostering their curiosity, innovative thinking, designing, and problem-solving skills. Bayer is

also focusing on building the capacity of the teachers and mentoring children to build innovative solutions to address local challenges. This project is being executed in schools across Delhi, Gujarat, Karnataka, Telangana, Dadra and Nagar Haveli, Andhra Pradesh, and Maharashtra.

Recently, with AIM embarking on an ambitious program for industry exposure of students. Bayer has joined hands with them to be the foremost industry partner in this program. The company has opened its manufacturing and production plants and research centers across Vapi, Shamirpet, Chandippra, and Bengaluru to the ATL students.

ATL Schools Adopted

125

Teachers Trained

230

ATL Marathon Ideas

800

Students Mentored

20000

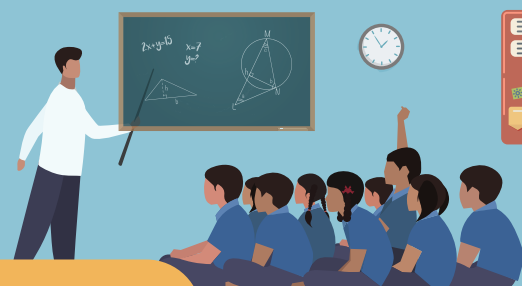
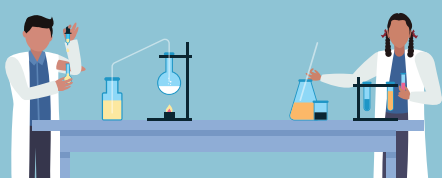
Teacher Training
Sessions Conducted

48

ATL Marathon
Winning Teams

13

ATL PROGRAM



Medha: A Fellowship Program for Life Science students



To empower economically weaker students, Bayer launched a unique fellowship program 'Medha' to support **100 Masters and 25 Ph.D.** students in the field of Life Sciences (Agriculture & Pharmaceuticals) across the country.

Bayer has collaborated with Bhubaneswar City Knowledge Innovation Cluster Foundation (BCKIC), an initiative by the Office of the Principal Scientific Adviser to the Government of India for this program.

The Medha fellowship combines annual financial assistance with the opportunity of receiving mentorship from Bayer employees as well as industry experts. The aim of the fellowship is to support students from lower-income families and enable them to achieve their short and long-term academic and professional goals.

The program has a strong focus on diversity, equity and inclusion (DE&I) with 62% of participants being girls and 9% being people with disabilities.





Better is
fostering compliance
and integrity



Corporate Governance

As the core element of our corporate strategy, sustainability is integrated into all our major processes. This is ensured not just through binding targets and a broad set of directives but also through fundamental Group Management decisions.

Corporate Compliance

Bayer globally maintains a comprehensive Compliance Management System designed to promote and reinforce compliant behavior. This system helps in managing businesses responsibly, fosters a positive compliance culture and ensures that the LIFE Value of “Integrity” is a part of every employee’s daily business activity. The system considers proactively identified risks and outlines preventive measures for mitigating them, and includes suitable policies/ regulations, processes, monitoring, and training mechanism. The Company’s compliance framework is an amalgamation of this Compliance Management System as well as requirements under the local statutory legislations, monitored through a dedicated tool, thereby helping the Company maintain its license to operate.

The Corporate Compliance Policy (“the Policy”) outlines Bayer’s principles of business conduct which are required to be followed by every

employee of the Company. The Policy outlines our commitments which are - competing fairly in every market, acting with integrity in all our business dealings, balancing economic growth with ecological and social responsibility, observing trade controls that regulate our global business, safeguarding equal opportunities in securities trading, keeping accurate books and records, treating each other with fairness and respect, protecting and respecting intellectual property rights, acting in Bayer’s best interests and protecting and securing personal data.

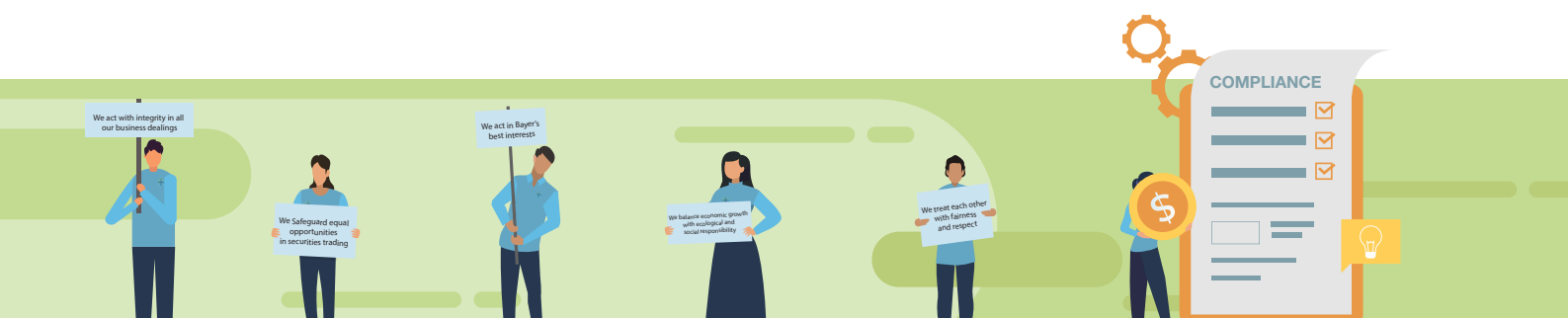
All employees as well as our stakeholders are encouraged to raise serious concerns on violations of our principles or policies proactively to develop an open and transparent culture, thereby fostering compliance and integrity.

The Company takes pride in doing things right with the help of the established compliance principles and practices, thereby strongly contributing to our purpose of ‘Science for a better life’.

To know more about our Corporate Compliance practice, please visit

<https://www.bayer.com/en/sustainability/sustainability-reports>
or

<https://www.bayer.com/sites/default/files/2023-02/Bayer-Annual-Report-2022.pdf#page=128>






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