



EQUAL OPPORTUNITY POLICY

Introduction:

Bayer is an equal opportunity employer and prohibits discrimination and harassment of any type. Company ensures equal employment opportunities to employees without any discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, including LGBTQ or any other characteristic protected by law.

Basic Principles:

The policy will covers all employees without any discrimination and follows necessary guidelines in regards to differently abled people and LGBTQ, while providing infrastructure and following necessary applicable provisions:-

1. Bayer will administer Equal Employment opportunity policy fairly and consistently
2. Physical infrastructure will be provided for Differently abled people
3. Physical infrastructure will be provided for Transgenders

Employees have the right to file a complaint concerning any discrimination with the Grievance Officer. Process under Grievance Redressal Policy, which is in place, will be followed.

Detailed policy:

The policy on Equal Opportunity by Human Resources, India can be referred for effective implementation of the policy.