



Company name and/or logo:



Report submitted on:

31/07/2026

INTRODUCTION

Agriculture is essential for food security, economic resilience and the sustainable use of natural resources, particularly because agricultural land is limited. Farmers face increasing pressure from many sides, including from crop pathogens, pests, weeds, climate variability, land use constraints and changing societal expectations.

Pathogens, pests and weeds continue to cause substantial yield and quality losses in major food crops, with implications for food security. Effective management of these challenges is therefore an important component of sustainable agricultural production, helping to safeguard productivity while making efficient use of limited land and natural resources and supporting food system resilience. Savary et al. (2019)¹ estimate average wheat yield losses of 21.5% globally, with hotspot-level ranges of 10.1% to 28.1%, even under current crop management practices. These figures even do not fully capture additional risks from severe outbreaks or quality impacts such as mycotoxin contaminations, which can affect both food safety and marketability. Climate change is further expected to intensify these challenges, increasing the importance of effective crop health management (Singh et al., 2023)².

¹ <https://www.nature.com/articles/s41559-018-0793-y>

² <https://www.nature.com/articles/s41579-023-00900-7>

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Building on our mission of “Health for all, Hunger for none,” we consider sustainability to be at the core of our corporate responsibility – and it also safeguards our future growth. Sustainability is therefore an essential component of our corporate strategy, our business activities, our corporate values and the way in which we conduct our business. The following strategic sustainability targets apply as a guideline for the actions of all divisions:

- // Creating inclusive growth and added value for society and our investors
- // Reducing our ecological footprint
- // Embracing responsible business practices along our value chain

We align our own strategic sustainability targets with the global Sustainable Development Goals (SDGs) of the United Nations, which apply through to 2030. The global community is lagging behind in many areas, which makes the contribution we can make as a company to achieving these goals all the more important.

At Bayer, we are convinced that we can have a particular impact here, owing to our portfolio, our global reach and our innovative power. In this context, we consciously support those Sustainable Development Goals where there is a pressing need to act and where we can make the greatest impact through our businesses and their sustainability-focused transformation.

Bayer’s strategy in agriculture is to advance science-based innovations that help farmers protect crop yield and quality, strengthen food security and build more resilient agricultural production systems. We develop and provide integrated solutions that include seeds, crop protection, biologicals, digital tools and agronomic expertise to help farmers manage pests, diseases and other production challenges effectively, responsibly and sustainably. In doing so, we aim to support productive agriculture, environmental stewardship and the long-term resilience of food systems.

Bayer aims to promote sustainable development worldwide in accordance with the SDGs, while at the same time focusing on the future and aligning its businesses to grow in line with the sustainability targets. To achieve this, we link the concept of inclusive growth with a reduction in our ecological footprint based on responsible business practices along our entire value chain.

For more information on our strategy and impact focusing on the SDGs, please see page 6 of our [Bayer Impact Report 2025](#).

UPDATE ON THE PLEDGE

The table below provides an overview of selected elements of Bayer’s sustainability strategy, relevant targets and progress, and their alignment with the Code of Conduct objectives prioritized by the Bayer Group.

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Table 1. EU CoC targets and the Bayer Group commitments, targets and progress for 2025

(The information included is mainly based on Bayer's 2025 Sustainability Reporting; sources are provided in the text and at the end of this document.)

Type of business/ sector (E.g. retail, dairy)	Sustainability dimension (E.g. environmental, social)	Code aspiration al objective (1-7)	Individual element of strategy / target with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information and/or comments (optional) (E.g. partnerships, geographical coverage, ideas on how to improve)
Input provider and innovation company	Environmental	AO3: A climate neutral food chain in Europe by 2050	Climate neutrality of our sites and achievement of a Science Based Target	Bayer considers climate protection and the related reduction of greenhouse gas emissions to be a top priority. We support the Paris Agreement and the objective of limiting global warming to 1.5 °C relative to the preindustrial level. The Science Based Targets initiative (SBTi) has validated our target and confirms our contribution to fulfilling the Paris Agreement. We anticipate that our business areas of healthcare and agriculture will on the one hand be impacted by climate change, but on the other hand it will also be part of the solution. To better understand and manage climate related risks, we have conducted a climate scenario analysis. The results are detailed in our Task Force on Climate-Related Financial Disclosures (TCFD) Report. The scenario description is based on Assessment Report 6 of the Intergovernmental Panel on Climate Change (IPCC) and is supplemented them with further sources relevant to our business areas. The basis comprises the optimistic climate change scenario envisaging warming of below 1.5 °C – the Green Road SSP1-1.9, which equates to the fulfillment of the climate goals of the Paris Agreement (temperature increase of 1.4 °C by 2100 compared with the preindustrial age) – and a scenario that reflects current global behavior – the Rocky Road SSP3-7.0 (temperature increase of 3.6 °C). In our	The Chairman of the Board of Management (CEO) holds direct responsibility for climate protection in his role as Chief Sustainability Officer (CSO). In keeping with their level of importance, climate-change-related topics and Bayer's climate strategy were discussed at a total of two meetings with the Board of Management in 2025. The topic was also addressed at two meetings of the ESG Committee of the Supervisory Board. In addition, the Supervisory Board received a training session this year. The attainment of our Group targets to reduce greenhouse gases by 2029 is factored into the long-term compensation of the Board of Management and Bayer's long-term variable compensation (LTI)-entitled managerial employees. The compensation-relevant target is

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			Sustainability Statement in the Annual Report 2025 we report on the material Environmental sustainability matters of E1 Climate change. Targets for 2029: In 2020, we set ourselves a target of achieving a 42% reduction in absolute combined Scope 1 and 2 greenhouse gas emissions (comprises direct emissions [Scope 1] and indirect [Scope 2, market-based] greenhouse gas emissions from Bayer sites with an annual energy consumption exceeding 1.5 terajoules and/or annual water withdrawals is greater than or equal to 50 Tm³) compared with the base year 2019 by the year 2029. Our combined Scope 1 and 2 target was revalidated by the SBTi in 2024. In 2020, we also set ourselves a target of achieving a 12.3% reduction in absolute Scope 3 greenhouse gas emissions compared with the base year 2019 by the year 2029. This target was validated by the SBTi in 2020 and has been revalidated in 2024. With the revalidated target we want to achieve a 25% reduction in Scope 3 greenhouse gas emissions by 2029 (compared with the base year 2019). This reduction will be based on all Scope 3 categories. Compared with the base year 2019, we reduced our combined Scope 1 and Scope 2 greenhouse gas emissions by 25.9% and our target-related Scope 3 greenhouse gas emissions by 12.0% in 2025. Net zero target 2050: Our goal is to achieve net zero greenhouse gas emissions including the entire value chain by 2050. This corresponds to a 90% reduction in absolute Scope 1, 2 and 3 greenhouse gas emissions compared with the base year 2019 (total Scope 1, Scope 2 and Scope 3 greenhouse gas emissions; comprises direct [Scope 1] and indirect [Scope 2, market-based] greenhouse gas emissions from Bayer sites with an	based on Bayer's necessary contribution to a Science Based Targets initiative (SBTi)-validated 1.5 °C scenario. Climate protection is also an integral element of annual variable compensation. As part of the Bayer Transition and Transformation Plan, we take active steps to address the challenges arising from climate change. We pursue an approach that is based on transition and transformation. The transition part centers around reducing our own emissions in line with the Paris Agreement climate goals. The transformation part describes how we are adjusting our business to the actual and expected impacts of climate change, as well as how we can mitigate climate change beyond our boundaries.
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				annual energy consumption exceeding 1.5 terajoules and/or annual water withdrawals greater than or equal to 50 Tm³; Scope 3 includes all Scope 3 categories defined in the GHG Protocol). We intend to offset the remaining greenhouse gas emissions (10%) through certificates with long-term carbon capture (the neutralization of the remaining emissions will be carried out in accordance with the standards of the Science Based Targets initiative [SBTi]). This target was validated in 2024 by the SBTi organization and is in line with the UN Sustainable Development Goals, the Paris Agreement to limit warming to 1.5 °C, and the Business Ambition for 1.5 °C of the UN Global Compact Initiative. For more information on our targets, please see the Bayer Impact Report 2025.	
		AO3: A climate neutral food chain in Europe by 2050	In addition to our commitments to climate neutrality for our own operations: At our Crop Science division, we have set a downstream target to reduce on-field greenhouse gas emissions	At Bayer, we strive to advance a climate-neutral future for agriculture in close collaboration with farmers and global and local players. This requires the development of new technologies, digital enablement and the transformation of agricultural practices. In addition to our commitments to climate neutrality for our own operations (please see the Sustainability Statement in the Annual Report 2025), we aim to enable our farming customers to reduce their on-field greenhouse gas emissions per mass unit of crop produced by 30% by 2030 compared to the overall base-year emission intensity. The overall base-year greenhouse gas intensity includes the weighted emission intensities of 17 crop-country combinations. Base years are defined individually for each crop-country combination, using data from either harvest year 2021 or 2022 depending on the availability of data. Base years were adjusted in 2024 due to additional data requirements based on an updated GHG calculator within the GHG reporting methodology and lack of	

				data availability from prior years. This reduction target applies to the highest greenhouse gas-emitting crop systems in the regions Bayer serves with its products (with the exception of the crop country combinations Italy-Corn and Spain-Corn that were not selected based on these factors but were additionally included because data was already available). Our major focus lies on soybeans and corn in the United States, Brazil and Argentina, rice in India, and wheat, cotton and oilseed rape/canola in various regions. Progress against the target: With Bayer's GHG methodology, the overall customers' greenhouse gas intensity weighted across all crop-country combinations in the scope of our target was 726 kg CO2 equivalents (e) per metric ton of crop produced (greenhouse gas intensity) in the base year. This data reflects harvest years 2021 or 2022 depending on the respective crop-country combination and was reported in 2025. Based on the collected data for the harvest years 2023 or 2024 (depending on the base year for the respective crop country combination), the overall customers' greenhouse gas intensity weighted across all crop-country combinations in the scope of our target was reduced by 10% (654 kg CO2 e/metric ton). Based on the collected data for harvest years 2024 or 2025 (depending on the base year for the respective crop country combination), the overall customers' greenhouse gas intensity weighted across all crop-country combinations in the scope of our target was reduced by 20% (581 kg CO2 e/metric ton) compared to the base year of 726 kg CO2 equivalents per metric ton of crop produced. Key drivers for improvement are primarily due to reduced GHG intensity in India rice and US cotton. Other factors impacting data are slight net intensity increases in Brazil crops and weighting or market share factors that significantly reduce the reported weighted net intensities of some crop-country combinations.	
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				For more information on the methodology, the measures and our partnerships, please see pp. 52-54 of our Bayer Impact Report 2025 .	
	Environmental	AO4: An optimized circular and resource- efficient food chain in Europe	Resource efficiency: responsible water use & increased water productivity in agriculture	Bayer is committed to providing clean drinking water and sanitary facilities for all employees at our sites (WASH). We also want to continue reducing emissions into wastewater at our sites worldwide. Furthermore, we have voluntarily established very strict limits for the discharge of active ingredients into wastewater for the sites where they are produced. These limits are based on Predicted No Effect Concentrations and the local discharge situation, therefore safeguarding adequate protection of animals and plants in local water systems. Support for water-related community projects: We leverage our local presence and collaborate with various organizations to support projects that provide access to clean water and sanitation for our employees and the communities in which we operate. We also focus on raising awareness and building skills around water management. Therefore, we collaborate on local projects on water, sanitation and hygiene (WASH), such as our partnership with Safe Water Network in India, transforming the lives of 270,000 people. Our Pharma and Consumer Health divisions aim to reduce their water withdrawal, weighted by water stress and the own share of the respective regions' total withdrawal, by 20%, related to a 2024 baseline, by 2030. Our water strategy aims to have a transformational impact that goes beyond our own operations and reflects our willingness to contribute to climate resilience and more	

				sustainable water usage. Our efforts encompass water dimensions along the value chain, from our own operations to the farmers we work with. This is also clearly reflected in our target to support our smallholder customers in increasing water productivity by 25% by 2030 against a 2019–2021 average baseline through the transformation of rice cropping in the relevant regions where Bayer operates, starting in India. Rice is one of the most important staple foods in the world. Billions of people rely on a diet that includes rice every day – but the irrigation of rice crops is responsible for up to 43% of global freshwater use in irrigation. Our water target is currently focused on the Bayer DirectAcres Initiative, which aims to support farmers in successfully shifting from the traditional rice cultivation method (Transplanted Puddled Rice, TPR) to direct seeded rice (DSR). Our performance is measured using “water productivity” as an indicator, which is defined as kilograms of crop yield per volume of water used (kg/m^3). This represents the ratio of area-weighted yield to area-weighted water use across the target rice-growing states in India. As a baseline, we use a three-year rolling average from 2019 to 2021, taking into account the specifics of agriculture such as seasonality and climatic variability. The baseline water productivity which indicates the starting condition of our target hectares where rice cultivation is predominantly TPR cultivation, before the influence and intervention of Bayer DirectAcres program, is $0.2547 \text{ kg}/\text{m}^3$. Progress against the target: Based on the data collected for the year 2024, the area weighted water productivity increased by 1% against the 2019–2021 baseline. Given the size of the challenge and the potential impact of changing a century-long grown cropping system, this can be considered as a promising	
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				start for the adoption of DSR. Data collected shows that the main contributors to this increased water productivity are a reduction of water use per hectare as well as an increase in average yield per hectare in line with the transition from TPR to DSR. Our reporting accounts for changes in area-weighted water productivity across target states and the current adoption ratio of DSR versus TPR. According to the same data collected for 2024, water use per hectare has reduced by approximately 3,200m³, primarily through reduced irrigation under DSR, totaling around 57 million m³. To enable water target monitoring and reporting, we follow a methodology that documents the target setting, scope, boundaries, and quantification approach, including the determination of the baseline and progress measurement. A detailed description of our methodology is available on our website.	
		AO4: An optimized circular and resource- efficient food chain in Europe	Environmental management systems and energy efficiency controls	In accordance with the Group Regulation on HSE Management & HSE Key Requirements, our sites must have environmental management systems in place that follow recognized international standards such as ISO 14001. We aim to maintain 80% of our business activities (based on energy consumption at environmentally relevant sites) covered with certification to ISO 14001 or ISO 45001. At the European level, we are required to comply with the EU Energy Efficiency Directive (2012/27/EU), which stipulates that companies must conduct regular energy audits or implement an ISO 50001-certified energy management system. The sites subject to these requirements are responsible for taking the necessary actions and are also covered by our annual internal HSE audit program. In total, 19 sites have been certified in accordance with ISO 50001 in 2025.	

		AO4: An optimized circular and resource- efficient food chain in Europe	Innovation investments supporting resource- efficient agriculture	In 2025, Bayer's Crop Science division reported R&D expenses of €2,013 million, supporting innovation in seeds, crop protection, digital farming and more resource-efficient agricultural systems. Source: p. 65 of our Bayer Annual Report 2025 .	
	Environmental and social	AO5: Sustained, inclusive and sustainable economic growth, employ- ment and decent work for all	Report yearly our core social indicators	Bayer reports on social information in chapter 4.3 Social Information (p. 188 ff) of the Sustainability Statement in the Bayer Annual Report 2025 .	
		AO5: Sustained, inclusive and sustainable economic growth, employ- ment and decent work for all	Inclusion and diversity	Although we have no political obligations with respect to inclusion and support measures, we are committed to promoting and maintaining inclusion and equal opportunity for all people within our company culture. The different personalities, experiences, skills, approaches, views and unique abilities, and the time our employees contribute to their work, are an important part of our culture. We demonstrate this by including "Fairness and Respect at Work" in our Code of Conduct and have implemented corresponding commitments and strategies that are designed to prevent discrimination.	

				Bayer reports on this topic in chapter 4.3 Social Information of the Sustainability Statement in the Bayer Annual Report 2025 .	
		AO5: Sustained, inclusive and sustainable economic growth, employ- ment and decent work for all	Learning and training	Learning and training time averaged around 24.0 hours per Bayer employee in 2025 (22.2 in 2024). The average cost of ongoing training per employee was €654. Every Bayer employee is eligible to receive training. Of the total workforce, 91% completed at least one training offer in 2025. More information can be found in our Bayer Impact Report 2025.	
		AO5: Sustained, inclusive and sustainable economic growth, employ- ment and decent work for all	ESG investment	Bayer maintains close interaction with leading ESG rating agencies to achieve a fair and transparent assessment of our company. We carefully listen to their requirements and adjust our sustainability management practices and our sustainability reporting accordingly. We have achieved significant progress in recent years and continue working to further improve our scorings. In 2025, Bayer received an upgraded “AA” ESG rating from MSCI Solutions. Sustainalytics also has removed the “severe risk” that they had assigned to us. These upgrades represent a significant milestone for us as we are now positioned with the best ESG rating profile in our company history across various ESG rating agencies, including MSCI Solutions, ISS ESG, and Sustainalytics. These results place Bayer on par with, or even ahead of our key competitors in both the agrochemical and pharmaceutical sectors. This achievement reflects our	

				commitment to sustainability and responsible business practices. For us, the progress made up until today is also a very strong signal of the relevance and the acknowledgement of Bayer's sustainability strategy towards investors' and bondholders' investment decisions. Please see our ESG rating results on our website and p. 21 of the Bayer Impact Report 2025.	
	Environmental and social	AO6: Sustainable value creation in the European food supply chain through partnership	Target 2030: Support 100 million smallholder farmers in LMICs Reference year 2019: 42 million	We aim to support a total of 100 million smallholder farmers in LMICs by 2030 by improving their access to agricultural products and services, including through collaboration with our partners. To achieve this, we are expanding commercial activities and strategic initiatives tailored to the needs of smallholder farmers. We are successively broadening our product and service portfolio for smallholder farmers, including by innovative business models and digital solutions across the entire crop system. Our approach to strengthening smallholder farmers is embedded in our regional commercial strategies. Progress against the target: In 2025, together with our partners, we supported 53 million smallholder farmers in LMICs with our products and services. This represents an increase of one million compared with the previous year, reflecting the strong performance of our non-commercial partnership projects in Africa, while reach from our commercial business in Asia/Pacific remained constrained by market- and weather-related factors. We aim to develop market models that create value and reduce business risks for all partners in the value chain, including smallholder farmers. Our activities focus on enabling smallholder farmers to participate in agricultural value chains and increase their productivity and income, and	

				build resilience, thereby contributing to the long-term food security of smallholder farmers, their families and rural communities in LMICs. More information about this target can be found in the Sustainability Statement as part of our Bayer Annual Report 2025 and in our Bayer Impact Report 2025.	
		AO6: Sustainable value creation in the European food supply chain through partnership	Reducing the environmental impact of crop protection while maintaining farmer value	The prerequisite for placing crop protection products on the market is clear proof of efficacy, while ensuring no effects on human health and only an acceptable impact on the environment. Crop protection products are therefore highly regulated by governmental authorities. Bayer consistently seeks to develop and offer crop protection products that have the same or better benefits for farmers, while having less impact on the environment. To this end, Bayer adopted a methodology for CP EIR and set a target for reducing the environmental impact of our crop protection products. Specifically, we aim to reduce the treated-area-weighted environmental impact per hectare of Bayer’s global crop protection portfolio by 30% by 2030 against a 2014–2018 average baseline. Progress against the target: Based on the data collected between 2020 and 2024, Bayer has reduced the treated-area-weighted environmental impact per hectare of our global crop protection portfolio by 14% against the 2014–2018 baseline. The reduction was mainly the result of changes in our crop protection product portfolio in recent years. For more information on the CP EIR target, the methodology and levers, please see our Sustainability Statement as part of our Bayer Annual Report 2025 and in our Bayer Impact Report 2025.	

	Environmental and social	A07: Sustainable sourcing in food supply chains	Human rights due diligence in the supply chain	In our Sustainability Statement in the Annual Report 2025 we report on S1 Own Workforce, S2 Workers in the Value Chain, S3 Affected Communities and S4 Consumers and End-Users. Bayer is fully committed to upholding human rights and has documented its stance in a globally binding Bayer Human Rights Policy, which defines the human rights requirements within the company and obligates us to respect and foster human rights within our own business activities and in business relations. This policy was adopted by the Board of Management and is publicly available on the company's website. It applies to all Bayer employees worldwide and the entire value chain, i.e. vis-à-vis suppliers, business partners, customers, consumers and local communities alike. In accordance with international human rights standards, we are always mindful to respect the rights of disadvantaged or vulnerable groups throughout our value chain – from indigenous peoples to individuals and groups who can benefit from Bayer's innovations. Guided by our Code of Conduct and supplementary to our Human Rights Policy, we substantiate specific standards and responsibilities for respecting human rights in existing rules and Group regulations. These include topics like data privacy, fairness & respect at work, HSE Management & HSE Key Requirements, security and crisis management. Our Supplier Code of Conduct specifies what we expect of our suppliers and obligates them to fully respect human rights. The Supplier Code of Conduct is based on a range of international standards, including the principles of the UN Global Compact and the core labor standards of the ILO.	

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				Our Human Rights Policy is available on our website . Our Supplier Code of Conduct can be found here .	
		A07: Sustainable sourcing in food supply chains	Supplier sustainability assessment and development: Bayer evaluates the sustainability performance of all strategically important suppliers and of selected high- sustainability -risk suppliers including water as an evaluation criterion	Bayer works continuously to strategically evolve sustainability topics in procurement, particularly in relation to environmental and human rights issues and in connection with our Responsible Procurement Program. We have developed indicators to monitor progress in various sustainability focus areas (e.g. supplier diversity) and define suitable targets. We also continued to ensure that all suppliers of strategic importance had to present an EcoVadis rating of at least 45 out of 100 points (“green” assessment) or a comparable audit result. Furthermore, potential new suppliers with a high inherent sustainability risk and procurement spend of more than €250,000 are examined in advance regarding sustainability aspects. In 2025, Bayer implemented an innovative AI tool empowering sourcing managers to assess potential suppliers for sustainability risks and performance. Respect for human rights along the supply chain is firmly anchored in Bayer’s sustainability strategy, and Procurement plays a key role in implementing all necessary measures. In 2025, we continued to provide training to our procurement employees and our suppliers to help them respect human rights in the supply chain. We sustained our efforts to reinforce our procurement category strategies, embedding responsible purchasing practices among other measures, to enhance our procurement processes to comply with the requirements of the German Supply Chain Due Diligence Act (SCDDA). Sustainability supplier performance evaluation Bayer verifies the observance of the requirements of the SCoC by the	Bayer included specific aspects relating to water and wastewater in the Supplier Code of Conduct updated in 2025, and in our evaluation of the suppliers’ sustainability risk and in supplier audits. At the same time the company will continue to drive improvements in water-use efficiency with growers across seed production.

				suppliers selected by means of EcoVadis online assessments and through audits conducted by both external and Bayer auditors. EcoVadis monitors sustainability in global supply chains through an online assessment. Using technology and sustainability expertise, EcoVadis engages with companies and helps them adopt sustainable practices. The online assessment criteria of EcoVadis – broken down into the areas of environment, ethics, labor and human rights, and sustainable procurement – correspond to the requirements of our SCoC, and also consider country- and industry-specific conditions and supplier size. In total, our service provider EcoVadis assessed 1,334 (1,324 in 2024) suppliers on our behalf in 2025. The EcoVadis methodology is based on international sustainability standards (Global Reporting Initiative [GRI], United Nations Global Compact, ISO 26000) and supervised by a scientific committee of sustainability and supply chain experts, to ensure reliable third-party sustainability assessments. We conduct our own EcoVadis assessments annually scoring 78 out of 100 in our 2025 updated assessment. We therefore belong to the top 2% of companies rated by EcoVadis in the industry group for manufacturers of basic pharmaceutical products and pharmaceutical preparations. In 2025, 100 audits were conducted at our suppliers by external or internal auditors. The audit criteria included both the specifications of our Supplier Code of Conduct and the industry-specific requirements of industry initiatives such as TfS and PSCI. These audits provide the opportunity for further standardization of the sustainability requirements that suppliers in the chemical and pharmaceutical industries are expected to meet. The sharing and mutual	
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				recognition of assessment and audit results also foster synergies between the members of the respective initiatives. More information can be found in our Bayer Impact Report 2025.	
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INFORMATION SOURCES

1. [Bayer Sustainability Statement in the Annual Report 2025](#)
2. [Bayer Impact Report 2025](#)
3. [Bayer Climate Transition & Transformation Plan 2026](#)
4. [Bayer Crop Protection Environmental Impact Reduction: see Bayer Impact Report, pp. 54-57](#)
5. [Bayer Water Strategy and Targets: see Bayer Impact Report, pp. 57–60 and pp. 125-130](#)
6. [Bayer Modern Slavery Statement](#)
7. [Bayer Human Rights Policy](#)