



# For a **better life**



2022 Sustainability and Social Engagement Report  
Andean, Central America and the Caribbean Countries

#ForBetter



We at Bayer believe that sustainability, as part of our corporate strategy, successfully molds the future, an integral principle to which each and every one of us is committed in our day-to-day work. We who work in the Andean Countries, Central America and the Caribbean region (PACA) are convinced that we can achieve long-lasting business success if we can increase our contribution to overcoming the constant challenges in the areas of food security, social inequality, access to healthcare and family planning, by innovation.

This report includes details of some of the things we did in 2022, in which we met our commitment with our local communities and our environmental obligations.

I would like to thank all our employees and partners who have joined forces to bring attention to what Bayer is doing in PACA with regard to sustainability, and to present our “Action for a Better Life” project to them.



**Christian A. Meyer**

CEO

Bayer in Andean, Central America and the Caribbean Countries





# About this report

We have classified our actions according to our commitment to sustainability, these include:



## Corporate governance

Includes the practices, principles and regulations by which we govern our business responsibly in the face of the three dimensions of sustainability: environmental, social and governance.



## Our focus on agriculture

We are striving to increase food security and improve environmental sustainability in agriculture by means of agricultural innovation, such as biotechnology, contributions to growing food and providing digital tools that may produce transforming results in this area.



## Our focus on healthcare

We are working hard to make sure that more people are healthier and live a better quality of life, so that they may escape from the poverty trap, by means of our range of self-care and women's health products, and educational and drug access platforms.



## Value chain

We are committed to responsible business conduct, interacting with our stakeholders (interested parties) based on regulations that enable us to do business transparently. We encourage alliances as a means of ensuring social, economic and environmental development in the regions in which we conduct our business.



## Our focus on employees

We not only base our relationship with our employees on human rights, but also on programs to improve their quality of life.



## Our focus on environmental protection

As a life sciences company, Bayer is aware of the risks brought about by global climate change. Our aim is to reduce greenhouse gas emissions on an ongoing basis, both in the company and along the entire value chain.



“

Bayer has been recognized for throughout its 160-year history for its genuine commitment to make "Science for a better life".

This spurs us on and gives us the conviction to continue striving for people and for creating a more sustainable world.



## Germán Fernández

Head of Communications, Public Affairs, Science & Sustainability  
Bayer in Andean, Central America and the Caribbean Countries



# Our contribution in 2022

## Contributions

(monetary and in-kind)



**16 NGOs**  
supported

**35.731**

People benefited  
(approx.)

**628.598**  
Euros

## Energy Consumption

**30% is**  
green energy



## Employees (D&I)

**52%** Men

**48%** Women

**+15** Nationalities



## Health and Safety

for our employees

**92** Events

**548** Participations



What it means for women to produce food for them and their families from their own orchards is unbelievable, and what it means for small farmers to use technology on their is remarkable, the hope that doctors have to be able to provide their patients solutions; our range of operations is limitless, which is why we are striving to provide “Science for a better life” in a sustainable manner.



**Mitchelle Romero**

Sustainability Manager  
Bayer in Andean, Central America and the Caribbean Countries



# Voluntary work in 2022

In 2022, we had:

**177** volunteers ,



working more than  
**+650** hours ,



benefiting more than **+1.000**  
people with a variety of **social**  
and **environmental** activities.



“

I love talking about how we contribute to sustainability by activities that have a positive effect on people and the environment. This feeling is shared by many of our employees who have the same social vision and who experience sustainability and to take part in projects and initiatives.



**María Agüero**

Sustainability Communications  
Bayer in Andean, Central America and the Caribbean Countries





# Index

## 1. About Bayer

|     |                         |    |
|-----|-------------------------|----|
| 1.1 | Corporate profile       | 12 |
| 1.2 | Business Strategies     | 13 |
| 1.3 | Our values              | 22 |
| 1.4 | Our region              | 22 |
| 1.5 | Sustainability Strategy | 23 |
| 1.6 | Areas of approach       | 26 |

## 2. Corporate Governance

|      |   |    |
|------|---|----|
| 2.1  | Practices and Principles                    | 28 |
| 2.2  | Social Commitment Principles (BASE)         | 29 |
| 2.3  | Our main guidelines and set of basic values | 30 |
| 2.4  | Transparency                                | 30 |
| 2.5  | Compliance                                  | 30 |
| 2.6  | Data privacy                                | 32 |
| 2.7  | Risk management                             | 33 |
| 2.8  | Sustainability Standards                    | 33 |
| 2.9  | Sustainability Management                   | 35 |
| 2.10 | Materiality analysis                        | 36 |
| 2.11 | Stakeholders                                | 37 |
| 2.12 | Acknowledgements                            | 39 |

## 3. Our focus on Agriculture

|     |        |    |
|-----|--------|----|
| 3.1 | Extent | 42 |
|-----|--------|----|

## 4. Our focus on Healthcare

|       |                                |    |
|-------|--------------------------------|----|
| 4.1   | Access to health and self-care | 54 |
| 4.1.1 | Extent                         | 54 |
| 4.2   | Access to modern contraception | 58 |
| 4.2.1 | Advances in Family Planning    | 58 |
| 4.2.2 | Extent                         | 58 |
| 4.3   | Community commitment           | 60 |

## 5. Supply Chain

|     |                         |    |
|-----|-------------------------|----|
| 5.1 | Conducting our business | 67 |
| 5.2 | Responsible Products    | 68 |
| 5.3 | Quality Management      | 68 |
| 5.4 | Purchasing              | 68 |

## 6. Our focus on employees

|     |                                       |    |
|-----|---------------------------------------|----|
| 6.1 | About our employees                   | 70 |
| 6.2 | Equality, inclusion and diversity     | 71 |
| 6.3 | Behavior in the workplace             | 72 |
| 6.4 | Talent management                     | 73 |
| 6.5 | Selection process                     | 73 |
| 6.6 | Training and developing our employees | 73 |
| 6.7 | Well-being                            | 75 |
| 6.8 | Human Rights                          | 76 |
| 6.9 | Occupational Health and Safety        | 77 |

## 7. Our focus on Environmental Protection

|     |                          |    |
|-----|--------------------------|----|
| 7.1 | Environmental protection | 78 |
| 7.2 | Climate change           | 79 |
| 7.3 | Environmental impact     | 81 |
| 7.4 | Net zero target          | 81 |
| 7.5 | Climate neutrality       | 81 |
| 7.6 | Extent                   | 82 |

## 8. Contributions

|     |                                     |    |
|-----|-------------------------------------|----|
| 8.1 | Contributions to social development | 85 |
|-----|-------------------------------------|----|



# 1. About Bayer

## 1.1 Corporate profile

In line with our “Health for All, Hunger for None” vision, our aim is to put an end to hunger and help everyone to lead a healthy life, while protecting ecosystems.

This is what we hope to achieve, guided by our purpose: “Science for a better life”.

We offer revolutionary innovations in healthcare and agriculture. We contribute to a world in which diseases are not only treated, but also prevented or cured effectively, people may better attend to their own health needs and in which there is enough farm produce, respecting our world’s natural resources. This is because as far as Bayer is concerned, growth and sustainability go hand in hand.

The aim is to improve our company’s purchasing power on an ongoing basis and create value for our customers, patients, shareholders, employees and society as a whole. Innovation, growth and sustainability form an integral part of our strategy, whereas our corporate values of leadership, integrity, flexibility and efficiency (LIFE) form the basis of our operations. These values create our culture and a common identity.



## We concentrate on four strategic cornerstones

### 01

As a world leader in health and nutrition, we are continuing to develop our business. We create value and allocate resources based on our profitable growth-centered strategy. We are present in regulated and highly profitable business boosted by innovation in which our aim is to grow ahead of our competitors.

### 02

We develop innovative products and solutions and take advantage of the most modern forms of research to tackle unresolved social challenges. We are also continuing to boost digitalization of our value chain.

### 03

Sustainability is part of our business strategy, operations and remuneration system. We make a considerable contribution through our business to the Sustainable Development Goals (SDG) of the United Nations. We are also taking audacious climate action based on science along our entire value chain.

### 04

We boost the operating yield of our business, optimizing our allocation of resources and cost base.

## 1.2 Business Strategies



### ■■■ Crop Science:

Innovative protection of crops, seeds and traits, technology and digital services.

### ■■■ Pharmaceuticals:

Prescribed products for cardiology, women’s health, oncology, hematology, ophthalmology, radiology and other areas.

### ■■■ Consumer Health:

OTC drugs in the areas of dermatology, nutrition, supplements, pain, cardiovascular risk and prevention, digestive health, allergies, coughs and colds.

### ■■■ Enabling Functions:

Business operations support.





## /// Crop Science:

The panorama in the agricultural sector is changing because of the increase in pressure brought about by climate change that, together with population growth, has brought us to a crucial moment regarding how our customers supply food, animal feed and fuel for a world that needs to learn how to live within the limits of our planet.

These challenges have led to sudden and disruptive changes in industry, thereby, intensifying competition along the entire value chain, creating new players and new sales opportunities.

In this dynamic environment, the differentiating factors are clear: speed, scale of innovation and a sustainable-result approach for our customers. With a leading innovation portfolio, a profound digital ecosystem that informs our producers, our research and development (R&D) capability and a large number of associations that speed up availability of new technologies, we are currently the market leader and are in a perfect position to move forward.

Our mission is to transform the agricultural sector and create a more sustainable food chain by a farmer-centered, result-based and digitally enabled approach. Our overall aim is to expand more quickly than the market and offer better results than those of our competitors. We are also aiming to achieve 100% digitally enabled sales by the end of the decade.

In the short term, we are making the most of the buoyant market, stimulated by favorable raw material prices, accelerating still further our solid performance in all regions. We are continuing to invest in the backbone of our business: innovation centered on customers, seeds, traits, protecting crops and providing digital solutions.

Our connectivity in the field continues to create quicker innovation, bringing about more personalized solutions for farmers, automating processes and increasing the productivity of our line of research and development.

We are digitally connecting farms, optimizing the use of raw material and creating an ecosystem throughout the industry with the aim of releasing new sources of income for our customers and our own business, and are leading the way in introducing new business models that are sustainable at the core.

As part of this initiative, we are pursuing ambitious sustainability targets: reducing the environmental impact of Bayer products by 30% to protect crops around the world, reduce emission of greenhouse gas in rural areas in high-emission systems by 30%, and improve the way of living of 100 million small farmers.

Our Crop Science Division is the world leader in crop protection, seeds and traits and digital agriculture. We offer a wide range of high-value seeds improved plant characteristics, innovative chemical and biological products to protect crops, digital solutions and broad range of customer services for sustainable agriculture.

We mainly sell these products through our wholesalers and retailers or directly to farmers. We also offer pest and weed control products and services for professional users outside the agricultural sector. Most of our phytosanitary products are manufactured on the division's own manufacturing sites.

Our decentralized formulation and filling sites allow us to respond quickly to the needs of local markets. The reproduction, propagation, production or processing of seeds, including treatment, takes place on sites close to our customers, on our own premises or under contract.





## Pharmaceuticals:

An increasing and ageing global population has led to a growing number of chronic diseases and of multiple conditions. The convergence of biology and data science will be key in the innovation of pharmaceutical products. Digital technology may change the way medical attention is given, whereas cellular and genetic therapy have the potential to cure serious diseases.

Our pharmaceutical division concentrates on prescribed products, in particular for cardiology and women's health, and specialty therapy in the areas of: oncology, hematology, ophthalmology and, in the medium term, cellular and genic therapy. We have set up a strategic cellular and genic therapy unit that covers the entire creation of value chain, from research and development to sales and patients.

The division also includes the radiology business and sells image diagnosis equipment and digital solutions, together with contrast media.

Our portfolio includes a range of key products, including leading global pharmaceutical products for their indications. The prescribed products manufactured by our Pharmaceutical Division are mainly distributed through wholesalers, retailers and hospitals.

We also pursue ambitious sustainability targets. Our sustainability agenda includes improving access to drugs, therefore, we are applying scaled price principles around the world, to set prices according to each country's payment capacity.

Another key issue is to improve women's health and increase the role of women in society, helping to promote gender equality and women's involvement in business. As part of this effort, we are taking advantage of our leading position in women's health and our aim is to provide 100 million women in low- and middle-income countries access to modern contraception by 2030.

We also remain committed to the fight against unattended tropical diseases and non-transmissible diseases.





## /// Consumer Health:

The increase in the cost of medical care, demographic changes and the increase in consumer health awareness have made self-care more relevant and it is expected that there will be attractive growth in the long term in the consumer medical care market. The pandemic increased awareness even more in the importance of self-care, the use of nutritional supplement products and speeded up changes to the use of e-commerce.

Consumer Health is a leading supplier of OTC drugs, nutritional supplements, medicated skin care products and other self-care solutions for pain, cardiovascular risk prevention, dermatology, digestive health, allergies and coughs and colds. These products are usually sold in drugstores, pharmacies, supermarkets, online retailers and other large and small retailers.

We are continuing to digitalize all areas of our operations in marketing, sales, the supply chain and research and development to better interact with consumers, customers and healthcare professionals, while boosting productivity, flexibility and resilience.

We use a flexible innovation model and collaborate with our external suppliers to provide consumers the best innovative solutions for their daily health needs. Thanks to our procurement and alliance, we have obtained access to new business models and means to be able to provide personalized diagnoses and treatment solutions.

We are pursuing ambitious sustainability objectives and our goal for 2030 is to increase day-to-day access to health for 100 million people in disadvantaged communities.

We are achieving this goal by incorporating sustainability into all our operations, to be able to offer consumers better solutions, in particular for those whose first option is self-care, while reducing CO2 emissions and the general environmental footprint.







### ■■■ *Enabling Functions:*

Enabling functions, such as Public Affairs, Communications, Sustainability, HSE, Finance, Information Technology and Human Resources, function as skills centers and bring together commercial support and service processes for our divisions. Our Leaps by Bayer unit, which invests in disruptive innovation, is also part of our enabling functions.



## 1.3 Our values

Our corporate culture is based on our LIFE values that are firmly entrenched in the company and give us guidance in our day-to-day work.  
LIFE means: Leadership, Integrity, Flexibility, Efficiency, which are the cornerstone of everything we do.



## 1.4 Our region



**Sales**  
~ €782<sub>mio</sub>

**NPC Enabling Functions**  
42€<sub>mio</sub>

**Exports**  
~ €367<sub>mio</sub>

**Legal entities**  
17

## 1.5 Sustainability Strategy

An ever-increasing global population and an ever-greater burden on natural ecosystems are amongst the greatest challenges we are currently facing. This situation becomes even more complex because of the effects of the COVID-19 pandemic and the war in the Ukraine. Both crises have made it clear how important it is to protect health and guarantee food security around the world, and how these objectives are at risk.

As a world leader in health and nutrition, Bayer is in a position to do more than any other company to tackle global challenges through its business activities. With this objective in mind, Bayer is committed to achieving ambitious goals through its business activities and the effort of its team.



### *Sustainability is part of our corporate strategy*

We believe that sustainability is the core of our corporate responsibility and that it protects our growth in the future. Therefore, sustainability is an essential element of our corporate strategy, our day-to-day business, our corporate values and the way we do business. Sustainability is at the center of our corporate vision: "Health for All, Hunger for None".

The following strategic sustainability targets act as guide for all our divisions:

- Creating inclusive growth and added value for society and our investors.
- Reducing the ecological footprint.
- Adopting responsible business practices along our supply chain.







## Our contribution to Sustainable Development Goals

We align our own strategic sustainability goals with the global Sustainable Development Goals (SDG) of the United Nations, effective until 2030. The international community has not kept pace in achieving these objectives, which means that our contribution as a company to achieve them becomes ever more important.

We at Bayer are convinced that we can have a specific impact in this area, thanks to our portfolio, our global reach and our power of innovation. In this context, we consciously support the SDG in which there is an overwhelming need to take action and in which we may have the greatest impact through our business and its sustainability-focused transformation.



### SDG 1: No Poverty

As farming is often the only source of income in low and middle-income countries (LMIC), we help in the fight against poverty by our commitment to small farmers and support for women.



### SDG 2: Zero Hunger

Our products and services help the world agricultural sector to increase production and, therefore, feed an ever-increasing global population, while using fewer natural resources, which also benefits small farmers in low and middle-income countries.



### SDG 3: Good Health and Well-being

Our products have a direct impact on people's health: some prevent diseases and others treat them. This is the same around the world, but is particularly relevant in low and middle-income countries, where we strive to ensure that our products and services are accessible and affordable.



### SDG 5: Gender Equality

We are making every effort to achieve gender equality in our business and along our entire supply chain. We are supporting women around the world by providing modern contraceptive methods so that they may take their family planning decisions. We promote equal opportunities in the company.



### SDG 6: Clean Water and Sanitation

Our products and services help to reduce future consumption of water for farming. We are committed to protecting water sources, using them as economically as possible and reducing water pollution more and more.



### SDG 13: Climate action

We pursue a climate protection and decarbonization strategy in line with the objectives of the Paris Agreement. We promote resilient agriculture and low emission along our value chain that help to capture CO2 using new methods.



### SDG 15: Life On Land

We support sustainable agriculture by reducing the effect of crop protection products on the environment, which helps to protect our value chain and conserve biodiversity.



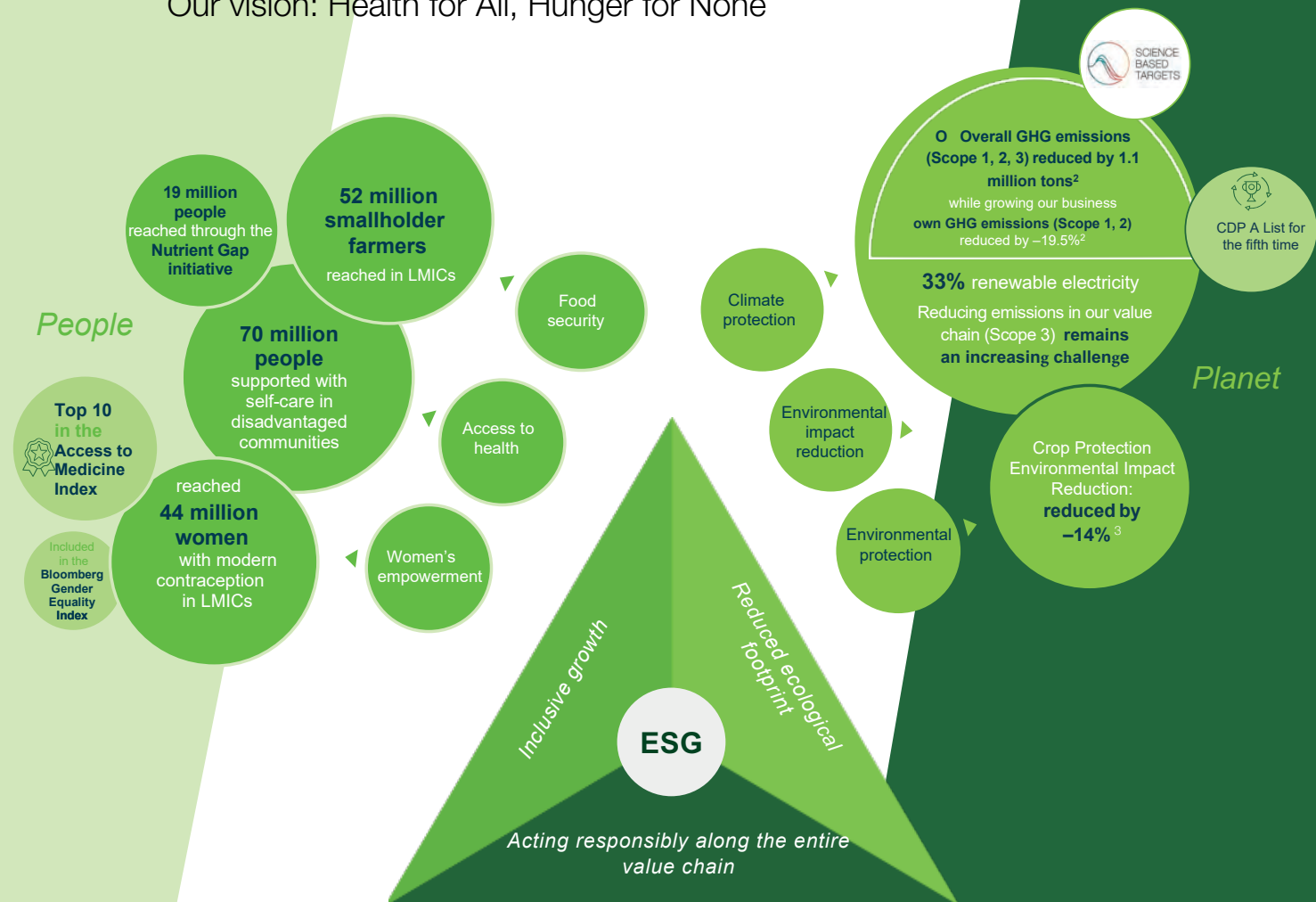
# Our major global achievements in 2022

Progress towards 2030

SDGs on which we have the greatest impact through our businesses



Our vision: Health for All, Hunger for None



Human Rights Officer role established  
Supplier Code of Conduct updated



Learn more about our achievements in the sustainability highlight report:  
<https://www.bayer.com/en/sustainability/sustainability-reports>

<sup>2</sup> since 2019  
<sup>3</sup> Performance tracking period 2017–2021 against the 2014–2018 baseline



# 1.6 Areas of approach:

## Added value for people and the environment

Bayer introduced an ambitious program in 2019 that brings together inclusive growth and reducing the ecological footprint, the aim of which is to establish responsible business practice along our entire value chain. We are highly committed to our responsibility to the environment and have incorporated this into our corporate governance.

### Inclusive growth

We at Bayer believe that inclusive growth means only achieving objectives at the cost of others. We want our products and services to create growth and well-being around the world, according to our “Health for All, Hunger for None” vision.

### Health

Millions of people still do not have access to basic medical care. As a leader in the pharmaceutical industry, we believe that it is our responsibility to increase access to medical care for a growing world population.

The products and solutions of our Pharmaceuticals and Consumer Health divisions reach people around the world, in line with the needs of populations of the LMIC, to make sure that our products and services are accessible and affordable.

At the same time, we are promoting innovation to provide greater access to medical care around the world with a view to improving people's health and well-being, thereby making a major contribution to achieving SDG 3, “Good Health and Well-being”.

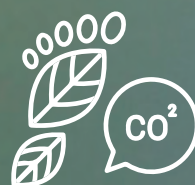
### Nutrition and agriculture

Hunger has increased in the whole world in recent decades, due to the effect of climate change and armed conflict, which have led to a scarcity of food. Our innovative products and services in the area of agriculture and nutrition help to feed the growing global population and fight famine.

This is how we are contributing to SDG 2, “Zero Hunger”, focusing on inclusive growth in low and middle-income countries. The approximately 550 million small farmers around the world play an important part in improving the food supply in these countries. As farming is often the only source of income for many people in these countries, our commitment to small farmers will help to achieve SDG 1, “No Poverty”.

### Reducing the ecological footprint

We want to reduce our ecological footprint along our entire value chain. Thanks to our solutions for more sustainable agriculture, we play a key role in protecting the environment and biodiversity, in accordance with SDG 15 “Life on Land”. We are making every effort to reduce the environmental impact that phytosanitary products have on farming and we back the use of innovative farming methods. We also want to help reduce the use of water sources in the future to thereby support SDG 6, “Clean Water and Sanitation”.



### Climate protection

In view of climate change and its devastating consequences for nutrition and human health, an ambitious decarbonization strategy is one approach to reduce the ecological footprint. To achieve this, we are seeking to introduce broad measures to support SDG 13, “Climate Action”. For example, we are cutting down on our own greenhouse gas emissions (Extent 1 and 2) and those along our value chain (Extent 3). Our reduction targets were confirmed by the Science Based Targets Initiative (SBTi). It is our wish to achieve zero net emission along our entire value chain by 2050.



### Climate resilience

We are also helping to increase the resilience of our customers in face of the effects of climate change. The approaches we are adopting in this area include transforming solutions the aim of which is to reduce emissions of greenhouse gas caused by farming, and help to capture CO<sub>2</sub>, thereby making farming an important facilitator in the battle against climate change.



### Responsible business practices

Responsible business practice along the value chain sets the values of our company and forms the basis of how we conduct our business, from our commitment to environmental protection to the effort we are making to achieve gender equality and respect for human rights.



### Gender equality

We promote inclusion and diversity (I&D) throughout the company, including “Gender equality” (SDG 5). We have had a major impact through our own business, particularly through our women's health and family planning products, or the specific support that we give small farmers in LMIC. We also promote equality through the company and it is our aim to achieve gender equality at all management levels by 2030.



### Respect for Human Rights

We updated our Human Rights Strategy in 2022 to take the risks and effects in this area into account. The strategy backs the accomplishment of our corporate vision and implementation of SDGs. Bayer is a founder-member of the United Nations World Pact and respects the United Nations Universal Declaration of Human Rights.







# 2. Corporate Governance

Bayer is committed to responsible corporate governance. By adhering to the law, protecting values and increasing our reputation, our aim is to ensure the long-term success of the company and foment a high level of confidence amongst all stakeholders, backed by greater integration of all aspects of sustainability in all our processes throughout the company.



## 2.1 Practices and Principles

Corporate governance practices that go beyond meeting legal requirements derive from our vision and common values and form the platform for a respectful working relationship between our employees and external partners.

Complying with corporate practices at each stage of the value chain is a crucial part of corporate governance. The main directives are summarized in the group's rules on compliance, human rights, equality and respect in the workplace, and in our Code of Conduct for Suppliers, and the Bayer Social Commitment Principles (BASE). Bayer has also set up compliance management and risk management systems.



## 2.2 Social Commitment Principles (BASE)

As a leading company in the agricultural and healthcare sectors, we take on a great responsibility.

To make sure that we meet current social expectations, we introduced the Bayer Social Commitment Principles (BASE) in 2019.

These principles lay down rules for the group, approved by the board of directors, now available publicly, including how we interact with everyone with whom we are involved, not just our employees, but also our patients, consumers, business partners, political, scientific and critical stakeholders and our shareholders.

This will enable us to meet our social responsibility as a transparent company that acts in a sustainable manner and is respected for its contribution to health and agriculture.

We want to listen, understand, take concerns seriously and establish a dialogue of respect, particularly when difficult or uncomfortable.



Our BASE principles are based on our “Science for a Better Life” purpose, our “Health for All, Hunger for None” vision and LIFE values.

These principles describe our actions in the following eight aspects:

1. Our commitment to society.
2. Our governing principles and basic values.
3. How to encourage innovation.
4. How we behave at work.
5. How we do business.
6. How we interact with our customers, patients and users of products.
7. How we interact with the media, legislators, the authorities and civil organizations.
8. How we interact with our shareholders.



## 2.3 Our main guidelines and set of basic values



- We contribute to ensuring the sustainable future of our planet for ourselves, flora and fauna. We use natural resources responsibly and restrict the impact we have on the environment.
- We defend sustainable development and undertake to do business economically, ecologically and in a socially responsible manner.
  - We contribute to the development of the world's less developed regions by increasing access to health and nutrition, in accordance with regulations, thereby improving and investing in education.
  - We support and respect human rights and use our sphere of influence to promote human rights in and outside the company.
  - We firmly believe that compliance protects our license to operate internationally and, therefore, we attach great importance to responsible business management.

## 2.4 Transparency

As our business includes sensitive aspects in the areas of health and nutrition, certain questions are asked with the wish to find out more about what we do. In this context, we are striving to increase confidence, so transparent conduct becomes essential. For example, we disclose information in several areas and adopt an open attitude regarding the safety of our products.



## 2.5 Compliance

Bayer conducts its business responsibly and in accordance with the legal and regulatory requirements of the countries in which it is present. Our understanding of compliance is the legally impeccable behavior of our employees while at work. At the end of the day, how each employee works and behaves may affect our public image. We do not tolerate any violation of applicable laws, codes of conduct or internal regulations. Compliance is essential for our long-term success.

### Bayer's

### Compliance management

Bayer is committed unreservedly to compliance and will not enter into any business transaction that violates any of the ten principles of our Corporate Compliance Policy approved by the board and applicable throughout the entire group.

These principles are:

- Competing fairly in all markets.
- Conducting ourselves with integrity in all our business dealings.
- Balancing economic growth with ecological and social responsibility.
- Observing all trade controls that govern our global business.
- Ensuring equal opportunities with regard to values.
- Keeping accurate books and records.
- Treating others fairly and with respect.
- Protecting and respecting intellectual property rights.
- Acting in the best interests of Bayer.
- Protecting personal data.



All our employees are required to observe compliance principles and immediately report any violation of the Corporate Compliance Policy, any transgression of which will be penalized. The upright and lawful behavior of management staff will be taken into account in their assessment.

### Dealing with actual and suspected compliance violations

All employees of the Bayer Group are required to report any suspected compliance violation. The way in which compliance-related incidents are handled are referred to in the group's Compliance Incident Management Regulations that establish functions and responsibilities and explains the procedure for dealing with actual and suspected compliance violations.

There is an ethics reporting line, the Compliance Hotline, for asking about compliance-related matters and reporting violations, managed on a regional basis. The reporting line keeps all reports as confidential and documents reports received.





## 2.6 Data privacy

Data are very important in today's world and their financial value is increasing.

Consequently, people are now more interested in their data being kept secure.

Bayer is committed to protecting the personal data of its stakeholders, including employees, business partners, shareholders, suppliers or customers. Meeting this commitment is an important business principle and a fundamental condition for the company's success.

As there are no binding international data privacy laws, legislation varies from country to country. To establish a standard for all the countries in which Bayer is present, an approach of the entire group is needed, because this is the only way to guarantee that personal data are protected properly, while facilitating efficient business processes at the same time.

The group's Data Privacy Regulations approved by the board establish the minimum requirements to be met when processing data throughout the entire group.

Bayer is committed to protecting people's privacy and preventing the unauthorized use of data. We are aware of the harm that may be caused by the unlawful processing of data, so we have introduced standards to reduce this risk.

The data privacy management system handles risk situations that may be relevant to the company's business. It covers the entire life cycle of data, as from when they are compiled until they are transferred, analyzed, stored and, finally, deleted. The main elements of the data privacy management system (keeping processing records, managing data leaks, handling enquiries made by people affected and risk mitigation) are obligatory.

Training, advice and system-based monitoring ensure that regulations are met. These measures are being introduced in the form of obligatory training for all new employees.

Training includes the basic issues of data privacy, principles, the life cycle for handing personal data and people's rights and conduct in the event of violation of data privacy.



## 2.7 Risk management

As a life sciences company, we are exposed to wide range of internal and external events that may have a considerable effect on us accomplishing our financial and non-financial goals.

Therefore, opportunity and risk management is an integral part of Bayer's corporate management procedures.

We see opportunities as positive deviations and risks as negative deviations from values or targets established for possible future developments. Our definition of risk is complemented with the possible negative effect that our business may have on the environment or socially, for example.

We have set up a holistic and integrated risk management system to ensure the ongoing existence of the group and the accomplishment of its targets, by identifying, evaluating and handling risks early. Our risk management system is aligned with international standards and principles, including ISO 31000 of the International Standardization Organization, and has been designed and introduced based on the group's binding standards.



## 2.8 Sustainability Standards

Our commitment to sustainability can be seen in several of our initiatives around the world. We have also taken on a number of corporate commitments that have led to establishing the following values, policies and principles:

| Adhering to standards  | Commitments taken on   |
|--|--|
| <ul style="list-style-type: none"><li>World Business Council for Sustainable Development (WBCSD)</li><li>The Responsible Care Initiative</li><li>The Together for Sustainability Initiative (TfS)</li><li>The Pharmaceutical Supply Chain Initiative (PSCI)</li><li>Global Reporting Initiative (GRI)</li><li>German Sustainability Code</li><li>The United Nations World Pact</li><li>The United Nations Sustainable Development Goals (SDG)</li><li>Working Standards of the International Labor Organization (ILO)</li><li>OECD Directives for Multi-national Companies</li></ul> | <ul style="list-style-type: none"><li>Bayer Corporate Sustainability Policy</li><li>Corporate Compliance Policy</li><li>Corporate Human Rights Policy</li><li>Corporate Responsible Marketing and Sales Policy</li><li>Corporate Water Policy</li><li>Corporate position on conservation of biodiversity</li><li>Corporate position on Sustainable Development Goals (SDG)</li><li>Corporate position on Global Product Strategy (GPS)</li><li>Corporate Supplier Conduct Code</li><li>Corporate Responsible Lobbying Code</li><li>Declaration on the Modern Slavery Law</li></ul> |





## 2.9 Sustainability Management

Sustainability is one of our strategic approaches that can be seen in the constant alignment of our business with positive contributions for both society and the environment. Functions and positions are clearly defined to guarantee effective sustainability throughout the organization. The chairman of the board of directors is responsible for sustainability in his position as Sustainability Director (CSO), backed by the entire board of directors.

An external sustainability advisory panel gives the board of directors constructive advice on all sustainability-related matters. The board of directors created the position of Human Rights Officer in October 2022, who will be in charge of risk management with regard to human rights in the future, reporting directly to the board of directors.

The supervisory board set up a separate environmental protection, social affairs and corporate governance committee at the beginning of 2022 (ESG Committee).

The ESG Committee supervises incorporation of sustainability into corporate strategy and corporate governance and advises the management of Bayer on this matter. It also monitors sustainability-related opportunities and risks, including possible consequences regarding the company's reputation.

The Public Affairs, Science, Sustainability and HSE officer advises the CSO and the board of directors on risks and opportunities, develops strategies, sets targets and drafts directives for sustainability management and to guarantee governance of all sustainability problems. Sustainability management is incorporated into current management and governance structures and the organization's central processes.

There is a Country Group Leadership Team for the PACA region that is responsible for sustainability of business, development of its people and the well-being of society





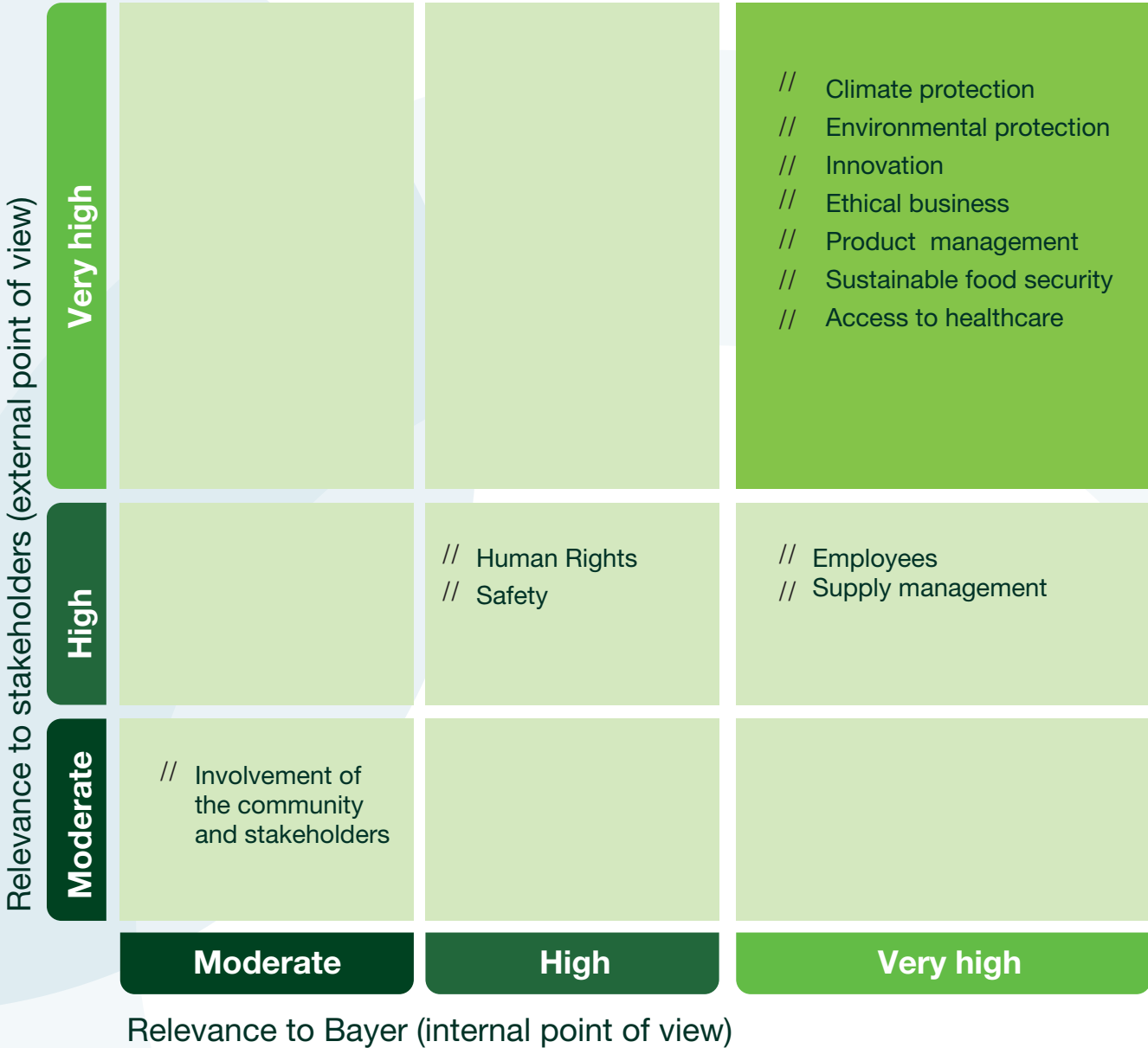
## 2.10 Materiality analysis

We establish the expectations and requirement of our stakeholders by carrying out a materiality analysis that includes a survey of management staff of the company’s divisions around the world and representatives of important stakeholders.

The results of this analysis reveal several important matters and recent developments, along with opportunities and risks in the area of sustainability, which helps us to evaluate them. The survey conducted with external stakeholders tells us how our performance in sustainability is perceived, which means that we can identify weaknesses and areas of improvement.

Furthermore, Bayer management complements the evaluation of relevant matters from an external point of view with an estimate of the impact that the company has on the environment, employees, and health in each particular area. Finally, areas prioritized on this basis are put to the board of directors for approval.

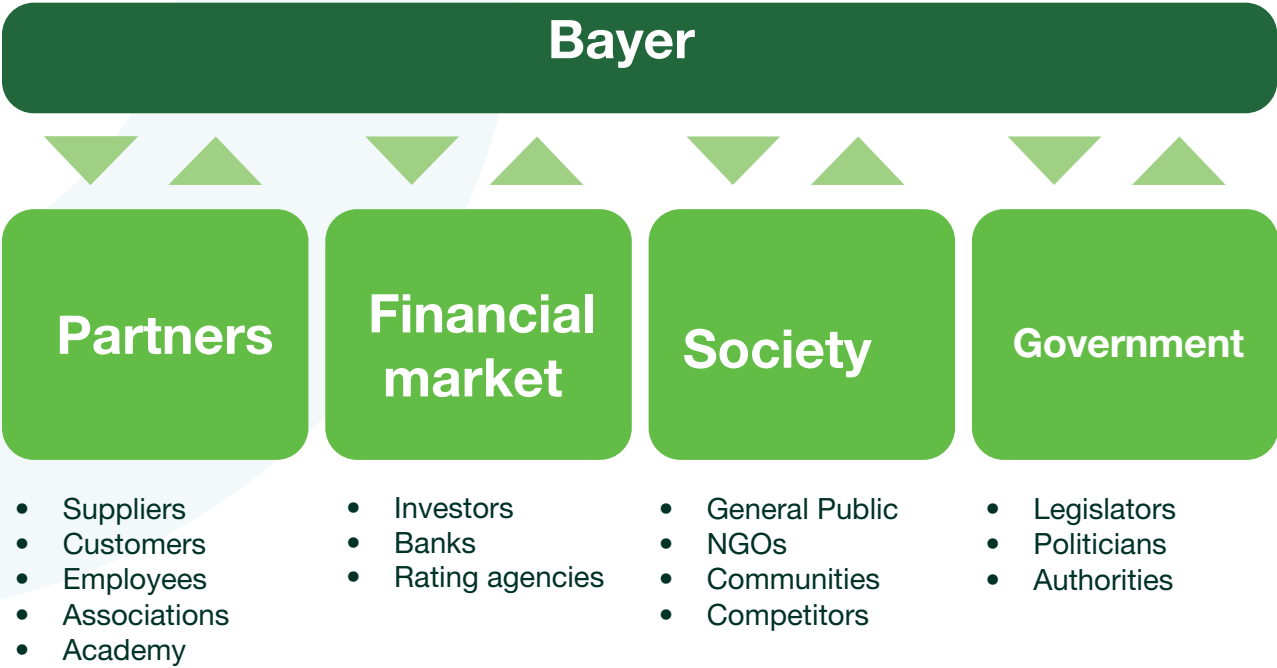
### Results of the materiality analysis



## 2.11 Stakeholders

As a company, Bayer is part of society and public life, so ongoing dialogue with our stakeholders is very important to us. At the end of the day, their expectations and points of view affect our public image and, therefore, our success as a business.

There are basically four groups of interest with which we discuss a variety of subjects.



### How we interact with our customers, patients and product consumers?

We conduct ourselves responsibly when interacting with our customers, patients and product consumers.

- When we create value, we share it with our customers and shareholders and provide a substantial benefit at a price based on value.
- We develop safe and high-quality products and provide support to ensure the safe use of our products, in close collaboration with everyone who uses our products and services.
- We research, develop, manufacture and supply products based on our quality management system.
- We review and improve the effectiveness, efficiency and quality of products on an ongoing basis to meet internal and external requirements, obligations and ethical standards.
- We provide information transparently on scientifically established risks and benefits and monitor the quality yield of products on the market.
- We use only responsible business practices.
- We respect the preferences of our patients and customers.
- We advise our customers and patients so that they may take informed decisions.
- It is our intention to increase access to our products in the areas of agriculture and medicine for the world’s poorest communities.





How we interact with the media, legislators, the authorities and civil associations?

We seek common ground with stakeholders with regard to public policy. We listen closely to the various points of view and establish a dialogue, which means that all commitments and contact are honest and open.

- We support responsible regulatory proposals that will improve transparency in our markets.
- As third parties funded by Bayer, we identify ourselves as such in all interactions as Bayer or backed by Bayer.
- We do not make any donations as a company to political parties, politicians or to any candidate to a public position, except for political contributions in the United States at state level.
- We interact with NGOs to learn and discuss areas we have in common.
- If Bayer employees former government officials, we respect their obligation to observe the confidently regulations and requirements by which they are bound. We do not hire former ministers or federal secretaries of state to discharge political functions (in other jurisdictions at the first two political levels) for two years. We do not hire active members of Parliament or legislators responsible for the service
- We respect the privacy of shareholders with whom we identify ourselves and interact.

- We publish our position on relevant political matters on the Bayer web site so that there may be a public debate on the basis of these points of view.
- As an active member of business associations, we encourage them to adopt a code of conduct for responsible lobbying.
- It is our aim to contribute to bipartite and multipartite initiatives and achieve a broader consensus by reaching all parties.
- We are open about what we spend on lobbying.



How we interact with shareholders?

We are well aware of our shareholders’ expectations of creating value in society the long term, while achieving business results in line with our promises. We are seeking an inclusive business approach in which we bring together financial objectives, social and environmental responsibility and balancing our objectives in the short and long term.

- We create sustainable value for our shareholders, untiringly seeking solutions to several of the world’s most pressing problems.
- We are open about the impact of our value chain.
- We provide capital markets correct and accurate information opportunely.
- We protect corporate assets.
- We conduct our risk management responsibly.
- We measure key non-financial indicators as strictly as financial indicators.
- We take financial and non-financial indicators into account when assessing performance and salaries.

2.12 Acknowledgements

|  |   |
|--|---|
| Good Companies for Women, Mamá Joven magazine  | #20 in Guatemala, #14 in Costa Rica and #10 in the Dominican Republic   |
| Merco Empresas 2022  | Ecuador: #4 in the pharmaceutical sector and #74 in the overall company ranking; Costa Rica #1 in the pharmaceutical and #36 in the overall company ranking; Colombia: #4 in the pharmaceutical sector and #84 in the overall company ranking; Peru: #3 in the pharmaceutical sector, |
| Merco ESG 2022   | Costa Rica: #3 in the pharmaceutical sector and #46 in the overall company ranking; Colombia: #4 in the pharmaceutical sector and #79 in the overall company ranking; Peru: #3 in the pharmaceutical sector.  |
| Merco Talent 2022  | Colombia: #4 in the pharmaceutical sector and #80 in the overall company ranking; Peru: #3 in the pharmaceutical sector.  |
| Authorized Economic Operator (AEO)   | AEO Importer and AEO Exporter in Colombia   |
| Companies with best corporate reputation in Central America and the Dominican Republic | #94 in Guatemala  |
| The 500 largest companies in Colombia  | #140 in Colombia  |
| Metro Ecuador Ranking  | 20 companies that contribute to sustainability in Ecuador   |
| TOP 100 business reputation in our countries Vida & Éxito magazine                     | #25 in Costa Rica and #58 in Panama   |
| TOP 100: Most reliable brands in Ecuador methodology used by ITRUST Consumer Brands    | #76 in ranking  |
| Top 100 companies with the best reputation in Ecuador, El Universo                     | #74 in ranking and #4 in the pharmaceutical sector  |



# 3. Our focus on Agriculture

Hunger was on the decrease not long ago. The global population increased by one billion between 2003 and 2013, whereas the number of people suffering from hunger dropped by 200 million. Nevertheless, the effect of climate change caused by extreme weather conditions, and the effect on markets and people caused by the pandemic and armed conflict in recent years have highlighted the vulnerability of the global food system, leaving communities exposed to hunger and food insecurity.

We take on the responsibility of helping farmers to increase the size of their harvests using less fewer resources. We invest considerably in new agricultural solutions and are committed to providing farmers solutions insofar that they use crucial tools for planting, growing and protecting their harvests.



Our innovative products and services in the areas of nutrition and agriculture help to better feed an ever-increasing global population and do away with hunger (SDG 2).



Our aim is to achieve inclusive growth in LMIC and as agriculture is often the only source of income for many people, we also help to fight poverty by our commitment to small farmers (SDG 1).





# 3.1 Extent



## AgroVida

This program promotes the safe and responsible use of crop protection products.

We train farmers, seed treatment professionals, distributors and other users on how to use our products effectively and safely to keep plants healthy and, consequently, increase the yield and quality of their harvests.

Our aim is to broaden our range of training courses on an ongoing basis, partly by making more general use of digital media in the future. Our training courses include the safe handling of our products during use, transport, storage and disposal, the correct use of protective clothing and first-aid measures in the event of an emergency.

We concentrate our training courses in countries where they are no legal requirements for certifying farmers in the safe use of phytosanitary products

We trained 42,425 people in PACA in 2022.

| AgroVida           | No. of people trained |
|--------------------|-----------------------|
| Colombia           | 13165                 |
| Costa Rica         | 1932                  |
| Cuba               | 721                   |
| Ecuador            | 7899                  |
| El Salvador        | 369                   |
| Guatemala          | 3726                  |
| Honduras           | 2769                  |
| Nicaragua          | 386                   |
| Panamá             | 768                   |
| Peru               | 5008                  |
| Dominican Republic | 2483                  |
| Venezuela          | 3199                  |
| Total PACA         | 42.425                |



## BayG.A.P.

The aim of the Good Agricultural Practices Program is to train, advise and support farmers when adopting good agricultural practices, to ensure food security and so that their products may be examined.

The program empowers small farmers and connects them to new market access points and, therefore, they have new opportunities for earning income, helping them to compete in local and international markets.

BayG.A.P. provides sponsorship to cover the entire cost of training so as to complete the certification process. Training is now available on the radio, WhatsApp and on line.

For further information: [BayG.A.P.](#) | [Bayer Global](#)



## CuidAgro

Promotes good agricultural practices by providing training in the use of personal safety equipment (PSE) and the responsible use of phytosanitary products in Latin America. In collaboration with our CropLife LATAM partners, we concentrate on educating and training farmers, providing leaflets and digital media to demonstrate the principles of good agricultural practices. We establish relationships with local stakeholders to guarantee the quality and availability of PSE. We trained more than 226.000 people in 2022 in the responsible use of pesticides.

For further information: [CuidAgro - CropLife Latin America](#)





# Cultivating better lives



This program for small farmers in Mexico and Honduras consists of installing small stores or kiosks that sell the innovative agricultural products of Bayer and its partners in remote rural areas to which there is little access and transport.

The program encourages “local partners” or “community entrepreneurs” to find out about the needs of our farmers, 80% of whom are women, who allow us to help them start up their business and bring our agricultural solutions closer to those who really need them.

In some regions, it takes more than three hours to transport products to their destination and farmers do not always have the means to get them for themselves. By opening just one store, we will have an impact within a radius of 40 km in areas in which these products were not previously available, thereby contributing to the development of local communities.

Bayer, Yara, Netafim and Corporación Financiera Internacional are just some of the promoters that provide seed capital and services to make the dreams of entrepreneurs come true. In addition to adjusting our seed and pest and weed control products portfolio, among others, which belong to participating companies, and Bayer offers solutions and assistance in line with consumer and of production needs in the areas chosen.

It is expected that the program has a direct effect on around 120.000 coffee-producing families in Honduras as part of a rotation process with a short corn cultivation cycle, in which Bayer is a world leader, which will help families to maintain their income and give them new opportunities to renew coffee plants that have become unproductive because they are more than twelve years old.

A Honduran family consumes an average of 1.5 tons of corn a year, but production of this conventional native crop is just three tons per hectare (ton/ha) and transport costs are high. With the conviction of being able to meet the needs of families involved, the project target is to produce 25.000 hectares of corn with an average yield of 7 ton/ha.

Another aim of the program is to increase crop production in areas never before used, by offering seeds and seedlings of our Seminis range.





## Dekalb en Rosa (Dekalb in Pink)

Bayer supports food security and growing of corn in the region with our DEKALB quality line of seeds.

Our Crop Science Division benefited more than 500 farmers, their families and neighboring communities in 2022 by aligning the health and self-care program of our Community Health Division and the support of outside specialists.

Thanks to the support of our distributor in Honduras, TECUN Honduras, and external experts, we are conducting breast cancer prevention programs for 366 women corn growers, and in our distribution network, creating awareness and providing early diagnoses of the disease. We held two events to make people more aware of the need to take preventive action.

With the backing of our distributors, we are supporting the women employees of a well-known company that produces jalapeño chili, who develop crop rotation programs with corn. Our program was aimed at 150 women employees to encourage diagnosis and ongoing healthcare.

We are providing a family nutrition training program in Peru for 62 farmers and their families in the Chimbote-La Rinconada region, who farm small areas of less than 1.5 hectares.

## Food Chain Partnership (FCP)

This innovative platform establishes alliances and tackles the challenges faced along the entire food chain, in collaboration with partners who share our sustainability vision.

Bayer is currently working in 44 countries (including Colombia, Costa Rica, the Dominican Republic, Guatemala and Peru) with a food chain team and together we have introduced more than 500 FCP initiatives around the world, 120 of which involve around 80.000 small farmers.

Our FCP partners include the Inter-American Agriculture Cooperation Institute (IICA), Global G.A.P, Solidaridad, Unilever, PEPSICO, Greenyard Foods, Dole and local government.

We performed the “Corn Production and Food Security” project in 2022 with Fyffes, a company that produces fresh fruit and other products, and its subsidiary, the SOL Group, to create economic opportunities for seasonal workers in Honduras during the summer months.

This is how we provide farming communities access to hybrid seeds, train them in good agricultural practices, give them advice on agriculture and crop protection products, including solutions to improve plant resilience and provide innovative pulverization technology, such as drones, resulting in the production of 4.500 quintals of corn, benefitting the local community.



## Global Alliance Against TR4

Bayer is a member of the Global Alliance Against TR4 in Colombia, Costa Rica, Ecuador and Peru, an initiative of several stakeholders interested in tackling the TR4 fungal disease that threatens the world banana sector.

The coalition brings together 25 institutions, with representatives from the private and academic sectors, civil associations, government departments and international organizations, such as the IICA, the alliance's secretary.

The aim of this initiative is to improve the new variety of TR4-resistnat banana, together with educating producers and introducing further innovations in phytosanitary, biological and chemical products.

[Global Alliance | Inter-American Institute for Cooperation on Agriculture \(iica.int\)](https://iica.int)





## Más+ Programme

The MÁS+ programme, based on dynamic alliances with producers and exporters and the use of state-of-the-art climate technology, consists of an integrated program approach that includes a technical assistance package for all-year-round crop production and development of local skills with links to new local and export markets.

The MÁS+ programme has benefited more than 2.700 people through the direct of support given to 715 small farmers representing thirty production associations, creating vital links with new markets, with a view to increasing income, productivity and resilience of farmers to climate change

Thanks to the support of Bayer AG in the form of a first donation at the end of 2021, the Mercy Corps NGO extended its current MÁS program to 21 months, now known as “MÁS+”, in the Western plateau and Verapaces in Guatemala, in particular in the provinces of Baja and Alta Verapaz, Huehuetenango, Sacatepéquez, Sololá and San Marcos.

The support given to small farmers under the MÁS+ programme includes:

- Access to markets by local and global GAP export certification and increasing the ability of farmer associations to manage production around the year to the benefit of its members.
- Financial assistance in the form of savings schemes and loans for women, to increase community involvement and entrepreneurial spirit of women, while increasing resources to improve food security in the home.
- Technical know-how and farming techniques, planning, use of material and marketing products for local and export markets in the USA and Europe.
- Access to short-term forecasts for micro-regions around Guatemala, so that farmers may better adapt to a changing climate.

[MÁS Programme en YouTube](#)

# MÁS+ Programme







## The Agricultural Transformation Program with small corn farmers

Using science, technology and innovation, the aim of the Bayer small farmers program in Guatemala is to introduce 100.000 small corn farmers in the plateau region to modern agricultural methods by 2025, with packages of material according to their needs and providing technical assistance in the 22 dialects spoken in the region.

The number of producers registered in the program by 2022 was 10.000 with 750 hectares sown, and their crop yield doubled, thereby increasing the income of farmers and their families.

The program shows that small farmers may use innovative tools and that they are ready to use them to improve their quality of life and food, because farmers who are part of the program mainly use their harvest for themselves to make tortillas, part of their basic diet.

### Se Puede (Yes You Can)

As part of the Entrepreneurship and Innovation Alliance, Bayer is supporting the “Se Puede” program that creates new business opportunities in rural areas, thereby expanding business by directly connecting farmers to buyers, without going through intermediaries.

It is aimed at small and medium producers of fruit, vegetables and spices in Ecuador, and includes three main themes: free digital training, access to funding and connection with markets. Its purpose is to support 400 small farmers, mainly housewives, develop the business skills, of 10.000 young people and increase the awareness of 400 thousand people.

“Se Puede” has a free training platform at [www.sepuede.com.ec](http://www.sepuede.com.ec) available to all entrepreneurial farmers around the country. The platform issued more than 50.000 training certificates in 2022.

A pilot program for sowing Etere tomatoes in several provinces also got underway. There are more than twenty producers, both small and medium, who were given tomato seeds.



Employees at our Crop Science factory in Barranquilla conducted a learning exercise to encourage the sowing of orchards, to better understand how difficult it is to produce food in tropical regions, such as the Atlantic coast of Colombia.

They are currently harvesting their first crops of tomatoes, cucumbers, watermelons, peppers, garlic, etc., and also deliver seedlings, educate families and teach them about sustainable and modern farming methods.

Many of these seeds were not only not planted by them, but also by visitors throughout the year who left their environmental footprint, colleagues of other parties in Colombia, even in other regions, neighboring communities, customers and other people.

### Youth Ag Summit (YAS)

The Youth AG Summit brings talented young people between 18 and 25 from around the world together every two years, with the purpose of providing solutions and answers to society's most demanding questions : How to feed a hungry planet as sustainably as possible?

Johan Sebastian Chavez Mosquera, a Colombian teenager, was last year chosen as one of the twelve finalists for the Thrive for Change prize, given at the end of the 2021/22 YAS Summit.

The Colombian competitor presented his BeFly project, developed with other local young people, in which the black soldier fly was used as fodder option for production animals such as chickens, pigs and fish.

Although he did not win, Johan thanked Bayer for having made his participation possible and for giving young people around the world who share the common goal of reducing world hunger, with different ideas and projects, opportunities, recognition and support.

**Further information** <https://www.bayer.com/en/agriculture/youth-ag-summit>





# 4. Our focus on Healthcare

Our Pharmaceuticals and Consumer Health divisions ensure that our products and services reach the regional community to help prevent and treat diseases.

We align ourselves according to the needs of the population of LMIC and ensure that our products and services are both accessible and affordable. This is how we systematically move forward in innovation and strengthen the resilience of our production and supply chains. This is how we contribute to improving people's health and well-being (SDG 3).







## 4.1 Access to health and self-care

Our aim is to increase access to self-care drugs for 100 million people in the poorer communities by 2030. That is why we are striving to ensure that our products are available where our consumers need them, so that more people may have a better quality of life.

### 4.1.1 Extent:

#### A calzón quitado (Frankly speaking)

“A calzón quitado” is a phrase we use when referring to direct, frank and open dialogue and is what we call our digital communication strategy developed to make women aware of their personal hygiene and encourage them to talk about it.

This is still a taboo subject in many countries in Central America and the Caribbean, and women feel inhibited from asking and finding out about and seeking medical solutions to their intimate personal health problems.



“Cuidarte nos late” (We want you to Look After Yourself) is an educational-informative campaign the aim of which is to make people aware of the importance of good habits to prevent cardiovascular disease.

The campaign is aimed at those people who go out to work every day and come home tired after a long day, leaving them little time to take care of themselves.

People easily may consult the web site [www.cuidarnoslate.com](http://www.cuidarnoslate.com) from their telephone without using data, where they can find out about how to take care of themselves and remain healthy. Family and friends may also help their loved ones by telling them about how they can improve their habits.

The web site contains tips on exercises, healthy eating habits based on simple recipes and advice on cardiovascular health, and a cardiovascular risk assessment test, along with other useful information.





## Individual packaging

Knowing that low-income consumers in the countries in which we are present only buy OTC drugs when they need them and that they usually take a single dose only, has motivated us to develop an innovative product format to make them accessible to those who need them.

The Consumer Health team in Central America and the Caribbean has developed an individual packaging format for several of its products, in line with the cornerstones of sustainability, to provide consumers access to our drugs.

This is how we make single-dose drugs available, in packages that include a QR that contains regulatory information on the product, taking advantage of the high penetration of smart phones in the region.

## Working mothers

In line with our strategy of being present wherever our consumers buy our products, the Consumer Health Division in Andean countries has incorporated the health and well-being portfolio (OTC drugs) into the direct sales or catalogue sales outlet since 2019. More than 240.000 working mothers have earned income in this way to improve their quality of life and that of their families.

This distribution outlet makes it easier to have access to our products, because not only are we offering solutions for people's health and well-being, but also making a contribution to improve the quality of life of working mothers, breaking down traditional industry barriers, helping to increase the income of working mothers in rural areas, thereby contributing to strengthening our country's social fabric.



## Juggling Mothers

A podcast aimed at women who are or are thinking of becoming pregnant.

It tells women all about situations they may face while pregnant and as mothers.

Each episode of the podcast looks at a variety of subjects discussed by special guests, in an innovative format relevant to women.

[Mamá Malabarista | Podcast on Spotify](#)



## Mujer 360 (Women 360)



This program, designed for women and their families, brings together initiatives of Bayer in the areas of health and nutrition.

The aim of the Mujer 360 program is to provide women access to health and inform and educate women on vaginal infections caused by yeast, their causes and main symptoms, subjects about which many women are still afraid to talk or ask about.

Bayer provides and pays for a mobile clinic and professional staff who holds discussions with community leaders.

This helps to break down distance barriers and we use digital facilities to send geolocalized SMS messages to women in the language of the communities that our mobile clinic visits.

The Mujer 360 program began in Guatemala in 2019 and was extended to Honduras in 2021 and Nicaragua in 2022, the third Central American country to benefit from this initiative. Our allies include APROFAM in Guatemala; ASHONPLAFA in Honduras and ANFAM/IXCHEN in Nicaragua, which provide wide-ranging health services for people's well-being, and logistics and on-site medical care.

### Community impact

# 1.

#### Access to women's health:

Giving free advice and gynecological consultations to women in poor rural areas to reduce the effect of vaginal infection: 4.892 women attended to.

# 2.

#### Creating sustainable income solutions:

Promoting and improving entrepreneurship amongst health promoters to provide income for fifty working mothers.

# 3.

#### Giving training to improve the technical skills of health promoters:

Improving technical quality when voluntary promoters give advice on family planning. 1,010 health promoters trained.





## Sponsoring women's soccer

It is Bayer's aim to empower women in various areas, so it has been sponsoring women's first-division soccer teams in Central America since 2019: Deportivo Saprissa in Costa Rica; FAS de Santa Ana in El Salvador; Club Deportivo Olimpia Femenino in Honduras; Tauro F.C. Femenino in Panama and, since 2022, the UNIFUT league in Guatemala.

We have also sponsored women's tournaments organized by the Central American Federation (UNCAF), were the National Promotor of the FIFA Under-20 Women's World Cup and organized a series of events to celebrate 100 years of Bayer in Mexico, including inviting ten players from the five clubs we sponsor in Central America to meet and socialize with representative of Bayer Leverkusen.

## Our purpose

- To guarantee a healthy way of living.
- To promote well-being for people of all ages.
- To achieve gender equality.
- To empower women and girls.
- To promote inclusive and sustainable economic growth, employment and jobs for all.

## 4.2. Access to modern contraception:

### 4.2.1. Advances in Family Planning

Empowering women, helping them in family planning and self-determination is an important part of Bayer's sustainability commitments. Bayer announced its target of providing 100 million women in LMIC access to modern contraceptive methods by 2030, at the 2019 International Population and Development Conference, as part of its contribution to the United Nations' Sustainable Development Goals.

We are currently building a pharmaceutical factory in Costa Rica, using state-of-the-art technology, which will manufacture long-acting reversible contraceptives (LARC), with an investment of 200 million dollars (170 million euros).

### 4.2.2 Extent

#### Bayer Conmigo (Bayer with me)

A program aimed at increasing access to and use of prescribed oral contraceptives and treatment. Patients may ask healthcare professionals about the program and at drugstores.

<https://www.baconmigo.com/>



## Employment education

Educating teenage mothers on social risk for future employment opportunities and giving workshops on the importance of family planning, to help in their social and economic development.

20

teenage mothers certified for future employment opportunities

65

teenage mothers attended family planning workshops.

## Patient Support and Disease Handling Program

Includes free services for Bayer therapy patients, promoting education, awareness and self-care during treatment.

## Tu salud sexual al alcance (Your sexual health within reach)

Our mobile medical unit provides sexual and reproductive health services, personalized care and contraceptive methods in Colombian communities to which there is little access, so that they may take informed decisions about their sexuality and life projects



+264 teams  
+5.725 people benefited  
+20.000 services provided

## Yo planeo mi futuro (Planning my future)

Telling more than 5.000 women about contraceptive methods available.







## 4.3. Community commitment

### Access to vitamins and drugs in Honduras

Bayer launched its Nutritional Gap initiative in 2021, the aim of which is to increase access to vitamins and minerals in poor communities, to help in the fight against malnutrition.

The initiative encompasses the sustainability commitment of our Consumer Health division, so as to provide 100 million people in poor communities access to health services by 2030.

The initiative included a donation of vitamins, drugs for nasal congestion caused by allergies, and drugs for coughs, costing approximately US\$185.000, for people in the poorer communities of Honduras.

The donation was made through the NGO Health Partners International of Canada (HPIC) and Bayer Canada, with the assistance of the HOPE International Development Agency.

### Forklift Driving Course

We provided a forklift driving course in Barranquilla, Colombia, in collaboration with the SENA (National Education Service), to meet local needs, including both theory and practice, and have certified 28 drivers in our communities.

### Hackathon Desafío Cañas

The voices of 23 youngsters in the district of Cañas, Costa Rica, were enjoyed in a day of innovation and creativity as part of the Hackathon Desafío, an event organized by the local authority (Municipality of Cañas).

Six teams representing various groups and organizations took part at the event, creating ideas to meet three challenges: mental health, sexual and reproductive health and employability.

The winning project consisted of creating a web site with information on employment, local companies, academia, etc., and advice and opportunities for entrepreneurs.

[Hackathon Desafío Cañas](#)



## Juntas al Bachi

This is an initiative of Fundación Tejedores de Sueños (the Weaver of Dreams Foundation), Cecropia Solutions and TCU 089 of the Faculty of Education of the Universidad de Costa Rica, and includes flexible educational tools for mothers of poor families who find it difficult to finish middle school.

We are joining this initiative with the conviction that education forms the basis of the social and economic development of our communities and improves inclusion and employability in our society.

More than 8.000 mothers have registered.

[Listen to the testimony of Marvellys Álvarez, one of the students benefitted](#)

## Women in Science

With a view to establishing a dialogue and a professional link between women engineers of the future and our company, we invited more than 150 students studying chemical engineering, electrical engineering, mechatronics and pure chemistry to our crop protection factory in Amatitlan, Guatemala.

During their visit, the students learned about what we do to support modern and sustainable farming and small farmers throughout Central America, by providing innovative crop protection products according to their needs.

They also learned about our internal initiatives and the initiatives we have taken with our local communities, including attracting talented women by broadening our job profiles and establishing an open relationship with local universities. The aim of this strategy is to promote gender equality and attract talented women in the area of agriculture, a sector traditionally dominated by men.







# For a better future

*In the face of child  
malnutrition*





The **1.000 day** window is one of the most commonly-used terms when talking about decisive in the later cognitive, physical and emotional development of children.

Nevertheless, around 45% of deaths of children under the age of five have to do with malnutrition. Most of these deaths occur in low and middle income countries [\(WHO\)](#)

Guatemala is the Latin American country most affected by child malnutrition according to the United Nations Infancy Fund (UNICEF). Around 49.8% of children under the age of five suffer from chronic malnutrition, one of the main structural problems that Guatemala currently faces, conditioned by the extreme poverty in which 79% of children live.

Because of this problem, we set up the “**For a better future**” project with the aim of attending to **200 mother-child pairs** (in gestation, infants or under 18 months), including **400 children** under the age of five at risk of malnutrition and 1.000 people cohabiting with them, to tell them about the best farming practices, safe use of water, hygiene and eating habits.

In collaboration with United Way Guatemala, the project is being conducted with the National Grand Nutrition Crusade, a strategy in which particular emphasis is placed on “**The One Thousand Day Window**”.

The “For a Better Future” project has had a positive effect on 200 families in the municipality of San Juan Chamelco, Alta Verapaz Province.

The project includes specific action to achieve **Sustainable Development Goals #1, #2, #3, #5, #6 and #17**. The aim is to create an exemplary social intervention model, headed by the private sector, which will be replicable, sustainable and scalable in other communities that face similar food insecurity and nutritional problems.

# Achievements



- Prioritizing selected families in eight communities.



- A diagnosis, including a nutritional assessment of children and the current condition of mothers.



- Immediate delivery of food supplements and fortified foods.



- Educating families in “The practices wheel for a better of living”, a methodology introduced by the Department of Public Health and Social Welfare of Guatemala.



- A comparison of the baseline results of the project in seven communities in the municipality of San Juan Chamelco with the results of the 2014-2015 National Mother-Child Health Survey (WHO) conducted in the Alta Verapaz Province. The baseline showed 56.5% of chronic malnutrition and the survey 51.9%. Two cases of acute malnutrition were detected, referred immediately to the health authorities.



- Installing 200 home orchards, sustainable areas for producing healthy food at a low cost, to complement the nutrition of benefitting families. Bayer's volunteer team was involved in this project

For further information: <https://www.youtube.com/watch?v=IKLdIWRBkXk&feature=youtu.be>





## Solidarity Footprints #Volunteer Program

Forty-two Bayer employees in Guatemala worked as volunteers in building eight of the 200 home orchards, sustainable areas for producing health food at a low cost, to complement the nutrition of benefitting families.



### Promoting values through sport

As part of our commitment to the “Health for All, Hunger for None” vision, we are promoting quality education in our neighboring communities, which is why we have joined forces with our colleagues at our phytosanitary product factory in Barranquilla to promote value through sport with 200 children at the Colegio Primero de Mayo school.

The aim of this project is to strengthen and promote values to improve the standard of living, by healthy interaction between children, adolescents and other members of local communities.

Sport is one of the best ways of educating and developing values and an excellent resource in promoting health and well-being, applying good physical and mental habits.

# 5. Supply Chain

## 5.1 Conducting our business

Our products and services can contribute to global changes. With this in mind, it is our wish to collaborate with our business partners along the value chain and take responsibility for this.

Our aim is to help society in general to achieve prosperity by associating and doing business with us.

- We compete fairly in all markets, act with integrity, observe all applicable laws and adhere to anti-monopoly regulations.
- Our business decisions are not affected by conflicts of interest and we observe all laws that apply to business conduct.
- We take appropriate measures to prevent money laundering.
- We are zero tolerant to bribery and corruption.
- We ensure that all regulations regarding gifts are adhered to strictly.
- We place emphasis on data protection.
- We protect privacy of information and personal data.
- We protect our confidential information and that of third parties.
- We restrict privileged information and do not tolerate the trading of privileged information.
- We expect our suppliers to conduct their business with Bayer according to our Code of Conduct for Suppliers, which lays down important ethical, social and economic standards.
- We adhere to the standards set by industry associations and aspire to taking a leading role in developing standards.





## 5.2. Responsible Products

Our main objective at Bayer is the safety of our patients, which is why we maintain an open dialogue with our customers and take preventive measures with regard to quality to monitor our products' safety profile.

### Pharmacovigilance system

We monitor the safety and quality of our products for human use on an ongoing basis to guarantee the safety and well-being of our patients and consumers.

We conduct our business within a framework of safety and quality management, regulated by international and local laws and our internal regulations, thereby ensuring that adverse events are reported correctly and that measures are taken to reduce risks, if necessary.

### How we manage pharmacovigilance?

We manage pharmacovigilance as follows:

- By promptly reporting of adverse events over our channels of communication (Call Center, web page, social networks, contact with healthcare professionals, patient support programs, scientific events in collaboration with local and international medical associations, etc.).
- Training employees in pharmacovigilance to meet internal regulations and local laws.

## 5.3. Quality Management

The Quality Assurance department supports the Pharmaceutical and Consumer divisions, ethical products and OTC drugs, respectively [sic]. As they are responsible for developing the local quality management system, their functions include the company's business transactions and logistics operations, dealing with claims, introducing and following through procedures to guarantee that local quality requirements are met and global quality directives.

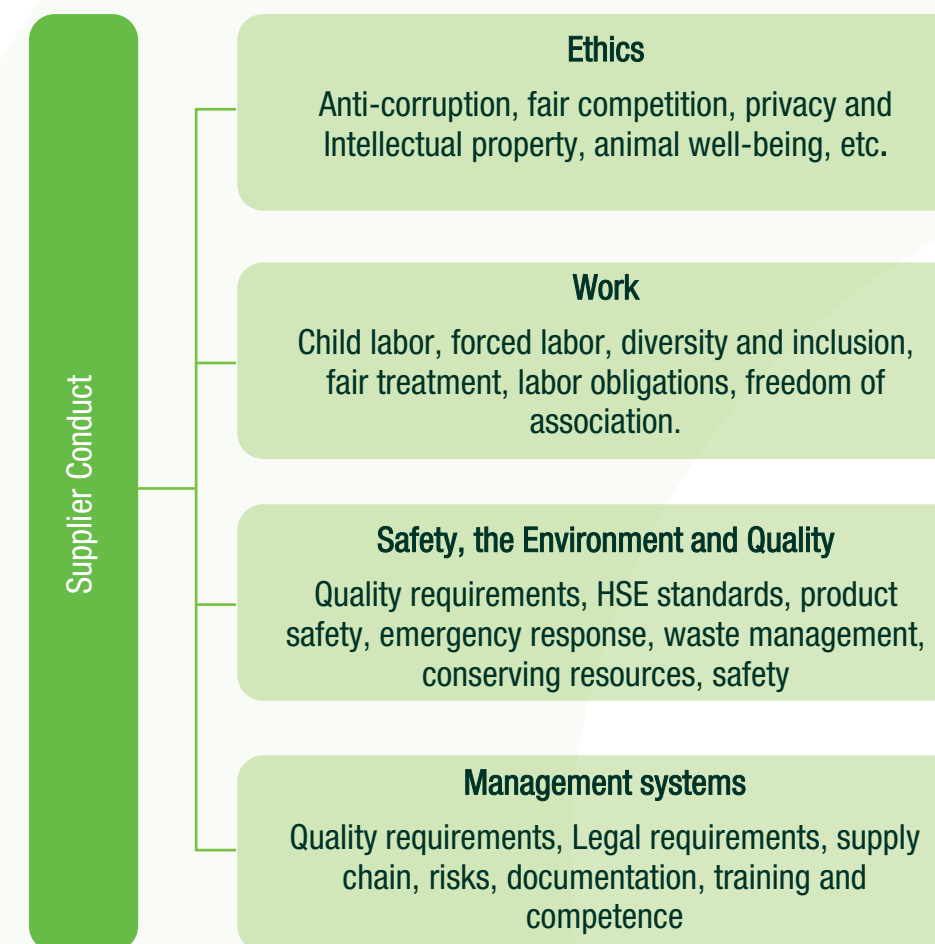
## 5.4. Purchasing

As a global company, Bayer procures services and products from around the world, so we align our purchase and supplier management processes with ambitious ethical, social and environmental principles. We expect that our suppliers also observe these principles and we will help them to do so. We will use this approach to improve the sustainability of our supply chain.

Our Global Purchasing Policy establishes the entire purchase process and is complemented with the Corporate Supplier Code of Conduct that establishes sustainable guidelines for suppliers, so that they may be assessed.



The sustainability criteria established and assessed in the Corporate Supplier Code of Conduct are as follows:



As part of the guidelines of our Supplier Code of Conduct, we ensure that the companies that provide us contract assembly, transport, warehousing and distribution services for our products meet health, safety and environmental protection requirements.

We audited 70% of the processes of our suppliers in the PACA region in 2022 in accordance with the Code of Conduct for Suppliers.



# 6. Our focus on employees

Bayer's success is essentially based on the know-how, leadership and commitment of our employees. We focus on our corporate values (LIFE values) and on establishing a dialogue-oriented corporate culture based on confidence and respect for diversity, and equal opportunities.

We offer our employees attractive conditions and broad personal development opportunities.

Our aim is to create a culture based on fairness and respect. As established in the Bayer Human

Rights Policy de Bayer, we are committed to respect for the human rights of our employees and, therefore, we believe that fair and equal treatment is the basic principle of our working environment.

This includes observing the standards of conduct of the entire group and protecting employees against discrimination, harassment and reprisals. These standards are laid down in our Group Regulations on Equality and Respect in the Workplace, approved by the board of directors.

## 6.1 About our employees

K Y Ya d'cmYcd'Y'j'b'a cfY'h'Ub'Z'WYb'  
V'bi b'f'Yg'j'b'ci f'fY'j'cb''Ci f'Ya d'cmYg'UfY'  
dfci X'fYZW'j'cb'cZ'h'Y'gcV'Y'm'j'b'k' \j'W'k'Y'  
'j'Y'UbX'XYa cbg'f'UfY'h'Y'U'f'j'Y'cZ'X'j'Y'f'g'Y'h'j'b'j'b'  
h'c'f'c'j'j'Y'h'Y'W'g'h'g'c'i'f'j'cb'g'Z'f'h'Y'W'b'Y'j'h'c'Z'U''

K Y UfY'j'b'g'Y'U'W'cZ'h'Y'f'Y'U'Y'g'h'U'Y'br'z'  
j'f'Y'g'p'Y'W'j'Y'cZ'f'U'W'Z'V'c'f'Z'Y'j'j'j'cb'z'g'Y'Z'U'Y'Z'  
b'U'j'cb'U'j'h'z'X'j'g'U'j'j'h'z'Y'Y'f'U'b'g'h'U'g'Z'Y'b'X'Y'f'  
Y'f'Y'g'g'j'cb'U'b'X'g'Y'i'U'f'Y'Z'Y'f'Y'b'W''

6'U'Y'f'V'W'U'Y'g'U'b'j'b'W'g'j'Y'Y'bj'j'f'c'ba'Y'bh'j'b'k' \j'W'  
Ya d'cmYg'cZ'V'ch'g'Y'Y'g'Z'c'Z'U'b'm'Y'h'b'j'W'c'f'j'j'j'b'U'b'X'  
'U'U'j'j'Y'g'U'b'X'f'Y'Z'Y'f'Y'b'W'g'U'f'Y'a'U'X'Y'h'c'Z'Y'U'h'  
'\ca'Y'U'b'X'W'd'U'Y'c'Z'a'U'j'b'j'U'W'bh'j'Y'f'j'cb''

## 6.2 Equality, inclusion and diversity

Mutual understanding and a corporate culture that makes the most of its talented employees, with diverse experiences and outlooks, are important factors in the success of the Bayer Group and society as a whole.

We are striving to create a working environment in which all employees feel welcome and in which they can perform to the maximum. We want to continue recruiting and encouraging employees who have critical skills and qualifications, while focusing on inclusion and diversity.

### Details of our employees



**2500**  
employees

**52%** Men  
**48%** Women

**+15**  
nationalities



**3%** Boomers  
**36%** Generation X  
**52%** Millennials  
**8%** Generation Z

Bayer promotes a culture of inclusion and diversity to encourage innovative solutions. We adopt and encourage the unique identity of our employees and believe that human capital is one of our most valuable assets.

The collective sum of individual differences, life experiences, know-how, innovation, self-expression, unique skills and talent that our employees call upon is not just an important part of our culture and reputation, but also our success.





Inclusion and diversity play an important part in the satisfaction of our customers and anticipating their needs and in accomplishing our “Health for All, Hunger for None” vision. We need a broad business perspective and the flexibility to in order to work with a variety of people, wherever we do business, to maintain our business and make it grow in all parts of the world.

There are three global employee resource groups in which a culture of inclusion and diversity is promoted: GROW, ENABLE and BLEND.

### Extent: BQual

In the program set up by the Crop Science phytosanitary product factory in Colombia that promotes creation of equal opportunities and a culture of respect and equality amongst employees.

Consequently, the factory incorporated the first three women operators to its packing line in 2022, thanks to the production scenario diagnosis made by BQual.

There are now more and more initiatives in the region for creating opportunities for dialogue, experience and incorporating women into the food production chain in line with our objectives. These initiatives come to have a positive effect on corporate projects aimed at our communities of farmers, consumers and patients.

## 6.3 Behavior in the workplace

Bayer is a company in which employees' work can make positive changes to the world and in which they may learn and develop every day. We need a diverse and inclusive workplace that empowers different types of people with different types of skills that make the difference, to create value for a diverse world. We are responsible for our employees throughout the world and apply these standards to our business partners.

- We treat one another fairly and respectfully, with zero tolerance of discrimination or harassment.
- We create a diverse and proactive working environment.
- We promote a culture of confidence and inclusion.
- We guarantee fair pay and equal opportunities for all our employees.
- We guarantee safe and healthy working conditions.
- We develop our employees based on achievement and values.
- We respect free thinking and freedom of expression, religion and sexual preference.
- We support commitment to the community based on our values.



## 6.4 Talent management

Our talent management processes, including selection, training and development, performance assessment, and others, concentrate on identifying, promoting and meeting the attributes and conduct that are part of our LIFE values

## 6.5 Selection process

We currently manage our selection process from Costa Rica, documented on an online system that provides details of the stages, status and progress of the process, thereby guaranteeing transparency at all times.

All selection processes throughout the PACA region are conducted in the form of internal recruitment or external recruitment by publishing vacancies in universities and on web sites.

## 6.6 Training and developing

The performance of our employees plays a particularly important part in both the growth of the company and their own individual development.

Therefore, we have set up training programs according to the 70- 20-10 methodology that establishes that workers learn 70% on the job, 20% by their relationship with their superior, guide or coach, and 10% from specific classroom or virtual training courses.

We have set up robust e-learning systems that have many courses for teaching and refreshing employees' skills and abilities.

These systems include:

- **Go Learn:** an ongoing training and development platform based on artificial intelligence and connected to premium sources, so that employees may have access to hundreds of free courses, programs, books, podcasts, etc., to develop their skills according to their interests, availability and at their own pace. The platform is constantly suggesting courses and content in line with employees' interests. Employees may connect from any Bayer device at any time.
- **My learning:** more than 20.000 courses of all types available. This system also has the facility for the company's departments to assign and follow through mandatory courses. For example, all annual courses on knowledge of and compliance with the Fairness and Justice Policy and the Corporate Compliance Policy are given over the platform.







- **EF Founder program:** All employees may enroll in the English course over the EF Founder platform, an online school where employees can learn and/or improve their English. The platform offers virtual group classes 24/7 and many additional internal resources for ongoing learning. Employees may use the platform free of charge as platform costs are paid by Bayer Global directly.

One of the main purposes of our e-learning platform is to help employees maintain an optimum level of ongoing training, professionalization and learning, always within their reach, so that they may effectively meet the challenges that arise at work and in the internal/external environment. The platform may also be used to increase the company's capacity and competitiveness through development of our employees.

## El Mirador

The aim of this project is to speed up the professionalization of operators at primary school and high school, increase their professional qualifications and foment the ongoing development and growth of our employees at the Consumer Health factory in Guatemala. The first five students graduated in 2022.

### Evelyn Ordoñez:

“This is not something we would have done for ourselves, because of lack of time and fear of 'I can't'”.

### Carmelina Téllez:

“I was one of the first who asked: 'why do they want me to graduate', but as soon as I saw others excited, I got excited too. I thought that I would soon be retiring, but now I am graduating from high school and I want to thank God and Bayer for giving me this opportunity. I have now graduated from high school and this has motivated me to carry on and see what they think of me at the factory”.

### Guisela Pérez:

“I would never have done this on my own, it would have cost too much, but I did it I want to thank God and Bayer for being concerned about my education”.



## 6.7 Well-being

Because of the COVID-19 pandemic, all employees have been working remotely since March 2020 for the health and safety of all. The 73% of employees able to work remotely were given ergonomically-designed chairs originally used on the company's premises before the pandemic, and a screen, mouse and keyboard so that they could work much more ergonomically.

The aim of the “Be Well, Be Bayer” program is to encourage healthy conduct and working conditions in balance with life at work and life at home, thereby helping employees and their families to improve their habits. The program was extended in 2022 and now includes weekly activities and talks for the physical, emotional and overall health of employees and their families.

BeWell  
BeBayer



The four cornerstones of the “Be Well, Be Bayer” program reflect the overall well-being of our employees and their families:

### Emotional Well-being

- Family
- Mental health
- Spare time



### Financial Well-being

- Personal financial advice
- Alliance with stakeholders (funds, corporate financial institutions)



### Business Well-being

- Strategy for developing skills and knowledge
- Fomenting concentration and relaxation
- Managing time



### Physical Well-being

- Nutrition
- Exercise/ Physical activity
- Prevention campaigns



### Intellectual Well-being

- Strategies and action aimed at employee benefit



**We gave 92 training courses to 548 employees in 2022.**





## 6.8 Human Rights

Bayer is a founder-member of the United Nations World Pact and respects the Universal Declaration of Human Rights and the United Nations' International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

Our due diligence in the area of human rights is based on the principles laid down in the UN Guiding Principles on Business and Human Rights and OECD directives. The Guiding Principles are considered as being amongst the most important in preventing and fighting against possible violations of human rights in relation to business.

We are committed to respecting these principles along the value chain and within our area of influence around the world. We also support the Tripartite Declaration of Principles concerning Multi-national Enterprises and Social Policy of the International Labor Organization and its basic working standards.

The incorporation of human rights standards into our business is regulated by the group's standards, processes and management systems.

We fully back human rights and have put our position in this regard on record in the Bayer Human Rights Policy, binding around the world, which lays down human rights requirements within the company and requires us to respect and foment human rights in our business. This applies to Bayer employees the world over and along the entire value chain, in other words, to our suppliers, business partners, customers, consumers and local communities.

Guided by our LIFE values and as a complement to our Human Rights Policy, we have established certain standards and obligations regarding respect for human rights in current standards and the group's regulations, including the Bayer Social Commitment Principles (BASE), regulations on data privacy, corporate compliance, equality and respect at work, HSE management and key HSE requirements, safety and crisis management, and the Code of Conduct for Suppliers.

The latter explains what we expect from our suppliers and requires them to respect human rights. The Code of Conduct for Suppliers is based on the United Nations World Pact and the basic working standards of the International Labor Organization.

These principles and standards form the basis for strictly prohibiting the use of child labor and forced labor in our business areas and by our suppliers, backed globally by our Human Rights Policy.

We have introduced suitable directives and management systems to meet our responsibility for administering products and with regard to human rights.










"Administration" means that our products meet the highest quality standards and are safe for people, animals and the environment when used correctly.



## 6.9 Occupational Health and Safety

### Management and cornerstones

We provide our employees training courses on occupational health and safety and on promoting health and mental health, to ensure their well-being.

-  Preparing for incidents and emergencies.
-  Management system.
-  HSE leadership, training and compliance.
-  Supplier and service provider HSE management.
-  Environmental protection.
-  Health management: the "Be Well, Be Bayer" program, the Alcohol, Smoking and Mood-altering Substances Prevention Policy.
-  Employee and contractor safety and safe operation on contractor premises.
-  Road safety program.
-  Chemical risk management.

### SSHE Programs

### HSE management system

It is the aim of Bayer to become a valuable leader in health, safety and environmental protection (HSE). Effective HSE management is key in protecting people and conserving the environment under the Management and Key Requirements Policy and standardize site processes and operations.

### Preparing for incidents and emergencies

The sites, locations and organizations in each country have set up plans to manage emergencies and other incidents.

Professional incident and emergency management is crucial in reducing the effect of incidents and emergencies on people and the environment, and also protects business continuity and the company's reputation.

### Health management

The health and well-being of our employees is protected and improved thanks to occupational medicine, occupational health and safety and health promotion. Bayer provides health promotion programs in which employees may play a voluntary part.

### Road safety program

The #TúDecidesEnLaVía (YouDecideWhenDriving) program ensures that all employees who drive company vehicles observe road safety regulations. Several road accident prevention events were held in 2022, including more than 1.000 hours of training courses. Some of these events included traffic regulations, Bayer's vehicle safety policy, physical safety, etc.



# 7. Our focus on Environmental Protection

## 7.1 Environmental protection

We meet our environmental protection obligation in several ways, including reducing the environmental impact of our business and coming up with product solutions that benefit the environment.

As far as Bayer is concerned, an efficient raw material and energy focus makes sense economically and ecologically. The measures we have introduced help to reduce environmental impact, the cost of material, energy, emissions and elimination.



**299 tons:**

Post-consumption activities: collecting the packaging, containers and packets of our products sold to customers.

**5,5 TJ:**

Were used for administrative site operations, 1.7 TJ (30%) of which was green energy.



**339.3 thousand m<sup>3</sup> of water:**

Were used for administrative site management.



**9 tons of waste recycled:**  
Useable waste.

## 7.2 Climate change

Our decarbonization targets are in line with the Paris Climate Agreement and to achieve these targets we have introduced measures to counteract climate change and its effects (SDG 13). For example, we are reducing our emission of greenhouse gas (Extent 1 and 2) long our value chain (Extent 3).

Our reduction targets have been confirmed by the Science Based Targets initiative (SBTi). We are also doing everything possible to achieve net zero emission of greenhouse gas along our entire value chain by 2050.

We are helping to increase Bayer’s resilience to climate change and that of its customers, and developing transforming solutions so that less greenhouse gas is emitted from agricultural activities and that more CO<sub>2</sub> may be captured.





## 7.3 Environmental impact

We are using innovative forms of technology and the most recent business models to help farmers reduce emission of greenhouse gas in the field and the environmental impact caused by crop protection by 30% in the next ten years.

We help to protect the climate, the environment and biodiversity by providing innovative solutions that promote sustainable, low-emission and resilient agriculture- (SDG 13 and 15). It is also our aim to reduce the use of water (SDG 6) in agricultural activities in the future.



## 7.4 Net zero target

Bayer has undertaken to achieve net zero greenhouse gas emission along the entire value chain by 2050 or before, as a statement of its commitment to net zero greenhouse emissions.

## 7.5 Climate neutrality

We will compensate our emissions (Extent 1 and 2) that remain after their reduction by technological measures and those that cannot be avoided (such as greenhouse gas emissions caused by chemical processes or by business trips) by buying climate protection project certificates that meet approved quality standards, so our target is to achieve climate neutrality on our sites by 2030.

We have established specific criteria to apply for climate protection project certificates. As part of this process we focus on nature-based climate solutions, preferably forestry and agricultural projects. We publish details of our strategy and the projects we support on our web site.

We compensated more than 450.000 metric tons of our greenhouse gas emissions in 2022 by funding reforestation and forest conversation projects, for example, in Guatemala Nicaragua and Peru.





# 7.6 Extent

## Blue Flag

The awards given under the Ecological Bandera Azul Program of Costa Rica reward those who work voluntarily on conservation and development, in line with protecting natural resources, taking action to face climate change and searching for better hygiene-health conditions.

Award-winning companies are given a flag to raise on their building to show that they are concerned about the environment and that they are working to reduce the impact caused by global warming.

Bayer raised six blue flags in Costa Rica in 2022:

The Seed Research and Development Station in Cañas, Guanacaste, underlined its commitment in the search for carbon neutrality for all its operations at its Cañas factory and the facilities at Chomes, Puntarenas, La Palma and Abangares. For the seventh year running, it was awarded the climate change certificate, with two white stars, and for the fifty year running for its facilities in the agricultural category, with three white stars.

Bayer Medical Heredia, our radiology device factory, received an award in the climate change category for the second year running, with one white star.

The Bayer Medical Alajuela factory, which will go into operation in 2024, will be a latest-generation facility manufacturing intrauterine devices and hormonal implants.

It has already been working on reducing impact and has introduced minimum good practices for design processes and building infrastructure, and has been given a certificate in the sustainable construction category.

Our Global Business Services has also been rewarded and raised its first flag in the climate change category, with one white star.

In order to receive their award, each site performed specific activities to reduce use of water, electricity, paper and fuel.



## Carbon Disclosure Project (CDP)

We have been given the highest number of CDP points for what we have done with regard to climate change and transparency, which underlines our major commitment to sustainability.

Bayer is one of the 283 companies given an ‘A’ rating out of nearly 15.000 qualified companies, and has maintained its leading position for five years. Bayer has never been given a rating less than A since it first submitted its CDP climate change questionnaire in 2010.

The annual environmental disclosure process and the awarding of CDP points is widely considered as the gold standard in corporate environmental transparency.

CDP uses a detailed and independent methodology to assess these companies, giving them a rating of A to D, based on the integrity of disclosure, awareness and environmental risk management, and incorporating the best practices in environmental leadership, such as ambitious establishment and significant objectives.

<https://www.cdp.net/en/companies/companies-scores>





## CampoLimpio (Clean Country)

A project that encompasses the entire agricultural sector that involves economizing on the use of plastic in farming areas and setting up container management schemes in Latin America.

Several collection centers have been built under this initiative, which also facilitates the exchange of knowledge between countries. Making the transformation to a circular economy is an overall target that we can only achieve together, so the project involves several interested parties in the public sector and private sectors.

[CampoLimpio - CropLife Latin America](#)

## Collecting containers in Guatemala

We have conducted three campaigns with Agrequima (the agricultural-chemical union) to collect empty plastic containers from our main accounts, sugar cane producers (sugar plantations and independent producers) and other crops in the south of the country.

A total of forty tons of plastic was collected and taken to a waste processing plant, thereby contributing to conservation of the environment.

## Punto Azul (Blue Point)

A joint program conducted with the Colombian pharmaceutical industry that involves collecting drugs that have expired or that have only been used partly, and disposing of them safely and in a controlled manner, to protect human health and conserve the environment.



# 8. Contributions

Social inequality in the world is on the increase and is exacerbated by situations such as climate change and the pandemic. Access to suitable medical care and sufficient quality food is very limited to a large part of the world's population. We at Bayer want to contribute to a world in which everyone has access to enough food and live a healthy life. That is why we support social projects undertaken with reputable non-profit associations.

## 8.1 Contributions to social development

Science and innovation are at the heart of everything we do at Bayer, and in view of our focus on health and agriculture, we provide solutions to meet some of the world's most demanding challenges.

We make a large number of charitable donations every year to our partners to help in making positive social changes. These donations back our "Science for a better life" objective and further our "Health for All, Hunger for None" vision.

Our donations considerably help us to meet our ambitious sustainability objectives in line with the United Nations' SDG, for example, fighting hunger, providing medical care, empowering women, making an extra effort to reduce greenhouse gas emissions, tackling the effects of climate change and protecting life on Earth.

We have set up a procedure that establishes our strategic areas of approach and the procedure for approving the charitable donations made by Bayer, monetary or in kind, based on the "Bayer Community Involvement Principles".

The procedure has been designed to maximize the positive effect of our donations, position Bayer as an open and reliable partner of society and guarantee that Bayer's position with regard to ethics and social matters reflects the highest possible standards, including protecting and promoting human rights. At the same time, it also aims to reduce possible legal, tax, compliance and reputation risks that may result from charitable donations.





# Donations 2022

Market value in euros



## Food:

- (corn-onion)
- 24.154 kg
- 14.572 euros
- 7.145 people benefitted



## Monetary contributions:

- 9 NGOs for conducting programs
- 286.486 euros
- 12.608 people benefitted



## Product:

- 2 NGOs for conducting programs
- 88.418 euros
- 1.015 people benefitted



## Equipment and furniture:

- 4.170 units
- 229.212 euros
- 14.963 people benefitted
- 7 NGOs receiving donations









### **Published by: :**

Bayer Andean, Central America and the Caribbean Countries

### **You may visit:**



<https://www.bayer.com/es/co/andina-y-cac-home>



BayerAndinayCAC



@BayerAndinayCAC



BayerAndinayCAC



Or you may write to us at: [sostenibilidad@bayer.com](mailto:sostenibilidad@bayer.com)

This report may contain prospective statements based on current suppositions and forecasts made by Bayer management. Various risks, known and unknown, uncertainties and other factors may give rise to considerable differences between actual results in the future, the financial situation, the company's development and performance and the estimates made herein. These factors include those discussed in Bayer's public reports that may be consulted on its web site at [www.bayer.com](http://www.bayer.com). The company does not accept any responsibility whatsoever for updating these prospective statements nor adapting them to future events or developments.

This report contains text taken from the Bayer Global Sustainability Report that may be consulted at: <https://www.bayer.com/en/sustainability>