

Privacy Statement

Managing Contingent Workforce

Supporting Bayer's operations, external workers (in the following: "Contingent Workforce") form an important addition to the company's workforce. Contingent Workforce services can help to bridge gaps if specific expertise is not available in the company temporarily. Contingent Workforce consists of the following Contingent Worker types: Agency Workers (AW), Independent Contractors (IC) and Statement of Work (SOW).

Bayer AG, 51368 Leverkusen, Germany (hereinafter "us", "our" and "we"), and as the case may be the respective affiliated company of the Bayer group managing the contingent workforce, wish to provide you with information on the processing of your personal data as set out below. Unless otherwise described in the following sections, we are the sole controller of your personal data. As we are located in Europe, the European General Data Protection Regulation (EU) 2016/679 ("GDPR") applies to how your personal data is handled and processed by us during the application and recruitment process. The information below is being provided for transparency purposes under the GDPR.

1 Purposes of processing and categories of personal data

We will process your personal data for the following purposes:

- Identification and selection of contingent workers
We will process your personal data in the context of a business request for work support, to identify the best fitting contractor. This includes evaluating your qualification, experience and capabilities. Furthermore, your data is used to facilitate the administrative processes of selection and onboarding.
- Contract performance
Once we have contracted you for a service, we will process your data to enable your contract performance, and to fulfill our contractual obligations. This includes providing you with the required work equipment, system access rights and other onboarding activities in the

respective work environment.

- Future engagement opportunities
We will use your data to proactively identify further work opportunities for you, and to contact you regarding these opportunities.
- Evaluation & improvement of contingent workforce management
We may analyze your personal data to evaluate our services and to improve our management of contingent workforce. Analyses will be carried out pseudonymized, anonymized, or in aggregated manner whenever possible. Any corresponding reporting will be done in an aggregated form only which means that it does not contain your personal data anymore.

For the abovementioned purposes, we may process the following categories of data:

- Master data, e.g. Name, Fieldglass user name, birthdate
- Private Contact data, e.g. Private Phone, private mail, private address
- Business contact data, e.g. Bayer mail address, organizational info incl. supervisor, CWID
- Contract data, e.g. location where the services need to be provided, timeframe, work time and rate information,
- Contract performance information, e.g. expense claims, time registration
- Compliance documentation, e.g. safety training, signed compliance and IT security forms, medical check,
- Application information, e.g. education and work experience, previous employers (incl Bayer), education and certificates, skills, interview and decision, information on previous assignments
- Workflow information for the whole contract lifecycle, e.g. original request, application and selection, on- and offboarding, works council involvement, process approvals and audit trail
- Service evaluation, e.g. satisfaction with work

2 Transfer of personal data

2.1 Recipients

Beneath us and the company, other affiliated companies of the Bayer group may access your personal data to process it on our behalf.

Furthermore, we will to some extent also use specialized service contractors providing services on our behalf, for the processing of your personal data, such as IT services or Managed Services. Currently this includes at least SAP Deutschland SE & Co. KG/ Hasso-Plattner-Ring 7, 69190 Walldorf (Core HR Data and Applicant tracking system) Pontoon German GmbH, Niederkasseler

Lohweg 18, 40547 Düsseldorf, Germany (Contingent Workforce Managed Service Provider), Guidant Global Inc. 27777 Franklin Road, Suite 600, Southfield, MI 48034, USA (Contingent Workforce Managed Service Provider), Randstad Pte Limited 50 Raffles Place, #17-02/05 Singapore Land Tower, 048623 Singapore (Contingent Workforce Managed Service Provider). Such service contractors are carefully selected and regularly monitored by us.

Based on respective data processing agreements, they will only process personal data in accordance with our instructions and for the purposes as specified in this Privacy Statement.

2.2 Third countries

Your personal data may be transferred to service contractors and/or within the Bayer Group to a country for which the European Commission has not decided that it ensures an adequate level of data protection. For such transfers, we have provided appropriate data privacy safeguards, such as standard contractual clauses on data privacy adopted by the European Commission. If you would like to obtain more information on such safeguards, please refer to our Data Privacy Manager.

3 Retention period for personal data

Your Contingent Worker data and documents will be stored for 10 years unless you have not been selected as Contingent Worker. In that case your data is stored 30 days (Global Rule) or 365 days (US/CAN Rule).

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4 Legal basis for processing your personal data

Purpose	Legal basis	Explanation	Is provisioning of personal data a statutory or contractual requirement?	Consequences of failure to provide personal data
Identification and selection of contingent workers	Art. 6(1)(b) GDPR	The data processing is necessary for the implementation of pre-contractual measures and the decision on the establishment	No	A lack of data provision may hinder the establishment of the Contingent Worker relationship

Purpose	Legal basis	Explanation	Is provisioning of personal data a statutory or contractual requirement?	Consequences of failure to provide personal data
		of a Contingent Worker relationship.		
contract performance	Art. 6(1)(b) GDPR	The data processing is necessary for the execution of the contract.	Yes	A lack of data provision may hinder the contract execution and the settlement of related invoices.
Future engagement opportunities	Art. 6(1)(f) GDPR	The data processing is necessary to identify further work opportunities for you, and to contact you regarding these opportunities	No	A lack of data provision will hinder us to inform you about future engagement opportunities.
Evaluation & improvement of contingent workforce management	Art. 6(1)(f) GDPR	The data processing is necessary to evaluate and to improve our management of contingent workforce and the services we provide to you as a contractor.	No	A lack of data provisioning will hinder us to improve our services to contractors.

5 Information regarding your rights

You have the right to request information from us about your personal data, access to and rectification or erasure of personal data or restriction of processing concerning your personal data or to object to processing as well as the right to data portability. You also have the right to lodge a complaint with the data protection supervisory authority. You may at any time withdraw any consent you have given without affecting the lawfulness of processing before the withdrawal.

When applying on a position in a country or region outside of Germany, you may have additional rights regarding your personal data. More information on additional rights regarding your personal data may be found here:

- California: [Link](#)

If you wish to exercise your rights, please address your request to the contact indicated below.

6 Contact

For any questions you may have with respect to data privacy, please contact: Bayer AG, Group Data Protection Officer, Kaiser Wilhelm Allee 1, 51368 Leverkusen, Germany, or send an e-mail to data.privacy@bayer.com.

7 Amendment of Privacy Statement

We may update our Privacy Statement from time to time. Updates of our Privacy Statement will be published [via link](#) on our career website. Any amendments become effective upon publication on our career website. We therefore recommend that you regularly visit this Privacy Statement to keep yourself informed on possible updates.

Last updated: 02.09.2022.