



## 01 When should you speak up?

Whenever you have the impression something is not done in a compliant way or whenever you feel a situation may not be conform to the Bayer's values and you suspect a compliance violation, speaking up is the way forward!



## 02 Choose the reporting channel you feel the most comfortable with!

In the Compliance Hotline, you can choose different channels to report a compliance violation. The Bayer Compliance Hotline is designed to protect your confidentiality and anonymity (as allowable by local laws) and can be reached 24/7. It is operated by an independent and impartial third party with an uncompromised commitment to data privacy. The Compliance Hotline may also be used by third parties (employees of direct or indirect suppliers, trade unions, NGOs and the general public) to report suspected misconduct associated with Bayer's business.

## 05 After submitting a report

Submitted reports are immediately forwarded for internal review. Status updates are provided at appropriate intervals, but no later than 90 days after the report is received. In the course of the investigation, we consider, among other things, the plausibility of the complaint, clarify the facts further, and if necessary, implement preventive or remedial measures.



If you  
*see something*  
*say something!*

## 03 How to report on a compliance violation

Describe as detailed as possible what happened!



## 04 Submit your report

After submitting you will receive a unique case identifier or access number. With this number you will be able to check the status of the report.



 Click on the icons for more information.

The courage to speak up on suspected compliance violations helps you and others. Bayer's Corporate Compliance Program supports an open reporting culture. Employees who raise a potential compliance violation in good faith are protected against any form of retaliation and treated fairly and respectfully. At Bayer, we support an environment where all workers feel comfortable speaking up and living our LIFE values. We also require our suppliers throughout the supply chain to protect their employees from any form of reprisal if they speak up.

