



July 23, 2025

The General Manager,  
Department of Corporate Services,  
BSE Limited,  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400 001.

**COMPANY CODE : BAYERCROP**  
**SCRIP CODE : 506285**

Dear Sir/Madam,

**Sub.: Business Responsibility & Sustainability Report for the Financial Year ended March 31, 2025**

Please find enclosed herewith the Business Responsibility & Sustainability Report ("BRSR") of the Company for the Financial Year ended March 31, 2025. The BRSR also forms part of Company's Annual Report for the Financial Year ended March 31, 2025.

This is for your information and records.

Thanking you.

Yours faithfully,  
*for* **Bayer CropScience Limited**

**Bharati Shetty**  
Company Secretary and Compliance Officer  
(Membership No.: ACS 24199)

Encl: As above

Bayer CropScience Ltd.  
CIN: L24210MH1958PLC011173

Registered and Corporate Office:  
Bayer House  
Central Avenue  
Hiranandani Estate  
Thane (West) – 400 607  
Maharashtra, India

Tel : +91 22 2531 1234  
Fax : +91 22 2545 5063  
[www.bayer.in](http://www.bayer.in)  
[www.cropscience.bayer.com](http://www.cropscience.bayer.com)

**RESTRICTED**



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L24210MH1958PLC011173		
2.	<b>Name of the Listed Entity</b>	Bayer CropScience Limited		
3.	<b>Year of incorporation</b>	1958		
4.	<b>Registered office address</b>	Bayer House, Central Avenue, Hiranandani Estate, Thane (West) - 400607 Tel. No.: + 91 22 2531 1234 Fax No.: + 91 22 2545 5063		
5.	<b>Corporate address</b>	Bayer House, Central Avenue, Hiranandani Estate, Thane (West) - 400607 Tel. No.: + 91 22 2531 1234 Fax No.: + 91 22 2545 5063		
6.	<b>E-mail</b>	ir_bcsl@bayer.com		
7.	<b>Telephone</b>	+ 91 22 2531 1234		
8.	<b>Website</b>	<a href="http://www.bayer.in">www.bayer.in</a>		
9.	<b>Financial year for which reporting is being done</b>	FY 2024-25		
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited		
11.	<b>Paid-up Capital</b>	₹ 44,94,20,920		
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>			
	<b>Name of the Person</b>	Mr. Simon-Thorsten Wiebusch (Vice Chairman & Managing Director and CEO)		
	<b>Telephone</b>	+91 22 2531 1234		
	<b>E-mail address</b>	ir_bcsl@bayer.com		
13.	<b>Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)</b>			
	<b>Type of Reporting (Standalone/Consolidated Basis)</b>	Standalone		
	<b>If selected consolidated: Not Applicable</b>	<b>Sr. No.</b>	<b>Name of the Subsidiaries (S)/ JVs/Associate Companies</b>	<b>CIN Number</b>
		None		
14.	<b>Name of assurance/assessment provider</b>	Not applicable for FY 2024-25		
15.	<b>Type of assurance/assessment obtained</b>	Not applicable for FY 2024-25		

**II. Product/Services**

16. Details of business activities (accounting for 90% of the turnover):	<b>Sr. No.</b>	<b>Description of Main Activity</b>	<b>Description of Business Activity</b>	<b>% Turnover of the Entity</b>
	1.	Crop Protection	Manufacture, sale and distribution of agrochemical products	78%
	2.	Hybrid Seeds	Production, sale and distribution of hybrid corn seeds	17%
17. Products/Services sold by the entity (accounting for 90% of the entity's turnover):	<b>Sr. No.</b>	<b>Product/Service</b>	<b>NIC Code (last 5 digits)</b>	<b>% of Total Turnover Contributed</b>
	1.	Manufacture, sale and distribution of agrochemical products	20211	78%
	2.	Production, sale and distribution of hybrid corn seeds	01113	17%

**III. Operations**

18. Number of locations where plants and/or operations/offices of the entity are situated:	<b>Location</b>	<b>Number of plants (including R&amp;D center)</b>	<b>No. of Commercial Offices</b>	<b>Warehouses</b>	<b>Total</b>
	National	4	4	27	35
	International	-	-	-	-
19. Market served by the entity:	<b>Locations</b>	<b>Numbers</b>			
a. No. of Locations	National (No. of States/UT)	28/8			
	International (No. of Countries)	13			
b. What is the contribution of exports as a percentage of the total turnover of the entity?	5%				
c. A brief on types of customers	The Company offers a broad portfolio of hybrid seeds, innovative chemical crop protection products, and extensive customer service to support sustainable agriculture. The Company markets these products primarily via wholesalers and retailers. In addition, it also sell products to corporate entities dealing in sale and distribution of Agri Inputs. In order to support Government of India initiative of offering good quality products for mass distribution, the Company also supplies to government/government agencies.				



## IV. Employees

### 20. Details as at the end of Financial Year:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>a. Employees and workers (including differently abled)</b>						
<b>Employees</b>						
1.	Permanent (D)	1072	871	81%	201	19%
2.	Other than Permanent (E)*	152	107	70%	45	30%
3.	Total Employees (D+E)	1224	978	80%	246	20%
<b>Workers</b>						
4.	Permanent (F)	97	92	95%	5	5%
5.	Other than Permanent (G)*	3026	3004	99%	22	1%
6.	Total Workers (F+G)	3123	3096	99%	27	1%
<b>b. Differently abled employees and workers</b>						
<b>Employees</b>						
1.	Permanent (H)	4	4	100%	0	0%
2.	Other than Permanent (I)*	0	0	0%	0	0%
3.	Total Differently Abled Employees (H+I)	4	4	100%	0	0%
<b>Workers</b>						
4.	Permanent (J)	2	2	100%	0	0%
5.	Other than Permanent (K)*	0	0	0%	0	0%
6.	Total Differently Abled Workers (J+K)	2	2	100%	0	0%

\*Note: Covers third-party contingent workforce.

### 21. Participation/Inclusion/Representation of women:

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1.	Board of Directors	7*	2	29%
2.	Key Management Personnel (KMP) (other than Executive Directors)	1**	1	100%

Note: \*Composition of Board of Directors reported above is as on March 31, 2025.

\*\*KMP count other than Board of Directors.

### 22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

Category	FY 2024-25 (Turnover rate in Current Financial Year)			FY 2023-24 (Turnover rate in Previous Financial Year)			FY 2022-23 (Turnover rate in the year prior to Previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10%	11%	11%	12%	14%	12%	9%	11%	10%
Permanent Workers	19%	93%	25%	13%	75%	18%	5%	0%	5%



## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 23. Names of holding/subsidiary/associate companies/joint ventures:

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether it is a holding/subsidiary/associate/or joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Bayer AG	Holding Company	8.43%	No
2.	Bayer CropScience AG	Holding Company	11.91%	No
3.	Bayer SAS	Holding Company	14.73%	No
4.	Monsanto Company	Holding Company	3.44%	No
5.	Bayer Investments India Private Limited (Formerly, Monsanto Investments India Private Limited)	Holding Company	15.04%	No
6.	Bayer Vapi Private Limited	Holding Company	17.89%	No

## VI. CSR Details

24.	i. Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No):	Yes
	ii. Turnover (in ₹):	₹ 54,734 Million
	iii. Net worth (in ₹):	₹ 28,504 Million

## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for the grievance redress policy	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	<a href="https://www.bayer.in/en/investors/policies">https://www.bayer.in/en/investors/policies</a>	18	2	For two pending complaints, Action Taken Reports were filed on February 05, 2025, and April 01, 2025, which were reviewed and closed by SEBI on April 08, 2025, and April 16, 2025, respectively.	21	1	
Communities	Yes		-	-		-	-	
Investors (other than Shareholders)	Yes		-	-		-	-	
Employees and workers	Yes		-	-		-	-	
Customers	Yes		671*	-		871*	-	
Value Chain Partners	Yes		-	-		-	-	
Other (all complaints other than Shareholders)	Yes		-	-		-	-	

\*Note: Includes complaints and grievances received from consumers through customer care call center, emails, and Online Reputation Management team (social media channels).



## 26. Overview of the entity's material responsible business conduct issues:

Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Climate Protection	Risk	<p>Weather and climate can significantly impact the Company's business. Adverse weather conditions (such as drought, heavy rains, storms, etc.) pose a risk of crop losses, reduced yields and land degradation and therefore would impact the agricultural value chain as a whole.</p> <p>Additionally, it is known that there is food loss/wastage during handling of crops from farmer's farm till the consumer's household (i.e. storage, warehousing, and transportation). The yield loss in addition to food loss/wastage poses risk to food security. In addition to the quantitative loss, such wastage in the agriculture value chain leads to atmospheric build-up and global warming.</p> <p>One of the long-term natural and physical effects of climate change is on the permanent water cycle (for example, transition to a wetter or drier climate or delay in monsoon season), spread of diseases and insect pests as well as temperature changes.</p> <p>Introduction of regulatory requirements and economic disruptions due to transition risk could impact the Company's business.</p>	<ol style="list-style-type: none"> <li>As a part of farmer advisory, the Company promotes sustainable farming practices that reduce the use of chemicals and prevent soil erosion; these practices include conservation tillage, crop rotation, cover crops, etc. The focus is on yield increase, social and economic well-being of farmers and communities, and positive impact on nature by improving soil health, reducing on-field greenhouse gas emissions, and increasing carbon sequestration thereby helping to mitigate adverse climate change, restoring biodiversity and conserving water. One such initiative promoted by the Company is transforming rice cropping system from conventional Transplanted Puddled Rice to Direct Seeded Rice technique which is anticipated to improve the water usage per kilogram of rice crop by about 25% by 2030 and would also contribute towards reducing greenhouse gas emissions. The Company plans to bring the direct seeded rice system to one million hectares across India, supporting over one million early-adopter smallholder rice farmers through the DirectAcres program. Already underway, the DirectAcres program has seen considerable success, with more than 90% of participating Indian farmers achieving successful plant establishment. FarmRise (a mobile app) is in place helping more than 400,000 monthly users access farming advice, evaluate pest infestations, rent drones, join carbon programs, check weather, and watch commodity pricing, all from a smartphone. Further, support is provided to smallholder farmers with education and ambassador programs, and digital in-field services such as seed planting, precision irrigation or crop protection advice through Better Life Farming (BLF) Centers.</li> <li>Promoting energy source diversification and transitioning to sustainable options at the sites through installation of solar panels, conversion of liquified petroleum gas-based dryers to natural gas and Power Purchase Agreements (PPA) for using renewable energy (wind and solar energy hybrid model) for manufacturing activities.</li> <li>Rainwater harvesting has been implemented at the sites to conserve/recharge groundwater.</li> <li>Investing in process innovations and in the implementation and optimization of energy management systems at production sites, such as installation of energy-efficient air compressors, dust collection systems, light and motion detection sensors.</li> <li>Optimization of the distribution network to achieve customer-centricity has helped the Company to reduce the overall logistics footprint. The Company is also envisaging usage of railways as an alternate logistics partner to transport material directly shipped to customers from the manufacturing sites.</li> </ol>	Negative – in short-term due to capital expenditure and operating expenditure involved in adoption of renewable energy sources and switching to cleaner fuels.



Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Protection of the Environment	Risk	<p>Non-reduction of air emissions, water scarcity and inadequacy of clean water in sufficient quantities could lead to disruption of business operations, affect health of the people, animals, and plants.</p> <p>Untreated water discharges from plant locations could contaminate the soil or groundwater reserves.</p> <p>Non-compliance with applicable environment protection or other emerging regulations could result in economic penalties and reputational damage.</p>	<p>The Company has implemented various steps to contribute towards protecting the environment – both internally as well as in association with the customers:</p> <ol style="list-style-type: none"> <li>1. Environmentally friendly products: All of the Company's products have been granted registration for use after thorough evaluation for safety to environment, plants, humans; with applicable classification (toxicity triangle) and warning/caution statements by the regulatory authorities under the provisions of Insecticides Act, 1968.</li> <li>2. Process innovations at the sites: The Company has installed energy-efficient air compressors, dust collection systems which would result in lesser air emissions.</li> <li>3. Water conservation: The Company promotes rainwater harvesting, implementation of drip irrigation, water recycling systems and other sustainable farming practices. The positive impact of this is seen through improved soil health, reduced greenhouse gas emissions, restored biodiversity and conservation of water. One such initiative promoted by the Company is transforming rice cropping system from conventional Transplanted Puddled Rice to Direct Seeded Rice technique. Further as part of the Company's CSR initiative, water conservation has been promoted in Odisha, Jharkhand and Maharashtra states mainly for the benefit of local farming communities. These initiatives include building farm ponds, stone bunds, canal restoration, diversion irrigation systems and reviving defunct borewells. These diverse water conservation interventions have enabled cultivation of additional crops while also preventing soil erosion and safeguarding farmlands, thereby benefiting 5,500 households and 700 farmers.</li> <li>4. Wastewater management: Wastewater generated at the sites is subject to treatment and strict monitoring before it is discharged into the various authorized disposal channels. The Company monitors critical parameters of treated wastewater periodically and maintain treatment plants in good condition.</li> <li>5. Sustainable farming practices: As a part of farmer advisory, the Company promotes sustainable farming practices that reduces the use of chemicals and prevent soil erosion; these practices include conservation tillage, crop rotation, cover crops, etc. As a part of farmer advisory, the Company promotes sustainable farming practices and responsible use of agrochemicals. The Company has launched 'ForwardFarming' promoting sustainable agricultural practices, providing a platform for farmers, researchers, and stakeholders to collaborate and share knowledge. This initiative aims to demonstrate innovative farming techniques tailored to the needs of smallholder farmers in the country, with a particular focus on sustainable rice cultivation, thus promoting the transition towards regenerative agriculture.</li> </ol>	<p>Negative – due to capital expenditure, operating expenditure on systems and processes needed for good environmental performance.</p> <p>- due to fines and penalties that could be potentially levied on the Company in case of non-compliance with regulatory requirements</p>



Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
			<p>6. Plastic waste management: The Company is registered as a Brand Owner and Importer and is responsible for disposal of plastic waste generated as per the Extended Producer Responsibility (EPR) guidelines. The Company is meeting the EPR target obligations as per Central Pollution Control Board (CPCB) guidelines and is undertaking activities in compliance with various regulatory requirements for waste management; further as part of this program, the Company has engaged a reputed Producer Responsibility Organization (PRO) to manage the collection of plastic waste from various sources and facilitated its safe disposal at state level incineration facilities in compliance with the regulations.</p>	
Biodiversity	Risk	The biggest threat to biodiversity is the loss, deterioration, and fragmentation of habitats due to the Company's operations	<ol style="list-style-type: none"> <li>1. The Company is committed towards conserving the biodiversity of the areas in which it operates. Currently, none of the Company's operations/offices are situated in/around ecologically sensitive areas. Further, no new production sites or operations are planned in areas identified as statutorily protected with regards to their natural characteristics, biodiversity, or other factors. The Company maintains an open dialogue with community members in its areas of operation, these discussions are focused on topics such as climate, water and sustainable economic activities.</li> <li>2. The Company undertakes initiatives in the form of trainings to farmers for safe use of its products as well as setup mechanism for plastic waste collection and disposal as measure towards avoiding plastic pollution and protecting the environment.</li> <li>3. Sustainable farming practices: As a part of farmer advisory, the Company promotes sustainable farming practices that propose responsible use of chemicals and prevent soil erosion; these practices include conservation tillage, crop rotation, cover crops, etc.</li> <li>4. The Company through its 'ForwardFarming' initiative is promoting regenerative agriculture by fostering dialogue and showcasing on-farm practices with independent farmers. Together with farmers and scientific experts, the Company is improving and pioneering agronomic practices with a strong focus on improving soil health, biodiversity conservation, environmental impact reduction, carbon-neutral agriculture and water conservation.</li> </ol>	Negative – due to fines and penalties that could potentially be levied on the Company for directly or indirectly impacting biodiversity on account of its operations



Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Business Ethics	Risk	<p>The Company strongly believe in conducting businesses responsibly, ethically and in compliance with the statutory requirements and regulations. Any event of non-compliance can affect the Company's reputation, undermine stakeholder trust, disrupt business operations, and could result in financial repercussions, such as fines and penalties.</p>	<p>The Company is committed to compliance and ethical business conduct. The Company believes that compliance is essential for long-term commercial success, and it will forgo any business transaction that would violate any of the principles of the unified Code of Conduct (<a href="https://www.bayer.com/en/commitments/code-of-conduct">https://www.bayer.com/en/commitments/code-of-conduct</a>). The Code of Conduct outlines Bayer's principles of business conduct. It defines how Bayer employees work together with their colleagues and external partners. It serves as a compass to ensure everyone acts with integrity and helps the Company to take informed decisions, focus on the essentials and reinforce the Company's identity.</p> <p>The Code comprises of the following key areas:</p> <ul style="list-style-type: none"> <li>• How to interact with customers and consumers</li> <li>• How to work together</li> <li>• How to engage with stakeholders</li> </ul> <p>Trust is at the core of what the Company does; integrity is and remains a key element of the corporate culture.</p> <p>Employees are obligated to report compliance violations. The Company ensures that no employees are disadvantaged or exposed to retaliatory measures because they reported a suspected compliance violation in good faith.</p> <p>The Company is committed to ensure all statutory requirements are duly complied with and it tracks these compliances through the 'WeComply' portal. Further, overall compliance status is periodically reviewed and tracked by the Law, Patents and Compliance (LPC) department and significant discrepancies are highlighted to the relevant stakeholders for appropriate action.</p> <p>The Company encourages third-parties to raise their concerns about compliance. In addition to the Company's employees, the Speak Up Channel (<a href="https://bayer.speakup.report/en-GB/complianceline/home">https://bayer.speakup.report/en-GB/complianceline/home</a>)/Compliance Hotline is open to any third-party who would like to report a potential compliance violation anonymously. This applies irrespective of whether the third-party has a business relationship with the Company or whether their own rights are affected. The Company has platforms through which not only customers, employees of direct or indirect suppliers, but residents around local sites, trade unions and NGOs, for example, are also entitled to submit their concerns.</p> <p>The Company has in place a robust IT-based compliance management tool for monitoring adherence to applicable laws and regulations.</p>	<p>Negative – due to expenses related to compliance management system and trainings</p> <p>– due to fines and penalties that could be levied on the Company and associated other legal implications</p>



Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Product Stewardship	Opportunity	Product stewardship means that the Company's products meet the highest quality standards and are safe for people and the environment when used properly. With the increasing demand for safe and sustainable products, as well as associated regulatory requirements, product stewardship is a key topic for the business. Thus, there is an opportunity to expand the Company's market presence through product stewardship initiatives.	<p>The Company has put in place necessary directives and management systems to implement regulatory and voluntary product stewardship requirements.</p> <ol style="list-style-type: none"> <li>1. Product registration: Crop protection as well as seeds finished products are subject to stringent regulations that prescribe specific and detailed approval and registration procedures. Hence, the products cannot be sold in the market until they have been approved by a competent authority or an official registration has been granted. Further, processes have been established throughout the Company to address inquiries about product safety or problems with the products that are already available on the market.</li> <li>2. Product counterfeiting: Product counterfeiting is a concern and the Company endeavors to resolutely and effectively prevent counterfeiting to ensure customers have access to safe and effective original products. Towards this endeavor, the Company has provided consumers/farmers with digitized versions of product information in their preferred languages which can be accessed by scanning the QR code on product labels. The QR code can also be used to authenticate the genuineness of the product.</li> <li>3. Safe handling of products: The Company through its field force conducts safety briefings to inform consumers about safe product handling, including use of right Personal Protective Equipment (PPE). Since 2016, Bayer Safe Use Ambassador program is aimed at creating trainers for safe use of products by partnering with various State Agricultural universities. Through targeted training courses, farmers, seed treatment professionals, distributors and other users are shown how to use the products both effectively and safely to maintain healthy plants and thereby increase the yield and quality of harvested goods. The Company's objective is to continuously increase the outreach of training activities through more widespread use of digital media.</li> <li>4. Waste management initiative: The Company is registered as a Brand Owner and Importer and is responsible for disposal of plastic waste generated as per the Extended Producer Responsibility (EPR) guidelines. The Company is undertaking activities in compliance with various regulatory requirements for waste management; as part of this program, the Company has appointed a recycling agency to collect plastic from the market and facilitate its safe disposal at state level incineration facilities.</li> </ol>	Positive – due to improvement in market presence



Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Human Rights	Risk	Neglecting human rights requirements would result in regulatory non-compliance and have a detrimental effect on the Company's reputation and public image, making it a crucial aspect for overall responsible business conduct initiative	<p>Human rights are a matter of great importance for the Company not only within its own sites but across its entire supply chain.</p> <p>The Company is fully committed to upholding human rights and has documented its stance in its Human Rights Policy (<a href="https://www.bayer.com/en/procurement/supplier-code-of-conduct">https://www.bayer.com/en/procurement/supplier-code-of-conduct</a>). The policy covers human rights requirements within the Company and obligates its employees to respect and foster human rights within their own business activities and in business relations. Bayer is a founding member of the UN Global Compact and respects the Universal Declaration of Human Rights and the International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights of the United Nations. The Company's human rights due diligence is based on the related principles described in the UN Guiding Principles on Business and Human Rights (UNGPs), UNGPs are considered to be among the most important international standards for preventing and combating possible human rights violations in connection with business activities. The Company is engaged in meeting this responsibility along the entire value chain and within its scope in India.</p> <p>Guided by the Bayer Code of Conduct and supplementary to the Human Rights Policy, the Company substantiates specific standards and responsibilities for respecting human rights. These include regulations on data privacy, fairness and respect at work, 'HSE Management and HSE Key Requirements' (<a href="https://www.bayer.com/sites/default/files/hse-management-and-key-requirements-policy-en-2024.pdf">https://www.bayer.com/sites/default/files/hse-management-and-key-requirements-policy-en-2024.pdf</a>), security and crisis management.</p> <p>One of the Compliance Management principles is to ensure that employees enjoy Fairness and Respect at Work (FRW). All employees are aware of this, and they are encouraged to voice their grievance/concern with regard to FRW via the Speak Up Channel/Compliance Hotline. Further, Company employees have access to Bayer AG's training program 'Respecting Human Rights at Bayer' created to enhance awareness of the importance of human rights in their day-to-day activities.</p> <p>The Company's Supplier Code of Conduct (<a href="https://www.bayer.com/en/procurement/supplier-code-of-conduct">https://www.bayer.com/en/procurement/supplier-code-of-conduct</a>) is circulated and made known to all its suppliers. It covers topics such as Ethics, People and Labor, Quality and Governance Management Systems. Under the topic of People and Labor, the Company has clearly laid out its expectations in respect of avoidance of child labor, avoidance of bonded or forced labor and protecting freely chosen employment, need to have freedom of association, need to have adherence to working time, wages and benefits, importance of equal treatment, etc. During the financial year 2024-25, the Company's Operations team, along with HSE colleagues, conducted review at the largest tolling partner site in India, on various topics, including those mentioned above. Additionally, audits were conducted at sites of Tier-2 suppliers (supplier of our raw material supplier) as part of the initiative to review all above-mentioned aspects at the value chain partners. Further, as part of Internal Audits (IA) conducted by the Company as per the defined audit scope and compliances – Factories Act and various Labor Acts are verified. The key areas covered include working hours, wage rates, facilities, PPE and safety requirements for labor.</p> <p>For growers in seed business, the Company has implemented governance mechanism to review practices related to wages and benefits and the avoidance of child labor at the growers' fields.</p>	Negative – due to costs involved in due diligence and training



Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Employee Welfare and Occupational Safety	Opportunity	<p>It is well known that availability of trained, skilled and engaged workforce in a knowledge-based economy can lead to a significant increase in productivity, more efficient and effective operations which would contribute to Company's success. The advantage of having access to a large pool of trained talent with diverse perspectives helps the Company in meeting growing business requirements and is key to gain competitive advantage.</p>	<p>Recognizing the importance of human resources, the Company has implemented several employee-focused initiatives – ranging from onboarding training, buddy culture, talent management, rewards and recognition, employee training, career development programs etc. In an endeavor to encourage employees to get a holistic work experience, there is a process for internal job rotations, short-term assignments etc. Annual performance evaluation process and employee potential evaluation helps the Company to identify top talents and groom them for future leadership roles. The Company aims to create a culture that is based on fairness and respect for all. As established in the Bayer Human Rights Policy, the Company is committed to respecting the human rights of its employees and therefore to fair and equal treatment as a basic principle in the work environment. This includes observing Group-wide standards of conduct and protecting employees from discrimination, harassment and retaliation.</p> <p>In India, Bayer has consistently been acknowledged for its workplace culture, especially within the chemical industry sector. The Company has been recognized among India's Best Workplaces in Chemicals in 2024, emphasizing on commitment to health, safety and a collaborative work environment in the region.</p> <p>The Company has implemented changes in talent acquisition/ management to ensure equitable and inclusive processes to achieve diversity dimensions in terms of gender, generations, nationality, career experience, LGBTQ+ and people with disabilities.</p> <p>The Company believes in open and transparent feedback culture. All managers are encouraged to seek feedback on an anonymous basis from their team members, peers and use the same for self- development. The Company has rolled out 'Employee Pulse' surveys at half yearly intervals wherein it seeks feedback from its employees and uses this to make modifications, if need be, to its employee practices. The Company's hybrid working model, has provided flexibility to the employees and is a step closer towards ensuring necessary work-life balance.</p> <p>The Company provides best-in-class health, childcare, insurance programs and benefits to employees which get benchmarked periodically.</p> <p>The Company has a robust health and well-being program catering to the varied needs of the workforce working at sites and in hybrid mode. The Company has partnered with a reputed wellness service aggregator offering a Digital Health wallet. Through this facility, employees can choose to visit medical centers closest to them for health checkups and access to online health activity sessions. The wallet also includes other online and offline Outpatient Department (OPD) benefits. The processes are digitalized and can be operated by employees from anywhere. The Company shares articles, conduct webinars, quizzes and other engagement activities including gamification on various physical, emotional and mental health topics. The Company has partnered with a reputed service provider who offers 24x7 Employee Assistance Programs (EAP) for the holistic well-being of employees and their family members. Further, the EAP offers a webinar series designed around specific themes and covers a range of topics from nurturing family well-being, mental health concerns, inclusivity for LGBTQ+, parenting etc. These sessions are conducted by subject matter experts typically every month.</p>	<p>Positive – due to increased productivity and sustainable operations</p> <p>- Diversity, equity and inclusion can boost performance, drive innovation and support in creating a balanced work culture</p>



Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
			<p>The Company has won the prestigious Healthy Workplace – Hall of Fame award by Arogya World, highlighting its sustained focus on health and well-being for its employees. The Company has also encouraged and promoted several of its suppliers to go through this rigorous process and get their own certifications.</p> <p>Within the context of Occupational Health and Safety, both employees and contractors receive extensive training in the prevention of accidents and safety incidents and in maintaining their own health. The measures range from general safety briefings to special safety and health training courses.</p> <p>The Company actively promotes safety-conscious behavior for preventing accidents and injuries and encourages employees and contractors to immediately report work-related hazards or dangerous situations to their supervisors.</p> <p>Health Safety Environment (HSE) management systems are implemented at the sites. Audits are an integral component of the global HSE management system. They help to ensure compliance with applicable regulations and improve performance through the management and mitigation of possible HSE risks. The Company has developed Key Performance Indicators (KPIs) to measure safety program maturity beyond the traditional indicators of the Recordable Incident Rate (RIR) and Severity of Injuries. It is a combination of different aspects of safety incident reporting and is primarily used to improve overall employee engagement in occupational safety.</p>	
Supplier Management	Risk	<p>Businesses operate in a complex and dynamic environment wherein the inward supply chain involves multiple stakeholders, both organized as well as unorganized.</p> <p>In order to enable the Company to provide quality finished products to consumers, it is necessary that suppliers provide the necessary quantity of materials (raw, intermediaries, packing, etc.) on timely basis. Any disruption in the supply chain or adverse price fluctuations could create supply bottlenecks and potentially affect the Company's competitiveness, production and product delivery</p>	<p>The Company operates according to an established supplier management process. Long-term contracts/business relationships and active supplier management for strategically important goods and services are important elements of this topic. The Company exerts influence by emphasizing on economic, ethical, social and ecological principles through the Supplier Code of Conduct. Further, to improve relationship with suppliers, the Company also conducted an annual Supplier Engagement Program covering 21 BCSL suppliers along with others covering key topics such as Code of Conduct, sustainability in Indian chemical industry and various health and safety topics.</p> <p>In addition to the above, the Company is focusing on sustainable supplier environment. The expectations from the suppliers are clearly laid out in Supplier Code of Conduct. The document covers topics of Ethics, People and Labor, Quality and Governance Management Systems. From establishing a review mechanism, during the financial year 2024-25, the Company's Operations team, along with HSE colleagues, conducted reviews at tolling site, on various topics, including those mentioned above. Additionally, audits were conducted at sites of Tier-2 suppliers (supplier of our raw material supplier) as part of the initiative to review the above mentioned aspects for value chain partners.</p> <p>The Company also assesses the suppliers through Together for Sustainability (TfS) (physical audits) and EcoVadis (online assessment) platforms. In 2024, 22 BCSL suppliers were audited through these channels. The areas covered as part of the audit/assessment include environment, ethics, labor and human rights, health and safety, governance, management systems and sustainable procurement which also correspond to the requirements of the Supplier Code of Conduct. In 2024, the Company focused on developing strategic and operational approaches to ensure respect for human rights and embedding responsible purchasing practices.</p>	Negative – due to adoption of systems, processes and due diligence that could lead to delays impacting production and inventory levels



Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Stakeholder and Community Involvement	Risk	Stakeholder activism has increased in the past few years. Failure to engage and address the concerns of various stakeholders can result in various market and reputational risks.	<p>Stakeholder dialogue helps recognize important trends, developments in society and markets at an early stage. This information is taken into account while shaping business and policy advocacy activities. The Company also leverages industry platforms to organize consultative workshops and roundtables. Regular stakeholder activities range from dialogues at the local and national level, and active involvement in committees and specialist workshops.</p> <p>In community engagement, the Company is active through its CSR programs. Community engagement processes involve need based assessment of the communities. In addition, the Company has Community Outreach programs which are organized by employees for communities around the sites. An open dialogue is maintained between the site management and community members which focuses on making a direct positive impact to the communities where the sites operate. Impacts are measured as 'touches – i.e. the number of society members benefited by these programs.</p> <p>For other stakeholders such as customers, suppliers, investors, regulators, the relevant functions closely interact with them at necessary frequencies. In 2025, a customer engagement program was conducted with key distributors informing them about the right trading practices and educating them about the legal and regulatory framework for crop protection. Further, Supplier Engagement program was conducted for 21 BCSL suppliers covering Code of Conduct, sustainability in Indian chemical industry and various health and safety topics.</p> <p>The Company has also introduced a new organization model – 'Dynamic Shared Ownership (DSO)' which is closely aligned to customer needs and empowers the employees to more effectively satisfy and deploy resources by working in small and self-administered mission teams. Activities are prioritized towards set outcomes, and the progress is measured in short cycles, which greatly increases the speed of action.</p>	No significant financial impact



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
<b>Policy and Management Processes</b>										
1a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1c. Web-link of the Policies, if available	<a href="https://www.bayer.in/en/investors/policies">https://www.bayer.in/en/investors/policies</a>									
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	Yes	No	Yes	Yes	No	No	No	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No Certification	ISO 9001 (Quality Management Systems)	ISO 45001 (Occupational Health & Safety Management Systems)	No certification	Bayer is a founding member of the United Nations (UN) Global Compact and respects the Universal Declaration of Human Rights of the UN	ISO 14001 (Environmental Management Systems)	No certification	No certification	No certification	No certification
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>A. Environmental Targets:</b></p> <ol style="list-style-type: none"> <li>Promote renewable energy consumption through solar installations at the sites to reduce GHG emissions.</li> <li>Promote rainwater harvesting at the sites to reduce the usage of fresh water.</li> </ol> <p><b>B. Social Targets:</b></p> <ol style="list-style-type: none"> <li>Proportion of women in top management: 33% by 2025 and 50% by 2030.</li> <li>5% of the workforce to be made up of people with disabilities/differently abled individuals by 2030.</li> <li>Promote health and safety initiatives within the supplier community.</li> <li>Conduct at least one health engagement program every year in each of the six areas: Physical health, mental health, emotional health, women's health, financial well-being, personal energy management.</li> <li>Continue to maintain ISO 45001 – Occupational Health and Safety (OH&amp;S) Management System certification at the Product Supply locations.</li> <li>Make efforts to maintain Employee Lost Time Recordable Injury Rate (LTRIR) at sites &lt; 0.5.</li> </ol>									



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.</p>	<p><b>A. Environmental Targets:</b></p> <ol style="list-style-type: none"> <li><b>Promote renewable energy consumption through solar installations at the sites to reduce GHG emissions:</b> The Company is committed to supporting global sustainability targets and has installed solar energy generation plants and/or entered into Power Purchase Agreements (PPAs) for renewable energy at major sites. Below are the details of the solar power installation capacities at the sites: Shamirpet: 690 kW onsite; Himatnagar: 112 kW onsite + 630 kW PPA; BRDC: 133 kW onsite; Silvassa: 70 kW onsite</li> <li><b>Promote rainwater harvesting at the sites to conserve fresh water:</b> In alignment with the commitment to the Sustainable Development Goals (SDG) 6 – Clean Water and Sanitation, the Company strives to protect water resources and use them judiciously. The major sites implemented various water conservation measures and rainwater harvesting structures to recharge groundwater reserves. Further, to reduce freshwater consumption, wastewater is treated and used for gardening and sanitation purposes.</li> </ol> <p><b>B. Social Targets:</b></p> <ol style="list-style-type: none"> <li><b>Proportion of women in top management – 33% by 2025 and 50% by 2030:</b> The Company is committed to promoting equity, diversity, and inclusion across the workforce. As of March 2025, the target achieved is 33% gender diversity at the top management level. Through consistent efforts over the past few years, the Company has worked to enhance women’s representation in the sales force.</li> <li><b>5% of the workforce to be made up of people with disabilities/differently abled individuals by 2030:</b> The Company is committed to including people with disabilities (PwDs) in the employment ecosystem and workforce. The Company has an officially recognized disability-focused Employee Resource Group (ERG) called ENABLE, which is an employee-initiated and led group formed around common interests and backgrounds, specifically focused on supporting and advocating for individuals with disabilities. The Company encourages voluntary self-disclosure, provide special support for accessing app-based wellness benefits, and offers disability inclusion training for employees. Additionally, the Company has partnered with NGOs to develop a future talent pipeline. The goal is to meet the global target of 5% representation by 2030, with the current achievement at approximately 1% at the local level.</li> <li><b>Promote health and safety initiatives within the supplier community:</b> The Company has integrated sustainability considerations into its supplier management activities to ensure that business practices with suppliers align with environmental, social, and ethical standards. Bayer views adherence to these sustainability standards within the supply chain as a crucial factor. By acting responsibly in collaboration with suppliers, the aim is to identify and minimize risks while fostering stable, long-term business relationships with partners. As part of the supplier engagement process and in line with the mission of Health for All, the Company conducted a supplier capability-building workshop in January 2025 for key chemical suppliers. Among the speakers, Arogya World (<a href="http://www.arogyaworld.org">www.arogyaworld.org</a>) was invited to present their ‘Healthy Workplace’ program to encourage suppliers to participate in the Arogya World Healthy Workplace certification program, which focuses on non-communicable disease (NCD) prevention and mental health promotion in the workplace.</li> <li><b>Conduct at least one health engagement program every year in each of the six areas – Physical health, mental health, emotional health, women’s health, financial well-being, personal energy management:</b> The Company prioritizes the well-being of its employees and associates, encouraging them to be their best selves and thrive in all aspects of life. To support this endeavor, the Company promotes the importance of caring for one’s physical, mental, emotional, and spiritual health. To facilitate employee well-being, the Company has conducted various programs in the domains of physical, mental, and emotional health.  The Company’s commitment to health has been recognized with the Healthy Workplace – Hall of Fame award by Arogya World, reflecting the long-term dedication to fostering a supportive work environment. This achievement follows the GOLD award in 2021 and the PLATINUM award in 2023. Below are the details of select health programs conducted during the financial year 2024-25:                         <ol style="list-style-type: none"> <li><b>Physical Health:</b> <ul style="list-style-type: none"> <li>Refresher training for first-aid providers was conducted at various sites.</li> <li>On World Hypertension Day, a virtual session featuring medical experts, to discuss lifestyle diseases and health risks was conducted.</li> <li>A webinar on understanding nutrition and dietary supplements was conducted. The discussion was focused on the importance of micronutrients in the diet and how to bridge the gap for overall health.</li> </ul> </li> <li><b>Holistic Health:</b> <ul style="list-style-type: none"> <li>A special yoga session led by a professional instructor was organized on International Yoga Day. The session focused on enhancing body flexibility, reducing stress, and boosting overall well-being.</li> <li>Arogyaworld Healthy Workplace Hall of Fame award celebration: Multiple sites conducted health engagement activities led by site leadership, emphasizing the importance of personal health and utilizing the various health benefits offered by the Company.</li> </ul> </li> <li><b>Mental Health:</b> <ul style="list-style-type: none"> <li>On World Mental Health Day, an in-house program on sustaining resilience and the science behind happiness dedicated to fostering mental well-being and awareness was organized, making mental health a priority at work and beyond.</li> </ul> </li> <li><b>Community Health:</b> <ul style="list-style-type: none"> <li>During National Safety Week, blood donation camps were organized at the Company’s Corporate Head Office in Thane. Few other sites also conducted similar blood donation camps in association with reputed hospitals.</li> </ul> </li> </ol> </li> </ol>								



	<p>5. <b>Continue to maintain ISO 45001 – Occupational Health and Safety (OH&amp;S) Management System certification at the Product Supply locations:</b> The Company has maintained ISO 45001 certification for the seeds product supply site at Shamirpet. Other sites continue to implement the Bayer HSE Management System in accordance with Bayer Corporate Policy 2055, which was revised in December 2024 to align with ISO Management Systems standards.</p> <p>6. <b>Make efforts to maintain Employee Lost Time Recordable Injury Rate (LTRIR) at sites &lt; 0.5:</b> The Company adopts a risk-based, proactive approach to minimize the potential for high-severity accidents at the sites. Regular training sessions, toolbox talks, and safe infrastructure are offered to employees. The Company encourages safe behavior, which includes the digital reporting of near misses and safety observations (leading indicators), as well as implementing effective corrective and preventive actions to prevent injuries. For FY 2024-25, there were no recordable injuries resulting in lost time for employees or supervised contractors reported at any of the sites.</p>
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**Governance, Leadership and Oversight**

<p>7. <b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:</b></p>	<p>As we reflect on the past fiscal year, the BRSR report highlights our dedication to tackling Environmental, Social, and Governance (ESG) challenges while celebrating our achievements. In the dynamic landscape of agriculture, our food and nutritional security depends on our ability to harness innovative and regenerative practices that not only address the challenges faced at the farm level but also promote sustainability and resilience against climate change.</p> <p>At BCSL, we are driven by a customer-first philosophy, which inspires us to create customized and innovative technologies and solutions that enhance farmer productivity while addressing pressing sustainability challenges. Our mission is to empower farmers to achieve greater yields with fewer resources, while restoring more of our ever-depleting natural resources, thereby increasing profitability and fostering a sense of environmental responsibility.</p> <p>We firmly believe that our business goals and ESG principles are intertwined. By integrating sustainability into our core operations, we not only reduce our environmental footprint but also engage with rural communities to promote equitable development. Our approach ensures that social and environmental considerations are woven into every aspect of our business, supported by targeted plans to mitigate key challenges.</p> <ol style="list-style-type: none"> <li><b>Ensuring Product Safety:</b> We are committed to maintaining the highest regulatory standards to guarantee the safety and effectiveness of our products. By digitizing product information and conducting comprehensive safety briefings, we reinforce our pledge to product integrity.</li> <li><b>Empowering Smallholder Farmers and Rural Communities:</b> Our initiatives focus on uplifting smallholder farmers by enhancing their access to quality inputs, agronomic support, and market linkages. We are actively involved in forming and supporting Farmer Producer Organizations (FPOs), which empower farmers through collective action and resource sharing. Additionally, we promote rural micro-entrepreneurship and foster gender-smart ecosystems.</li> <li><b>Championing Water Conservation:</b> Water conservation is a top priority for us. We implement practices such as rainwater harvesting and drip irrigation to optimize water usage. Our advocacy for water-efficient techniques, including Direct Seeded Rice, underscores our commitment to sustainable water management.</li> <li><b>Promoting Clean Air and Energy Efficiency:</b> In our fight against climate change, we strive to reduce energy consumption and air emissions. By adopting renewable energy sources and implementing technologies like solar panels and natural gas dryers, we minimize our environmental impact while enhancing energy efficiency at our production facilities.</li> <li><b>Upholding Human Rights:</b> We are dedicated to fostering fairness and respect within our operations and supply chain. Our initiatives focus on employee welfare and compliance with labor standards, promoting inclusivity and equity across all levels.</li> <li><b>Responsible Corporate Governance:</b> Our growth is anchored in robust corporate governance principles, as detailed in our Code of Conduct. We are committed to conducting our business with integrity, ensuring fair competition, and taking responsibility for our environmental and social impact.</li> <li><b>Innovative Crop-system Approach:</b> Our DirectAcres Program, which utilizes Mechanized Dry Direct Seeding of Rice, is an exemplary model of our commitment to sustainability. This program significantly decreases methane (a potent greenhouse gas) emissions, reduces water requirements, and lowers production costs, while also offering potential carbon credits to farmers.</li> <li><b>Introducing Forward Farming in India:</b> We are pleased to launch Forward Farming in India, an initiative that champions regenerative agricultural practices. This program aims to educate farmers on sustainable methods that enhance soil health, promote biodiversity, and bolster farm resilience against climate challenges.</li> </ol> <p>With over 128 years of experience in India, we are committed to continuous growth and collaboration. Through our focus on science and innovation, we aim to provide sustainable solutions that drive positive change, creating a future where there is "Health for all, and hunger for none".</p>
<p>8. <b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b></p>	<p>Corporate Social Responsibility (CSR) &amp; Environmental, Social, and Governance (ESG) Committee</p>
<p>9. <b>Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</b></p>	<p>Yes A CSR &amp; ESG Committee exists, and Mr. Simon-Thorsten Wiebusch is the Chairman.</p>



**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against above policies and follow-up action</b>	As part of Internal Audit (global and local), Procurement Audits, HSE Audits as well as Compliance Audit, adherence to policies is checked and recommendations (if any) are made.									Annually								
	Further, in FY 2024-25, the following policies were reviewed and enhanced: Principle 1: Anti-Corruption Policy Principle 4 & 8: Corporate Social Responsibility (CSR) Policy Principle 5: Human Rights Policy Principle 9: Information Technology (IT) Security Policy									As per requirement								
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	Yes									Annually								

<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency:</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
	No								

**12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

### ESSENTIAL INDICATORS

**1. Percentage coverage by training and awareness programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	1	<ul style="list-style-type: none"> <li>9 NGBRC Principles and 10 Corporate Compliance Principles of the Company and duties and responsibilities of Directors</li> </ul>	100%
Key Management Personnel	3	<ul style="list-style-type: none"> <li>9 NGBRC Principles and 10 Corporate Compliance Principles of the Company</li> <li>POSH – Prevention of Sexual Harassment at Workplace Statute in India</li> <li>Code of Conduct</li> </ul>	100%
	3	<ul style="list-style-type: none"> <li>POSH - Prevention of Sexual Harassment at Workplace Statute in India</li> <li>Experienced Leaders Program (ELP)/Country Division Head (CDH) Program</li> <li>Code of Conduct</li> </ul>	25%
Employees other than BoD and KMPs	137	<ul style="list-style-type: none"> <li>Controlled Data Training 2024</li> <li>Label and Protect: Secure Information Handling</li> <li>Quality Manual</li> <li>DFS - CSO Information Security Training</li> <li>DFS - Climate Global Security Awareness</li> <li>Quality Assurance for Digital Products &amp; Applications</li> <li>IT Root Cause Analysis and Corrective and Preventive Actions</li> <li>Exception Management</li> <li>Principles for General Information System Controls (GISC) at Bayer</li> <li>Controlled Data Training</li> <li>Planning in TMS for Planners</li> <li>Protecting Bayer's Intellectual Property - Germplasm Pedigrees</li> <li>VACC Leadership Experience</li> <li>Understanding Bias Around the World</li> <li>Product Stewardship Overview: Commitment, Principles and Key Requirements Brochure Module</li> <li>Driving Safely, Driving Smarter</li> <li>Distracted Driving 2.0</li> </ul>	20%



Segment	Total number of training and awareness programs held	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
		<ul style="list-style-type: none"> <li>• Defensive Driving 2.0</li> <li>• Compliance Video training: Speak Up &amp; Sexual Harassment</li> <li>• Fundamentals of Cyber Security</li> <li>• 117 Product Quality and Safety Committee (PQSC) - Charter</li> <li>• 257 Manage GMP/GDP Data Lifecycle</li> <li>• Manage Digital External Communication</li> <li>• The Primary Market Research Training</li> <li>• Responsible Use of AI</li> <li>• Threat &amp; Vulnerability Management at Bayer</li> <li>• E-Aarambh India</li> <li>• Compliant Documentation and Processing of Accounting Information</li> <li>• SAM Role Assignment Approver TOM</li> <li>• HI Confined Space for Authorized Employees</li> <li>• Introduction to My Learning for Managers</li> <li>• Customs Compliance Training</li> <li>• Global ABAP Development (CCF Support)</li> <li>• DFS CCE Compliance Training</li> <li>• Environmental Reporting with InteleX</li> <li>• SAM Expert User TOM</li> <li>• QDoc 2.0 Approver Training</li> <li>• Digital Policy</li> <li>• IT Change Management Process</li> <li>• Tool Training DocuSign eSignature</li> <li>• IT Asset Lifecycle Management (ITLM)</li> <li>• Business Criticality of IT Products and Assets</li> <li>• Decommissioning of IT Products and Assets</li> <li>• Accountability for IT Assets</li> <li>• Accountabilities for IT Products</li> <li>• SMART Cloud Driver's License</li> <li>• Expert Negotiation Workshop &amp; Case Analysis</li> <li>• TMS Awareness Video</li> <li>• Supervisor/Manage my employees with "Identity &amp; Access Management (IAM)"</li> <li>• Training Operational Manual for SAM Role Assignment Approver (Manager/Supervisor)</li> <li>• OTF Management Training Program: Problem Solving</li> <li>• 2021 Corn Rootworm eLearning</li> <li>• SAM Firefighter User TOM</li> <li>• SAM Standard Operating Procedure - BEAM16262</li> <li>• An Introduction to the World of Regulatory Affairs and the Global Regulatory Managers</li> </ul>	



Segment	Total number of training and awareness programs held	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
		<ul style="list-style-type: none"> <li>• Global BW Development</li> <li>• Introduction to IQMS</li> <li>• IQMS QMS Regulations/GMP Document Controller Basic Training</li> <li>• IQMS CAPA Action Process Overview</li> <li>• IQMS CAPA Action: Requestor Training</li> <li>• IQMS CAPA Action: Owner Training</li> <li>• IQMS CAPA Effectiveness Check Training</li> <li>• IQMS Continuous Improvement Training</li> <li>• Experienced Leaders Program (ELP)/Country Division Head (CDH) Program</li> <li>• 2003 Set up and implement a computerized system in the GxP environment</li> <li>• 2004 Operate and maintain a GxP-relevant computerized system</li> <li>• 2002 Manage GxP computerized system life cycle</li> <li>• Introduction to My Learning</li> <li>• Issue Management Country Training</li> <li>• Velocity: #Calculated Answers</li> <li>• Velocity: #Allocate Environment</li> <li>• Velocity: #Capacity Request - Field Version</li> <li>• Velocity: #Capacity Request - Controlled Environment Version</li> <li>• Velocity: #Getting Started in Velocity</li> <li>• Velocity: #User Groups and Gaining Access</li> <li>• Velocity: #Collect</li> <li>• Velocity: #Allocate Environment - CE</li> <li>• Velocity: #Candidate Management</li> <li>• Velocity: #Build Agency</li> <li>• Velocity: #Agency Request</li> <li>• Velocity: #ActivityPlan</li> <li>• Velocity: #Experiments</li> <li>• Velocity: #Contact360</li> <li>• Update Policy 2029 and Desktop Procedure</li> <li>• CAP Onboarding</li> <li>• DP RTR-FA-AM-30M Asset transfer, disposal, change and sale</li> <li>• DP RTR-FA-AM-80M Project Activities Asset Management</li> <li>• DP RTR-FA-AM-10 Investment process (Accounting View)</li> <li>• DP RTR-FA-AM-20 Asset Master Data Creation and Maintenance</li> <li>• DP RTR-FA-AM-30 Asset transfer, disposal, change and sale</li> </ul>	



Segment	Total number of training and awareness programs held	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
		<ul style="list-style-type: none"> <li>• DP RTR-FA-AM-40-20/30 AM Reporting and Closing</li> <li>• DP RTR-FA-AM-80 Project Activities Asset Management</li> <li>• Bayer Accounting Systems Overview</li> <li>• Bayer Accounting Overview</li> <li>• Reliability &amp; Maintenance Academy: Introduction to Work Planning and Scheduling: Shaping Awareness</li> <li>• Legacy Technical Cross Training: Seed Product Supply Chain</li> <li>• Harvest Master, Reaper 2 Software, and Reaper Lite Box Overview</li> <li>• Velocity: #QandA</li> <li>• Fire Prevention and Protection - Module 1</li> <li>• Mandatory_Training_Change Company Code for Requester</li> <li>• Brand Education @ Bayer</li> <li>• MACS - Stakeholder Engagement; Module 1 - Value of stakeholder engagement</li> <li>• VACC Leadership Experience Global Train the Trainer</li> <li>• Agile Proficiency Foundation Training</li> <li>• Patient Focused Interaction - Patient at the Center</li> <li>• Knowledge Articles – How to create content</li> <li>• Bayer U.S. Security – Workplace Violence Training for Employees</li> <li>• Principles of Toxicology – Advanced Toxicology Training</li> <li>• Why Transparency and Why You Should Care</li> <li>• Introduction to Highly Hazardous Pesticides (HHPs)</li> <li>• Transportation Management e-learning series for Planners</li> <li>• Execution in TMS for Planners</li> <li>• Planners Troubleshooting</li> <li>• Let's Practice (Planners)</li> <li>• Planner e-learning series Assessment</li> <li>• Driving Safety Short: Avoiding Distracted Driving</li> <li>• Social Media Guide</li> <li>• PLE Academy – Module 4: Project Stakeholder Relationship Skills</li> <li>• VACC Leadership Experience Virtual – APAC (Virtual)</li> <li>• Crop Science Commercial Digital Example</li> <li>• ISO Social Engineering Training</li> <li>• SAM Compliance Expert TOM</li> <li>• SAM Local Risk Owner TOM</li> <li>• Velocity: #Shipping and Distribution</li> <li>• Reliability &amp; Maintenance Academy: Insights Risk Matrix, ACA and FMEA</li> <li>• PMD Change Management Methodology</li> </ul>	



Segment	Total number of training and awareness programs held	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
		<ul style="list-style-type: none"> <li>• Intellectual Property - Basics</li> <li>• Waterman Lab Informational Guide</li> <li>• WBT Product Stewardship at Bayer (APAC)</li> <li>• Emotional Intelligence Digital Toolkit</li> <li>• Cyber-Threat-HuntingService-Concept</li> <li>• Drones Cybersecurity Controls and Guidance</li> <li>• Cyber Security Organization at Bayer</li> <li>• Digital Mindset</li> <li>• Cloud Cost Management WBT</li> <li>• NIST Cyber Security Framework Training</li> <li>• SMART Cloud Driver's License – Responsibility Model</li> </ul>	
Workers	18	<ul style="list-style-type: none"> <li>• Induction &amp; Refresher training on HSE Topics for all employees including external contractors</li> <li>• Forklift Training</li> <li>• M.Auto1 Robotic and DFU machine safety precaution</li> <li>• Mock drill &amp; Tabletop exercise (emergency Response Plan)</li> <li>• Mock drill &amp; Tabletop exercise (emergency Response Plan) (Section-2)</li> <li>• New formulation Vayego SC</li> <li>• Refresher training on ISO 9001 &amp; 14001 (IMS)</li> <li>• Refresher Training on PMS</li> <li>• Use of FG warehouse for storage of IBC &amp; FG</li> <li>• WP, WG &amp; SC Packing Process awareness &amp; CAPA</li> <li>• Provided PPE for all activities based on risk assessment</li> <li>• Annual &amp; Quarterly Medical checkup for employees as per legal requirements</li> <li>• Safety work permit system</li> <li>• Process &amp; Plant Safety risk assessment for new and modified process</li> <li>• Automation of filling &amp; packing operation</li> <li>• Safety interlocks provided for machineries</li> <li>• '5S' Concept is implemented at site to reduce injuries</li> <li>• Prevention of Sexual Harassment (POSH) &amp; Fairness and Respect at Work (FRW)</li> </ul>	100%



**2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format:**

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/Judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine*	Principle 9	Court of Judicial Magistrate, First Class (FK), Gandhinagar	20,000	Violation under Sections 3(d)(8), 17(1)(c), 18(1)(a), and 33 of the Insecticides Act, 1968. The complaint is related to misbranding of the product. Upon taking cognizance of the alleged offenses, the Court had initiated trial proceedings against the accused. However, considering that the Product has been discontinued by the Company since 2019 and in light of the fact that the matter dates back to 2012, an application was moved under Section 265B of The Code of Criminal Procedure, 1973, (the Code) seeking plea bargaining for the expedient resolution of the case.  The Hon'ble Court of the Chief Judicial Magistrate, Gandhinagar, after due consideration, granted the plea-bargaining application	No
Settlement	-	-	-	-	-
Compounding fee*	Principle 9	Government of Maharashtra, Legal Metrology Organization	30,000	Notice was received for offence under Section 18(1) of Legal Metrology Act, 2009 read with Rule 6(11) of the Legal Metrology (Packaged) Commodities Rules, 2011 in relation to declarations to be mentioned on pre-packaged label of a product	No
Non-Monetary					
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

\*Note: The above reported instances are, however, not material as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015.



3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed:

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
-	-

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:

Yes. The policies are available on weblink: <https://www.bayer.in/en/investors/policies>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest:

No such complaint or case of corruption and conflicts of interest registered in FY 2024-25.

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	91	60



**9. Open-ness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	10%	2%
	b. Number of trading houses where purchases are made from	491	33
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	66%	91%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	97%	97%
	b. Number of dealers/distributors to whom sales are made	3,940	4,157
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	7%	6%
Share of RPTs in	a. Purchases ( <i>Purchases with related parties / Total Purchases</i> )	58%	55%
	b. Sales ( <i>Sales to related parties / Total Sales</i> )	6%	7%
	c. Loans & advances ( <i>Loans &amp; advances given to related parties / Total loans &amp; advances</i> )	Nil	Nil
	d. Investments ( <i>Investments in related parties / Total Investments made</i> )	Nil	Nil

*\*Note: The Company has reviewed trading houses categorization in FY 2024-25 in line with the published Industry Standards on Business Responsibility & Sustainability Report (BRSR) Core to cover - specialized legal entities primarily engaged in the business of export, import, and/or domestic trade of goods and services, facilitating import, export and/or domestic trade and providing related services to support such transactions.*

## LEADERSHIP INDICATORS

**1. Awareness programs conducted for value chain partners on any of the principles during the financial year:**

Total number of training and awareness programs held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
3 (1 training to Outbound Transporters and 2 trainings to Tollers at Shamirpet location)	Warehouse Safety, Road Safety and Legal Compliance	Outbound Transporters: 100% Seed Tollers: 60%
1 (Supplier Engagement Program)	Supplier Code of Conduct, Topics pertaining to technical inspection for explosion prevention and protection, HSE management systems	8.22%



Total number of training and awareness programs held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
1 (Distributor Training)	Right Trade Practices in Agriculture and Legal & Regulatory Framework	49%
1 (Learning Path 1 training to Sahbhaagis)	Promoting Rural Entrepreneurship, Promoting Good Farming Practices	2.67%
1 (Corn Module training to Sahbhaagis)	Seed to Harvest topics (including information on BCSL seed portfolio, pest identification and management as per label claims and good agronomic practices)	
1 (Rice training to Sahbhaagis)	Seed to Harvest topics (including information on BCSL seed portfolio, pest identification and management as per label claims and good agronomic practices)	
1 (Chilli training to Sahbhaagis)	Pest identification and management as per label claims and good agronomic practices	

**2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same:**

Yes. The Company has a policy on the Code of Conduct for the Board of Directors and Senior Management of the Company. The policy outlines the process for conflict of interest for the Directors and Senior Management and are expected to avoid situations in which his/her personal interest could conflict with the interest of the Company. The Company also receives annual declarations from its Board members on the entities they are interested in and ensures requisite approvals are in place.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**ESSENTIAL INDICATORS**

**1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:**

Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in environmental and social impacts
Research & Development (R&D)	100%	99%	<b>FY 2024-25:</b> The Company continues to provide novel, innovative and effective seed and crop protection solutions targeted towards benefiting the Indian farming community and to keep pace with the dynamic scenario and enhance food productivity.



Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in environmental and social impacts
			<ul style="list-style-type: none"> <li>• <b>Crop Protection:</b> In line with the commitment to innovation, protecting plant health and supporting farmers in securing higher yields, the Company conducted 1,192 field experiments across the country on 30 different field crops and horticulture crops. During the year, 71 products were evaluated to assist growers in achieving higher yields and to foster the development of better and more sustainable farming systems for the future. These innovations primarily focus on evaluating early-stage chemical compounds, biological agents, plant growth regulators, and nutrient complexes aimed at effectively managing insects, diseases, weeds, and overall plant health. The insights gained from these experiments will enable the Company to advance and propose new solutions to farmers. The Company has also collaborated with 55 State Agriculture Universities and Indian Council of Agricultural Research (ICAR) institutes for evaluation of crop protection innovations in different crops through over 205 experiments in project mode.</li> <li>• <b>Seeds:</b> For the Company's Breeding team it was yet another year of new digital tool implementation in Breeding advancement decisions, application of AI and new breeding methodologies. Implementation of Quantitative Genetic Framework (QGF) paved the way for choosing genomic selections early in the breeding cycle without assessing them in field testing, thereby increasing the speed of breeding cycles to tap higher genetic gain. The Company has put in additional efforts in the area of plant health, considering uncertain weather and growing agro-climatic challenges faced by Indian farmers, to protect yield and to enhance resistance to pest and diseases in Corn germplasm. The Plant health team developed and established: <ul style="list-style-type: none"> <li>• Corn Fusarium Stalk Rot (FSR) Seedling assay screening protocol under greenhouse conditions, which increased efficiency and quality data generation</li> <li>• Ear rot lab assay POC for early pipeline screening for Fusarium ear rot</li> <li>• Digital disease guide and dashboard for data visualization</li> </ul> </li> </ul>



Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in environmental and social impacts
			<ul style="list-style-type: none"> <li>• Molecular diagnostics and mapping of stalk rots pathogens across India to monitor disease spread across India</li> <li>• Disease Viewer tool for product advancements and</li> <li>• GAIA, a pathogen inventory tracking and management tool.</li> </ul> <p><b>FY 2023-24:</b> As a part of ongoing research and development activities, the Company is evaluating a number of early phase compounds which are under development. Further, new molecules and mixtures are also being evaluated for use in a variety of agricultural and horticultural crops, covering a wide spectrum of pest and disease segments.</p> <ul style="list-style-type: none"> <li>• <b>Crop Protection:</b> The Company has conducted 920 field experiments across the country in 30 crops, including major field crops and horticultural crops, and tested more than 65 products. These innovations mainly include evaluation of early-stage chemical compounds, biologicals, plant growth regulators and nutrient complex for the effective management of insects, diseases, weeds, and overall plant health. The Company has also collaborated with more than 60 State Agriculture Universities and ICAR institutes for evaluation of crop protection innovations in different crops through over 325 experiments in project mode.</li> <li>• <b>Seeds:</b> The Company's Breeding team has kicked off the AbacusBio Project for gathering customer insights and feedback for building bio-economic indices which can be incorporated into designing tailor-made customer solutions for a given market segment. The Company has made significant progress in the development of Short Stature Corn (SSC) by coding more than 600 parental lines and advancing more than 20 lines in various segments.</li> </ul>



Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in environmental and social impacts
Capital Expenditure (CAPEX)	5%	10%	<p><b>FY 2024-25:</b></p> <ul style="list-style-type: none"> <li>To reduce the CO<sub>2</sub> emission/reduce vehicle and people movement to sustain safe environment at site: ₹ 13.5 Million</li> <li>Corn Cob Harvester used for DS24 season at corn field production location: ₹ 3.6 Million</li> <li>Retrofit Emission Control Device (RECD) installed for 320 kVA DG Set to effectively minimize air emission: ₹ 4.7 Million</li> <li>Pinning tool with wash station installed to support seed GP testing. This will eliminate use of plastic tips and enable a high throughput, cost-efficient and sustainable process: ₹ 2.2 Million</li> <li>Hand push planters in the fields to reduce CO<sub>2</sub> emissions.: ₹ 2.2 Million</li> <li>DP Dryer bins bifurcation for smaller lots from 50 MT to 25 MT to improve the efficiency and safety: ₹ 2.1 Million</li> <li>MBR-based Effluent Treatment Plant for wastewater treatment: ₹ 1.4 Million</li> <li>Use of Battery-operated forklift, to reduce CO<sub>2</sub> emissions: ₹ 1.1 Million</li> <li>Repair &amp; maintenance of Fire Hydrant system for emergency response at site: ₹ 0.8 Million</li> <li>Current Transformer/Potential Transformer and Load Break Switch (CTPT &amp; LBS) Switch - As per the direction of Govt. Electrical Board &amp; Rule, to sustainability/improvement of the efficiency of energy consumption: ₹ 0.45 Million</li> <li>Miscellaneous items for office and farm for increased safety and improved efficiency such as hand pallet Truck, 40-watt LED Solar Street Light, Dolphy make hand drier fiber, Unicare Eye Wash &amp; Shower, Manual trolleys involving more mechanical motor or electricity, Delta GR 150 Glass Rinser with Connector: ₹ 1.8 Million</li> <li>Drip irrigation system installed at Bengaluru Research and Development Center (BRDC): ₹ 2.84 Million</li> <li>HVAC system replaced with new energy-efficient system resulting in reduction in energy consumption by 10-15%: ₹ 4.41 Million</li> </ul>



Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in environmental and social impacts
			<ul style="list-style-type: none"> <li>• Installed energy-efficient dust collector in sheller equipment line for improved energy efficiency: ₹ 0.68 Million</li> <li>• Updated old borewell water distribution system with energy-efficient system and replaced underground galvanized pipes to eliminate water leaks, thus contributing to natural resource conservation: ₹ 0.4 Million</li> <li>• Installed second high efficiency bead mill on Suspension Concentrate (SC-2) formulation line to improve the suspension concentrates formulation efficiency which has also improved energy efficiency by 15% for SC formulation: ₹ 28.14 Million</li> <li>• Installed a Retrofit Emission Control Device (RECD) at the DG stack thereby significantly reducing harmful emissions, contributing to improved air quality and adherence to environmental norms: ₹ 1.54 Million</li> <li>• Installed a pouch cutting and material recovery machine to eliminate worker exposure and enables efficient material recovery: ₹ 0.53 Million</li> </ul> <p><b>FY 2023-24:</b></p> <ul style="list-style-type: none"> <li>• Capital investment in Bead Mill contributing towards increased plant productivity and reduction in electricity consumption per unit: ₹ 30.31 Million</li> <li>• Installation of new ETP plant with biological and chemical ETP replacing the old biological ETP plant: ₹ 1.43 Million</li> <li>• Installation of drum decanting system to reduce the usage of drums multiple times contributing to reduced greenhouse gas due to no usage of carrier vessels to transfer drums: ₹ 15.80 Million</li> <li>• Installed solar water heating system for bathing to reduce energy consumption: ₹ 0.58 Million</li> <li>• Reduction in Rejected process water by 85% and less usage of fresh process water ~2,000 kL/Year by installing RO plant &amp; Evaporator: ₹ 6.50 Million</li> </ul>



Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in environmental and social impacts
			<ul style="list-style-type: none"> <li>• Capital investment for drone video sensor: ₹ 3 Million</li> <li>• Capital investment to avoid plastic drums usage for sunflower oil storage tank: ₹ 4 Million</li> <li>• Installed custom-built cold storage system to reduce electricity consumption: ₹ 0.73 Million</li> <li>• Capital investment for detasseling machine to reduce manual effort and labor cost: ₹ 5.40 Million</li> <li>• Capital investment for hand push planters for FND Field Production seeds are sown manually by labor in fields. With this machine sowing is faster and manual effort is less and with more uniformity and yield improvement: ₹ 0.16 Million</li> <li>• Installed hand drier stainless steel to reduce paper roll usage and contributing towards sustainability: ₹ 0.05 Million</li> <li>• Installed cob sorter camera link cable with connectors to reduce manual effort and increases dryer capacity and save gas: ₹ 0.09 Million</li> <li>• Installed earth pits refurbishment across site as per governance legal requirement: ₹ 0.48 Million</li> <li>• Capital investment for battery operated forklift as there was gas generation using diesel: ₹ 1.7 Million</li> </ul>

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes.

**b. If yes, what percentage of inputs were sourced sustainably?**

42%.

*Note: Intercompany procurement has been excluded for calculation of inputs sourced sustainably.*

**3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:**

Processes are in place to ensure the safe disposal of products, including the disposal of obsolete/damaged inventories or waste. The Company aims to minimize material consumption and disposal volumes through systematic waste management. Waste reduction, segregation, safe disposal channels and economically expedient recycling processes serve this purpose. In accordance with the Company's philosophy, all



manufacturing sites are obliged to reduce waste and to dispose of it safely. All manufacturing sites of the Company handle (segregation, storage, and disposal) all categories of waste in line with good environmental practices and in compliance with applicable laws and relevant conditions prescribed in authorizations given by State Pollution Control Boards/Pollution Control Committee.

- a. **Plastic:** The Company is registered as a Brand Owner and Importer and is responsible for disposal of plastic waste generated as per the Extended Producer Responsibility (EPR) guidelines. The Company is undertaking activities in compliance with various regulatory requirements for waste management; as part of this program, the Company has engaged a reputed Producer Responsibility Organization (PRO) to organize and manage the collection of plastic waste from the market and facilitate its safe disposal at state-level incineration facilities.
  - b. **E-waste:** The disposal of Bayer IT hardware and storage media is handled in a secure manner following the group-wide philosophy with regards to e-waste management. The Company has signed agreements with e-waste vendors who are registered and authorized by the government to undertake e-waste disposal in an eco-friendly manner without any adverse effect to the environment.
  - c. **Hazardous:** The manufacturing locations have systems in place for segregation, safe storage and disposal of hazardous wastes. The Company has a process to receive product returns from the market at the end of their shelf life as well as in case the product containers are damaged. Such products are sent back to the manufacturing sites for dispatch to authorized hazardous waste agencies for safe disposal in accordance with the regulations and permit conditions. Additionally, autoclaved laboratory waste generated at Bengaluru Research and Development Center (BRDC) is also sent to authorized waste vendor.
  - d. **Others:** All the locations (manufacturing sites and offices) have eliminated the use of single-use plastics. In addition, Shamirpet and BRDC sites have installed organic waste composters to convert organic waste into manure, which is then utilized in nearby fields.
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same:**
- Yes, EPR is applicable. The Company has received the license from the Central Pollution Control Board (CPCB) and have submitted a plan to CPCB which is in line with EPR.

**LEADERSHIP INDICATORS**

1. **Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:**

NIC Code	Name of Product/ Service	% of Total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
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No. The Company’s sustainability strategy is not restricted to its own operations but also extends to its suppliers through its Supplier Code of Conduct. It covers topics such as Ethics, Labor & Human rights, Health & Safety, Climate & Environment, Quality and Governance & Management systems; with the goal of strengthening the mutual understanding of how these principles should be practiced in day-to-day business. In addition, the Company has processes in place to ensure the safe disposal of products, including the disposal of obsolete/damaged inventories or waste, in accordance with relevant regulations.



2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same:

Name of Product/Service	Description of the risk/concerns	Action Taken
There are no significant social or environmental concerns and/or risks arising from production or disposal of the Company's products.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
There is 0% recycled or reused input used in production.		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging) (MT)*	0	1,287.80	1,472.20	0	0	0
E-Waste (MT)	0	0	0	0	0	0
Hazardous Waste (MT)	0	0	1,565.79**	0	0	0
Other Waste (MT) (Non-Hazardous)	0	0	0	0	0	0

Note: \*The above numbers reported are as per EPR targets on CPCB Portal. The Company is purchasing credits equivalent to the targets given by CPCB.

\*\*Expired/damaged products sent for incineration have been considered. The disclosed quantities also include treated seeds of 1,490.80 MT converted to biofuel on disposal.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastics (including packaging) (MT)	1.28%
E-Waste (MT)	0%
Hazardous Waste (MT)	0.73%
Other Waste (MT)	0%



**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**ESSENTIAL INDICATORS**

**1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	871	871	100%	871	100%	NA	NA	871	100%	871	100%
Female	201	201	100%	201	100%	201	100%	NA	NA	201	100%
Total	1072	1072	100%	1072	100%	201	19%	871	81%	1072	100%
<b>Other than Permanent Employees</b>											
Male	107	107	100%	107	100%	NA	NA	0	0%	107	100%
Female	45	45	100%	45	100%	45	100%	NA	NA	45	100%
Total	152	152	100%	152	100%	45	30%	0	0%	152	100%

**b. Details of measures for the well-being of workers:**

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Workers</b>											
Male	92	92	100%	92	100%	NA	NA	92	100%	92	100%
Female	5	5	100%	5	100%	5	100%	NA	NA	5	100%
Total	97	97	100%	97	100%	5	5%	92	95%	97	100%
<b>Other than Permanent Workers</b>											
Male	3004	3004	100%	3004	100%	NA	NA	0	0%	0	0%
Female	22	22	100%	22	100%	22	100%	NA	NA	0	0%
Total	3026	3026	100%	3026	100%	22	0.73%	0	0%	0	0%

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.25%*	0.022%

\*Note: Methodology for calculating spending on well-being of employees and workers (including permanent and other than permanent) has been aligned with BRSR Core KPIs and guidance as per published Industry Standards on Business Responsibility & Sustainability Report (BRSR) Core.



**2. Details of retirement benefits, for Current Financial Year and Previous Financial Year:**

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others-Please Specify						

**3. Accessibility of workplaces: Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard:**

Yes, all premises/offices are accessible to differently abled employees and workers. These include ramps at entry/exit gates and parking areas (no access or ramps are in the restricted zone of production area), accessible washrooms and spacious lifts available to accommodate wheelchairs. Personal assistance and a wheelchair are provided wherever required.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:**

Yes, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. Weblink- <https://www.bayer.in/en/investors/policies>

**5. Return to work and Retention rates of permanent employees and workers that took parental leave:**

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	0%	0%
Female	100%	100%	0%	0%
Total	100%	100%	0%	0%

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief:**

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	The SpeakUp Channel/Compliance Hotline is available 24/7 for reporting any grievances. Furthermore, a location-based grievances handling mechanism is also in place ( <a href="https://www.bayer.in/en/investors/policies">https://www.bayer.in/en/investors/policies</a> )
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	



7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Permanent Employees</b>						
Male	871	0	0%	949	0	0%
Female	201	0	0%	263	0	0%
Total	1072	0	0%	1212	0	0%
<b>Permanent Workers</b>						
Male	92	87	95%	95	80	84%
Female	5	0	0%	10	0	0%
Total	97	87	90%	105	80	76%

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	871	871	100%	556	64%	949	949	100%	273	29%
Female	201	201	100%	158	79%	263	263	100%	107	41%
Total	1072	1072	100%	714	67%	1212	1212	100%	380	31%
<b>Workers</b>										
Male	92	92	100%	83	90%	95	95	100%	95	100%
Female	5	5	100%	2	40%	10	10	100%	10	100%
Total	97	97	100%	85	88%	105	105	100%	105	100%



### 9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	871	871	100%	949	949	100%
Female	201	201	100%	263	263	100%
Total	1072	1072	100%	1212	1212	100%
<b>Workers</b>						
Male	92	92	100%	95	95	100%
Female	5	5	100%	10	10	100%
Total	97	97	100%	105	105	100%

### 10. Health and safety management system:

<p><b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?</b></p>	<p>Yes.</p> <p>All sites have implemented an occupational health and safety management system. All sites also comply with the Bayer Corporate Policy 2055 (<a href="https://www.bayer.com/sites/default/files/hse-management-and-key-requirements-policy-en-2024.pdf">https://www.bayer.com/sites/default/files/hse-management-and-key-requirements-policy-en-2024.pdf</a>) which lays down the framework for a management systems approach to occupational health and safety. This document was recently revised and describes the approach for coordinating, monitoring health and safety processes at Bayer and defines core health and safety requirements. Operational responsibility for health and safety lies with the individual sites, which steer HSE via management systems, committees and working groups at the sites. Additionally, the seed processing site at Shamirpet is ISO 45001 Occupational Health and Safety Management System-certified since past several years.</p>
<p><b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b></p>	<p>Sites conduct Occupational Safety and Health risk assessment for all activities. The Risk Assessment document is a live document and includes control/mitigation measures required to reduce risk to an acceptable/manageable level.</p>
<p><b>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)</b></p>	<p>Yes. There are processes for workers to report work-related hazards and to safeguard themselves from such risks. All safety observations, near misses and incidents are reported in the Bayer Intalex® Incident Reporting tool. This online reporting tool is available for all Bayer employees and supervised contractors. The reported incidents are verified by the Health and Safety team and corrective/preventive actions are tracked to closure in the system.</p>
<p><b>d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)</b></p>	<p>Yes. Employees/Workers have access to non-occupational medical and healthcare services. A Digital health wallet facility with non-occupational annual medical health check-ups, OPD benefits, specialist medical consultation has been extended to all employees. The Company also extends Employee Assistance Program service for employees and eligible family members to support their mental and emotional well-being.</p>



**11. Details of safety related incidents, in the following format (\*Including the contract workforce):**

Safety Incident/Number	Category*	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace:**

Safeguarding the health and safety of employees, and that of the contractors (commissioned outside companies) who are under the direct supervision of the Company, involves preventing occupational accidents and occupational illnesses, assessing potential hazards, ensuring comprehensive risk management, and creating a healthy working environment. The Company’s health management activities include preventive programs ranging from workplace ergonomics and stress management initiatives; programs to support access to reliable and high-quality healthcare; and promoting healthy behavior. Bayer employees and contractors receive extensive training in risk identification, risk assessment and reporting to prevent accidents and for adopting healthy behaviors.

The measures range from safety orientation, safety briefings and special trainings (in-person as well as web-based). Select initiatives implemented are – employee safety induction programs, awareness sessions and trainings on safe storage and handling of chemicals, importance of using Personal Protective Equipment (PPE), workplace ergonomics, road safety, field equipment safety, among others. The Company also promotes identification and reporting of workplace safety observations, near misses and incidents in the Bayer InteleX® Incident Reporting tool. The reported incidents are verified by the Health and Safety team and corrective/preventive actions are tracked to closure in the tool. Incidents with Serious Injury/Fatality (SIF) potential are reviewed periodically, and learnings are shared, as required, to prevent recurrence.

Review and update of the regulations is conducted periodically to identify new applicable requirements. The Company adopts a management systems approach, to track compliance with legal health and safety requirements, safety-related KPIs and conducts management reviews to ensure continual improvement.

During the year, the Company, has undertaken various process optimization and safety measures for improving employee safety and well-being. Additionally, Process & Plant Safety Assessment including Hazardous Area Classification and Risk Assessment (HACRA), Process Hazard Analysis (PHA), Hazard & Operability Study (HAZOP); Machinery Safety Assessment, Laboratory Safety Assessment, Explosion Prevention and Protection assessment and general HSE audits are conducted periodically and corrective and preventive measures are implemented, wherever applicable.

The Company promotes a culture of health and safety by recognizing employees championing healthy and safe behaviors.



The Company's vision of "Health for All" starts with health for employees. At Bayer, the safety and well-being of employees is the top priority. To fulfil this vision, the Company aims to help employees appreciate the value of health and safety, by reflecting on their daily work environment and by actively supporting their personal quest to live safe and healthy lives. The Company has a robust health and well-being program catering to the varied needs of the workforce working at sites, remotely or in hybrid mode. The Company has partnered with a reputed wellness service aggregator and are offering a Digital Health wallet. Through this facility available throughout the year, employees and their spouses can choose to visit medical centers closest to them for health checkups and access to online health activity sessions. The Wallet also includes online Outpatient Department benefits. The Company's efforts were recognized by Arogyaworld - a global health non-profit organization working to prevent non-communicable diseases - with the prestigious Arogya World Hall of Fame Award 2024 an award won by only 4 companies in India in 2024. This is a step up from the Arogya World GOLD and PLATINUM category awards the Company won in 2021 and 2023. It recognizes the continual improvements made by the Company to ensure that employees are cared for, happy and healthy at the workplace. It also recognizes that the Company has made employee wellness a priority.

**13. Number of Complaints on the following made by employees and workers:**

Topic	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	No complaints	0	0	No complaints
Health & Safety	0	0	No complaints	0	0	No complaints

**14. Assessments for the year:**

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third-parties)
Health and safety practices	100%
Working Conditions	100%

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions:**

The Directorate of Safety and Health Inspectors and Labor Inspectors visit the sites periodically. Any corrective/preventive actions recommended by the authorities are implemented by the sites and compliance is intimated to the respective authorities. As of date, no significant risks/concerns from these assessments are outstanding.

In addition to assessments by statutory authorities, safety observations, near misses and incidents are reported in the Bayer Intelex® Incident Reporting tool. The reported incidents are verified by the Health and Safety team and corrective/preventive actions are tracked to closure in the tool. Incidents with Serious Injury/Fatality (SIF) potential are reviewed periodically, and learnings are shared as required.



**LEADERSHIP INDICATORS**

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

a. Employees (Yes/No): Yes

b. Workers (Yes/No): Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners:

Checks are undertaken to ensure that statutory dues have been deducted and deposited by value chain partners at the time of value chain partner invoice processing. Required proofs are submitted by the value chain partners to demonstrate the depositing of statutory dues with regulatory authorities.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q.11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Current Financial Year 2024-25	Previous Financial Year 2023-24	Current Financial Year 2024-25	Previous Financial Year 2023-24
Employees	0	0	0	0
Workers	0	2	0	2

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Yes, the Company provides an outplacement service for severance cases.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed	
	Seeds Tollers	Other suppliers
Health and safety practices	60%	3.18%
Working Conditions	60%	3.18%

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners:

The Company performs periodic HSE, process and plant safety audit of its key tolling operations and select Tier – 2 suppliers (suppliers of our key supplier) following a risk-based approach. Such audits are based on the principles of the Bayer Supplier Code of Conduct that includes health, safety and environmental aspects. The assessments include review of regulatory compliance, HSE management systems, emergency response mechanisms, process safety management etc. Corrective and preventive actions on the gaps identified are reviewed and followed up for compliance. Recommendations, if any, are aimed to improve the suppliers' HSE and Compliance Management Systems.



## PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

### ESSENTIAL INDICATORS

#### 1. Describe the processes for identifying key stakeholder groups of the entity:

The Company engages with multiple stakeholders across the entire value chain wherein each business function develops a list of relevant stakeholders and expectations of the Company and respective stakeholders are understood and aligned. Stakeholders are identified based on the Company's industry dynamics, business model, capital structure, dependency on third-party to create value and Go-To-Market strategy. Identified stakeholders are categorized into four groups:

Partners	Financial Market Participants	Social Interest Groups	Regulators
<ul style="list-style-type: none"> <li>Suppliers</li> <li>Employees</li> <li>Customers</li> <li>Associations</li> <li>Academic Institutions</li> <li>Farmers</li> <li>Growers</li> </ul>	<ul style="list-style-type: none"> <li>Investors</li> <li>Banks</li> </ul>	<ul style="list-style-type: none"> <li>Communities</li> <li>NGOs</li> <li>General Public</li> </ul>	<ul style="list-style-type: none"> <li>Law Makers</li> <li>Regulatory Authorities/Bodies</li> </ul>

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers/ Consumers	No	Multiple	Continuous/ Perpetual	Commercial business, Product Stewardship related guidance and understanding their needs
Suppliers	No	Multiple	Continuous/ Perpetual	Commercial business, training on code of conduct and good business practices
Employees	No	Multiple	Continuous/ Perpetual	General employee training and awareness sessions
Associations and Universities/ Schools	No	Multiple	Continuous/ Perpetual/On need basis	Research opportunities
Investors	No	Community Meetings	On need basis	Replying to queries/information sought by investors
Banks and Rating Agencies	No	Multiple	Continuous/ Perpetual	Commercial business transactions



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
General Public	No	Press releases	On need basis	Public interactions on emergency preparedness CSR Implementation
NGOs	No	Multiple	Continuous/ Perpetual	Community engagement, discuss key concerns and solutions and discussion topic pertaining to innovation
Local Communities and Competitors	No	Multiple	Continuous/ Perpetual	Health and safety-related aspects (such as pandemic-related safety measures, eye-check drives, information about road safety protocols)

## LEADERSHIP INDICATORS

**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board:**

The Company has an intensive stakeholder consultation mechanism. The Board consults the stakeholders on economic, environmental, and social topics through relevant responsible functions. Feedback from stakeholders, which is material in nature is compiled and presented to the Board.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity:**

Yes, The Company uses stakeholder consultation for environmental and social topics. It engages with regulatory agencies such as State Pollution Control Boards for consultation on environmental projects such as rainwater harvesting and hazardous waste management. The Company has piloted the Farm Waste Plastic Take-back program focused on collecting plastic and hazardous waste from the farming communities where it operates.

**3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups:**

One of the key stakeholder groups are customers (retail distributor)/consumers (farmers); some of them could be from vulnerable and marginalized groups. Occasionally due to fluctuating monsoon, customers/consumers are faced with economic difficulty to pay the receivables on time. In such situations the Company considers requests for an extended payment window on a case-to-case basis and decides appropriately. Further, the Company also takes initiatives for the development of surrounding communities and society at large. With regard to smallholder farmers, the Company has provided an in-depth training



on crop agronomy practices advisory, stewardship, safe and judicious use of crop protection products, responsible and safe disposal of pesticides as well as general health tips and awareness on vector control. One of the key initiatives has resulted in creating a conducive eco-system via the Better Life Farming (BLF) alliance. The alliance's agri-entrepreneurship model functions through Better Life Farming Centers that are managed by local agri-entrepreneurs. At these centers, the agri-entrepreneurs enable the transfer of technology to other smallholders on seeds, crop nutrition, drip irrigation, mulching, etc. They also deliver services such as market linkages, access to inputs and crop advisory.

Given the large concentration of smallholder farmers in the country, the Company is endeavoring to build awareness and scale up adoption of futuristic agronomic practices i.e. Regenerative agriculture. The Company is working across India to advance resource efficient agronomic practices, digitization and precision farming by promoting Direct Seeded Rice, safe use of pesticides through precision spraying via drones etc.

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1072	1072	100%	1212	1212	100%
Other than Permanent	152	152	100%	415	415	100%
Total Employees	1224	1224	100%	1627	1627	100%
<b>Workers</b>						
Permanent	97	97	100%	105	105	100%
Other than Permanent	3026	3026	100%	3303	3303	100%
Total Workers	3123	3123	100%	3408	3408	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	871	0	0%	871	100%	949	0	0%	949	100%
Female	201	0	0%	201	100%	263	0	0%	263	100%
Total	1072	0	0%	1072	100%	1212	0	0%	1212	100%



Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Other than Permanent</b>										
Male	107	0	0%	107	100%	339	135	40%	204	60%
Female	45	0	0%	45	100%	76	46	61%	30	39%
Total	152	0	0%	152	100%	415	181	44%	234	56%
<b>Workers</b>										
<b>Permanent</b>										
Male	92	0	0%	92	100%	95	0	0%	95	100%
Female	5	0	0%	5	100%	10	0	0%	10	100%
Total	97	0	0%	97	100%	105	0	0%	105	100%
<b>Other than Permanent</b>										
Male	3004	0	0%	3004	100%	3112	1207	39%	1905	61%
Female	22	0	0%	22	100%	191	170	89%	21	11%
Total	3026	0	0%	3026	100%	3303	1377	42%	1926	58%

**3. Details of remuneration/salary/wages, in the following format:**

**a. Median remuneration/wages:**

Type of employee	Gender	Total Number	Median remuneration/ salary/wages of respective category (₹ in Million)
Board of Directors (BoD)	Male	6*	3.09
	Female	2*	1.21
Key Managerial Personnel (KMP)	Male	0	0
	Female	1	5.79
Employees other than BoD and KMP	Male	868	2.31
	Female	200**	1.90
Workers	Male	92	0.33
	Female	5	0.22

Notes: 1. The above median for employees and workers is calculated based on paid gross salary/wages including bonus but excluding retires.

2. \*For the purpose of median calculation all director remuneration payouts made throughout the year have been considered. The reported median value is for six male and two female directors. Board of Directors and employee other than BoD and KMP median has been calculated based on director appointment date for FY 2024-25.

\*\*The above number does not cover employee KMP.

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	16.32%*	19.38%

\*Note: 1. For the purpose of the above calculation for FY 2024-25 in addition to permanent employees and workers (count: 206) other than permanent employee and worker (count: 67) have also been considered in line with published Industry Standards on Business Responsibility and Sustainability Report (BRSR) Core.

2. Gross wages = Fixed Gross Salary (excluding gratuity, provident fund, and medical insurance premium) + Bonus paid



**4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes.

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues:**

The Company is committed to conducting business in an ethical and lawful way and encourage employees and third-parties to raise their concerns about compliance with human rights. Employees can raise concerns or grievances initially through the management channels by whatever medium available. The Company provides different communication channels to report possible or actual compliance violations- Manager/ Supervisor; Department Head; Law, Patents and Compliance Department; Compliance Officer; Internal Audit; Human Resources (for employment-related matters). The aggrieved person can also approach the Chairperson of the Audit Committee of the Company directly to report any concern. In addition to all Bayer employees, the SpeakUp Channel/Compliance-Hotline is open 24/7 to any third-party who would like to report a possible compliance violation anonymously. This applies irrespective of whether the third-party has a business relationship with Bayer or whether their own rights are affected. Therefore, besides customers, employees of direct or indirect suppliers, residents around local sites, trade unions and NGOs, are also entitled to submit their concerns. Additionally, a location-based grievances handling mechanism is also in place (<https://www.bayer.in/en/investors/policies>).

**6. Number of Complaints on the following made by employees and workers:**

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	1	0	-
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced Labor/Involuntary Labor	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees/workers	0%	0.0036%
Complaints on POSH upheld	0	1



**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:**

The Company fosters an environment where employees feel comfortable speaking up and living core values. The Company has a zero-tolerance policy with respect to discrimination and harassment. Employees and third-parties who make complaints in good faith are protected against any form of reprisal and are always treated fairly and with respect. Personnel who undertake such investigations are trained to keep the identity of the complainant anonymous.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes.

**10. Assessments for the year:**

	Percentage of your plants and offices that were assessed (by entity or statutory authorities or third-parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

**11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above:**

Based on the assessments no corrective action was required.

**LEADERSHIP INDICATORS**

**1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints:**

There has been no change in the business process for addressing human rights grievances/complaints during the current financial year.

**2. Details of the scope and coverage of any human rights due-diligence conducted:**

Bayer’s Supplier Code of Conduct requires that suppliers (including tollers) respect the human rights of their employees, local communities, and vulnerable groups, treat them with dignity and respect. This includes the relevant aspects such as Child Labor Avoidance, Freedom of Association, Freely Chosen Employment, Working Time, Wages and Benefits, Non-Discrimination & Fair Treatment, Use of Security Forces, Local Communities and Vulnerable Groups. During the last year, the HSE team conducted audits for key tolling operations and select Tier – 2 suppliers (suppliers of our supplier) on various topics, including the ones mentioned above.

With regard to growers for the seeds business, the Company has implemented a governance mechanism to review practices pertaining to Wages and Benefits and Avoidance of Child Labor. It introduced the practice of maintaining Labor Wage registers by the growers. From a regular oversight perspective, the Field Assistants conduct periodic assessments of these human rights aspects during their visits to the growers’ fields.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes.



#### 4. Details on assessment of value chain partners:

Category	% Of value chain partners (by value of business done with such partners) that were assessed		
	Seed Tollers	Crop Protection Toller	CFAs
Child labor	60%	52%	100%
Forced/involuntary labor			
Sexual harassment			
Discrimination at workplace			
Wages			
Others – please specify			

#### 5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above:

No corrective actions were recommended based on the assessments.

### PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

#### ESSENTIAL INDICATORS

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	0	0
Total fuel consumption (B) (GJ)	0	0
Energy consumption through other sources (C) (GJ) – (Solar)	11,922.32	4,259.33
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>	<b>11,922.32</b>	<b>4,259.33</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	18,668.71	25,653.27
Total fuel consumption (E) (GJ)	14,959.41	15,876.07
Energy consumption through other sources (F) (GJ)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F) (GJ)</b>	<b>33,628.12</b>	<b>41,529.34</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>45,550.44</b>	<b>45,788.67</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from Operations in rupees) (GJ per Million ₹)	0.83	0.90
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from Operations adjusted for PPP) (GJ per USD Million)	17.19	20.55
<b>Energy intensity in terms of physical output</b> (GJ per MT)	1.77	4.73
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment by an external agency has been carried out.



2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:

No site has been identified as a designated consumer under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	31,392.80	62,946.02
(iii) Third-party water	5,650.30	15,545.00
(iv) Seawater/desalinated water	0	0
(v) Others (Rainwater storage)	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>37,043.10</b>	<b>78,491.02</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>37,043.10</b>	<b>65,795.20</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) (kL per ₹ Million)	0.68	1.29
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) (kL per USD Million)	13.98	29.52
<b>Water intensity in terms of physical output</b>	1.44	6.79
Water intensity (optional) – the relevant metric may be selected by the entity- Specific water consumption per unit of product (kL/MT)	-	-

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:**

No independent assessment by an external agency has been carried out.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iii) To Seawater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0



Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iv) Sent to third-parties		
• No treatment	3.71*	15.06
• With treatment – please specify level of treatment	42	26
(v) Others		
• No treatment	0	0
• With treatment – please specify level of treatment	15,783.69**	0
<b>Total water discharged (in kilolitres)</b>	<b>15,829.40</b>	<b>41.06</b>

Note: \*Stored onsite and sent to authorized agency for treatment and disposal.

\*\*Wastewater after treatment and reject from Reverse Osmosis treatment used for gardening onsite reported for FY 2024-25.

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:**

No independent assessment has been carried out by an external agency.

**5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:**

All sites except Bangalore Research and Development Center (BRDC) have implemented a mechanism for Zero Liquid Discharge. Wastewater generated is treated and reused within the site premises, for gardening purposes. At BRDC, the major portion of effluent is treated onsite and used for gardening. However, a small portion of effluent from laboratory is collected onsite and then sent to authorized third-party waste management agency for proper treatment and disposal as per permit conditions.

**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	T/year	0.01	0.30
SOx	T/year	0.01	0.27
Particulate matter (PM)	T/year	0.02	0.62
Persistent organic pollutants (POP)	T/Year	0	0
Volatile organic compounds (VOC)	T/Year	0	0
Hazardous air pollutants (HAP)	T/year	0	0
Others – please specify – CO <sub>2</sub>	T/year	0	0

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:**

No independent assessment has been carried out by an external agency.



7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent tCO <sub>2</sub> e	952.31	976.41
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent tCO <sub>2</sub> e	3,690.93	3,108.69
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover</b> ( <i>Total Scope 1 and Scope 2 GHG emissions / Revenue from operations</i> )	tCO <sub>2</sub> e/₹ Million	0.08	0.08
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> ( <i>Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP</i> )	tCO <sub>2</sub> e/USD Million	1.75	1.83
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	tCO <sub>2</sub> e/MT	0.18	0.42
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	tCO <sub>2</sub> e/MT	-	-

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:**

No independent assessment has been carried out by an external agency.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details:

**Himatnagar Site:**

- The site signed a 50% Power Purchase Agreement (PPA) for renewable energy (solar and wind-based) with a third-party to reduce GHG emissions for FY 2024-25; 7,533.63 Gigajoules (GJ) of renewable energy has been purchased instead of thermal electricity from Uttar Gujarat Vij Company Limited (UGVCL), resulting in significant CO<sub>2</sub> emission reduction.
- Introduced solar water heater (4,000 liter) for employee bathing facility instead of thermal electricity-based system.

**Shamirpet Site:**

- Six burner bins in parent seed dryer were divided into two partitions, allowing handling of two different parent seeds in the same bin as compared to only a single parent seed per bin. This modification resulted in reduction in operating hours of the dryer and electricity saving of 8,000 kWh/year.
- Modified the existing single switch rack lighting electric circuit to rack-wise switches in the Quality Testing (QT) lab UT chamber. This has contributed to 24,000 kWh/year electricity saved as against higher consumption for fewer samples incubated in the chamber.
- The APFC panel was upgraded to accommodate seasonal loads, with the addition of six 25 kVA capacitors. On account of this initiative 15,000 to 20,000 kWh/year electric energy was saved.



- Reuse of stainless-steel balls for DNA testing in corn GP test: By using eco-friendly silicon mats extraction blocks are sealed and kept inverted in paint shaker for 3 minutes with 3,500 rpm. This process loosens the steel balls embedded in the pellets which contributes to water saving of 25 kL/year and electric energy saving of 7,400 kWh/year.
- Installed 620kW solar plant at site in May 2023 on account of which, in FY 2024-25, 8.96 MW of green energy was generated and GHG reduction of 735 MT was achieved.

#### BRDC Site:

- Installed Hand Dryers in canteen and washrooms to reduce the usage of paper napkins/tissue paper/paper towels.
- Installation of 21 solar LED streetlights of 40 W each.

#### 9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	398.70	71.90
E-waste (B)	1.08	4.47
Bio-medical waste (C)	16.01	8.70
Construction and demolition waste (D)	0	43.90
Battery waste (E)	3.30	3.74
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	318.58	252.26
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	3,584.47	2,396.48
<b>Total (A + B + C + D + E + F + G+ H)</b>	<b>4,322.14</b>	<b>2,781.45</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations) (MT per ₹ Million)	0.08	0.05
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP) (MT per USD Million)	1.63	1.25
<b>Waste intensity in terms of physical output</b>	0.17	0.29
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of waste</b>		
(i) Recycled	456.38	115.57
(ii) Re-used	3,076.93	2,093.14
(iii) Other recovery operations	87.63	59.94
<b>Total</b>	<b>3,620.94</b>	<b>2,268.65</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
<b>Category of waste</b>		
(i) Incineration	331.62	1,443.63
(ii) Landfilling	58.04	30.00
(iii) Other disposal operations	87.63	60.67
<b>Total</b>	<b>477.29</b>	<b>1,534.30</b>



**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:**

No independent assessment has been carried out by an external agency.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes:**

Processes are in place to ensure the safe disposal of products, including the disposal of obsolete/damaged inventories or waste. The Company aims to minimize material consumption and disposal volumes through systematic waste management. Waste reduction, segregation, safe disposal channels and economically expedient recycling processes serve this purpose. In accordance with the Company's philosophy, all manufacturing sites are obliged to reduce waste and to dispose of it safely. All manufacturing sites of the Company handle (segregation, storage, and disposal) all categories of waste in line with good environmental practices and in compliance with applicable laws and relevant conditions prescribed in authorizations given by State Pollution Control Boards/Pollution Control Committee.

- a. **Plastic:** The Company is registered as a Brand Owner and Importer and is responsible for disposal of plastic waste generated as per the Extended Producer Responsibility (EPR) guidelines. The Company is undertaking activities in compliance with various regulatory requirements for waste management; as part of this program, the Company has engaged a reputed Producer Responsibility Organization (PRO) to organize and manage the collection of plastic waste from the market and facilitate its safe disposal at state-level incineration facilities.
- b. **E-waste:** The disposal of Bayer IT hardware and storage media is handled in a secure manner following the group-wide philosophy with regards to e-waste management. The Company has signed agreements with e-waste vendors who are registered and authorized by the government to undertake e-waste disposal in an eco-friendly manner without any adverse effect to the environment.
- c. **Hazardous:** The manufacturing locations have systems in place for segregation, safe storage and disposal of hazardous wastes. The Company has a process to receive product returns from the market at the end of their shelf life as well as in case the product containers are damaged. Such products are sent back to the manufacturing sites for dispatch to authorized hazardous waste agencies for safe disposal in accordance with the regulations and permit conditions. Additionally, autoclaved laboratory waste generated at Bengaluru Research and Development Center (BRDC) is also sent to authorized waste vendor.
- d. **Others:** All locations (manufacturing sites and offices) have eliminated the use of single-use plastics. In addition, Shamirpet and BRDC sites have installed organic waste composters to convert organic waste into manure, which is then utilized in nearby fields.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

None of the Company's operations/offices are situated in/around ecologically sensitive areas.



Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Yes/No)	If no, the reasons thereof and corrective action taken, if any.
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Not Applicable.

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
No instances.			No		

**13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, the Company is compliant with the applicable environmental laws/regulations/guidelines in India, such as the Environment Protection Act and Rules, Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act and rules thereunder.

Sr. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective actions, if any
1.	Water (Prevention and Control of Pollution) Act	No instances	Nil	NA
2.	Air (Prevention and Control of Pollution) Act	No instances	Nil	NA
3.	Environment Protection Act and Rules	No instances	Nil	NA
4.	The Hazardous and Other Wastes (Management and Transboundary Movement) Rules	No instances	Nil	NA
5.	The Plastic Waste Management Rules	No instances	Nil	NA
6.	The E-Waste (Management) Rules	No instances	Nil	NA
7.	The Solid Waste Management Rules	No instances	Nil	NA
8.	The Batteries (Management and Handling) Rules	No instances	Nil	NA

**LEADERSHIP INDICATORS****1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):**

For each facility/plant located in areas of water stress, provide the following information:

- (i) **Name of the area** - None of the sites are located in areas of water stress.
- (ii) **Nature of operations** - None of the sites are located in areas of water stress.
- (iii) **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third-party water	0	0
(iv) Seawater/desalinated water	0	0
(v) Others (Municipal corporations)	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>0</b>	<b>0</b>
<b>Water intensity per rupee of turnover (Water consumed / Turnover)</b>	<b>0</b>	<b>0</b>
Water intensity (optional) – the relevant metric may be selected by the entity (kL/MT)	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
• No treatment	0	0
• With treatment – please specify level of treatment – (Secondary)	0	0
(v) Others		
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:**

No independent assessment has been carried out by an external agency.



**2. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent tCO <sub>2</sub> e	The Company is in the process of formulating its Green House Gas (GHG) inventory for Scope 3 emissions	The Company is in the process of formulating its Green House Gas (GHG) inventory for Scope 3 emissions
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/₹		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e/MT		

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:**

No independent assessment has been carried out by an external agency.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:**

Not Applicable.

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiatives Undertaken	Details of Initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
1.	Shamirpet: 620 kWp solar plant	Installed at site in May 2023	GHG reduction - 583 MT Green energy generated - 896.5 MW
2.	Shamirpet: 70 kWp solar plant-Roof top	Installed in 2015 on admin & QT building roofs	GHG reduction - 39.78 MT Green energy generated - 48,521 kWh
3.	Shamirpet: Energy conservation in Parent seed dryer	Six burner bins were divided into two partitions, allowing for the handling of two different parent seeds in the same bin as compared to only a single parent seed per bin. This modification resulted in reduction in operating hours of the dryer and significant electricity savings.	8,000 kWh/year electricity saved
4.	Shamirpet: Energy conservation in QT lab	Modified the existing single switch rack lighting electric circuit to rack-wise switches in the QT lab UT chamber. This has contributed to 24,000 kWh/year electricity saved as against higher consumption for fewer samples incubated in the chamber.	~24,000 kWh/year electricity saved



Sr. No.	Initiatives Undertaken	Details of Initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
5.	Shamirpet: Electrical energy conservation	The APFC panel was upgraded to accommodate seasonal loads, with the addition of six 25 KVA capacitors	15,000 to 20,000 kWh/year electric energy saved
6.	Shamirpet: Energy conservation in parent seed dryer	An energy-efficient dust collector was installed at the parent seed dryer building's sheller equipment line	Workplace safety improvement and 10% energy efficient compared to previous equipment
7.	Shamirpet: Reuse of stainless-steel balls for DNA testing in corn GP test	By using eco-friendly silicon mats extraction blocks are sealed and kept inverted in paint shaker for 3 minutes with 3500 rpm. This process loosens the steel balls embedded in the pellets which contributes to water saving	Eliminated use of plastic tips, electric energy saving of 7,400 kWh/year, 20 Man days saved in year
8.	Shamirpet: Video meter imaging system for Rice & Corn PP/PA analysis	The physical purity test is critical and there is additional workload during peak months (additional ~30% workforce) this leads to human errors, inconsistent results, lab space and safety ergonomic issues.	Test time per sample reduced from 25 minutes to 6 minutes, manpower reduced from 28 to 2 to attain TAT per day. Improved accuracy in the results with annual saving of ₹ 3 Million per annum
9.	Shamirpet: Double pass dryer 50 MT bins bifurcation to 25 MT - 4 numbers	DP Dryer bins bifurcation for smaller lots from 50 MT to 25 MT to improve the efficiency	Bin utilization percentage increased and can handle more number of hybrids (previously 28 bins, now 32 bins) and improvement in smaller lots handling
10.	Shamirpet: New 3 MT forklift for warehouse operations	The previous forklift was operating on 48V, while the new forklift is at 80V with the latest technology	Increased safety on account of the full rated capacity of 3 MT and up to 4.5 meters lift height, higher gradeability (18% unladen and 15% laden) and larger tires; Increased credibility and energy efficient performance
11.	Himatnagar: 112 kW solar installed at site	To support sustainability and carbon footprint, installed solar panel at site for generation of green energy	Continued benefit for several years: GHG emission reduction and green energy generation from solar
12.	Silvassa: MBR Effluent Treatment Plant	ETP plant has been replaced at primary, secondary as well as tertiary levels for better results of waste-water treatment	Improved treated water quality and sustained compliance within prescribed limits
13.	Silvassa: Thermal Transfer Overprinter (TTO) Printer for label printing machine	Existing ink jet printer replace by TTO Printer to avoid wastage	Contributing to zero used ink cartridge waste



Sr. No.	Initiatives Undertaken	Details of Initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
14.	Silvassa: Epoxy Polyurethane (PU) based flooring work for new formulation area	PU-based impervious flooring was installed to prevent chemical spills from impacting the soil and causing contamination. It also helps to reduce raw material wastage	Risk of soil contamination due to chemical spill is eliminated.
15.	Silvassa: Solar energy plant	In December 2023, additional 50 kW solar power plant was installed, thereby increasing the overall renewable energy capacity to 70 kW	15% increase in renewable energy generation and use as compared to previous year
16.	BRDC: Water Saving	Installed sensor taps to avoid wastage of water	Reduced water wastage
17.	BRDC: Water Saving	Reduced the pressure in flush tanks to optimize water use	Reduced water wastage
18.	BRDC: Solar Lights	Added 15 solar-powered LED streetlights of 40 watt each	Increased area security with environmentally sustainable solution
19.	BRDC: Hand Dryers	Installed hand dryers in all washrooms and canteen of Admin block to reduce paper napkin/tissue usage	Reduction in paper usage/wastage

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web-link:**

Yes. The Company has a Business Continuity Plan (BCP) in place for all its manufacturing sites and Head Office functions. While preparing the BCP, the management has considered various loss scenarios which may occur on account of disruptive events in the areas such as workforce, workplace, supply and information technology. Continuity and recovery measures for each such scenario have been captured in the BCP so as to minimize the impact resulting from a disruptive event. BCP roles and responsibilities have been clearly defined to enable efficient management and proactive preparations for minimizing the impact of disruptive events.

In addition to the BCP, the Company also has a Crisis Management Manual which defines standard procedures for notification/reporting of critical incidents and thereby ensures an efficient flow of information simultaneously to all relevant stakeholders. From an oversight perspective, the Company has a cross-functional committee of senior personnel who are responsible for handling crises.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

No significant adverse impact to the environment was identified as a part of assessment done at value chain partner sites.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impact:**

9%. Additionally, audits were also conducted at the sites of Tier-2 suppliers (suppliers of our raw material supplier) as part of the initiative to review value chain partners.



**8. How many Green Credits have been generated or procured:**

- a. **By the listed entity:** None
- b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** Based on feedback received from the top 10 suppliers and customers (distributors), no green credits were generated or procured during the period FY 2024-25.

**PRINCIPLE 7: BUSINESSES WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**ESSENTIAL INDICATORS**

**1. a. Number of affiliations with trade and industry chambers/associations:**

The Company is affiliated with twenty-seven major associations through which it actively participates in the overall development of industrial landscape.

**b. List the top 10 trade and industry chambers/associations (determined based on the total members of such a body) the entity is a member of/affiliated to:**

Sr. No.	The trade and industry chambers/associations the entity is a member of/affiliated	Reach of trade and industry chambers/associations (state/national)
1.	The Federation of Indian Chambers of Commerce and Industry (FICCI) - Agrochemicals & Seeds/Traits	National
2.	The Associated Chambers of Commerce and Industry of India (ASSOCHAM) - Agrochemicals, Seeds, ES, etc.	National
3.	Confederation of Indian Industries (CII) - Agrochemicals and Seeds/Traits and Rural Development	National
4.	CropLife India (CLI) - Agrochemicals	National
5.	Federation of Seed Industry of India - Seeds	National
6.	Alliance for Agri Innovations (Biotech, Gene editing, new innovative technologies)	National
7.	Public Affairs Forum of India (External Communication) – Seeds, Agrochemicals, Traits & Policy	National
8.	AgroChem Federation of India (Agrochemicals & Seeds/Traits) National Indo-German	National
9.	Mumbai Chamber of Commerce - External Communication - Agrochemicals & Seeds/Traits	National
10.	PHD Chamber of Commerce & Industry	National

**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities:**

Name of the authority	Brief of the case	Corrective action taken
There are no instances of adverse orders from regulatory authorities.		



## LEADERSHIP INDICATORS

### 1. Details of public policy positions advocated by the entity:

Sr. No.	Public policy advocated	Method resort for such advocacy	Whether the information is available in the public domain? (Yes/No)	Frequency of review by Board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1.	India Ag policy overview - Seed and Crop protection policies	Industry platforms, Conferences, Roundtables, Internet	Yes	Need based	<a href="https://www.bayer.com/en/agriculture/article/designing-the-keys-to-unlock-the-future-of-sustainable-protection">https://www.bayer.com/en/agriculture/article/designing-the-keys-to-unlock-the-future-of-sustainable-protection</a>
2.	ITPGRFA synopsis (biodiversity)				<a href="https://www.bayer.com/en/sustainability/biodiversity">https://www.bayer.com/en/sustainability/biodiversity</a>
3.	Sustainable Regenerative Ag- Carbon				<a href="https://www.bayer.com/en/agriculture/carbon-zero">https://www.bayer.com/en/agriculture/carbon-zero</a>
4.	Kisan drones				<a href="https://www.bayer.com/en/agriculture/digital-farming">https://www.bayer.com/en/agriculture/digital-farming</a>
5.	Farmer linkages- FPO, BLF				<a href="https://www.bayer.com/en/agriculture/food-chain-partnership">https://www.bayer.com/en/agriculture/food-chain-partnership</a>
6.	Direct Seeded Rice				<a href="https://www.bayer.com/en/agriculture/pipeline">https://www.bayer.com/en/agriculture/pipeline</a>
7.	Genome editing in plants				<a href="https://www.bayer.com/en/agriculture/genome-editing">https://www.bayer.com/en/agriculture/genome-editing</a>
8.	Biotech traits				<a href="https://www.bayer.com/en/agriculture/gmo-biotechnology">https://www.bayer.com/en/agriculture/gmo-biotechnology</a>
9.	ESG				<a href="https://www.bayer.in/en/development">https://www.bayer.in/en/development</a>
10.	Plastic Waste Management				<a href="https://www.bayer.com/en/sustainability/wasteandpackaging">https://www.bayer.com/en/sustainability/wasteandpackaging</a>
11.	Bayer Forward Farm				<a href="https://www.bayer.com/en/agriculture/forwardfarming">https://www.bayer.com/en/agriculture/forwardfarming</a>
12.	Digital solutions - FarmRise One				<a href="https://bayernet.int.bayer.com/en/organization/crop-science/shared/news/2023/03/31/innovation-at-the-farmgate?forceurllang%20=%20true">https://bayernet.int.bayer.com/en/organization/crop-science/shared/news/2023/03/31/innovation-at-the-farmgate?forceurllang%20=%20true</a>



**PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

**ESSENTIAL INDICATORS**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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The Company has not undertaken any projects requiring Social Impact Assessment (SIA).

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. No.	Name of the project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In ₹)
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Not applicable.

3. Describe the mechanisms to receive and redress grievances of the community:

The Company is committed to conducting business in an ethical and lawful way and it encourages employees and third-parties to raise their concerns. In addition to all Bayer employees, the Compliance-Hotline is open to any third-party who would like to report a possible compliance violation. This applies irrespective of whether the third-party has a business relationship with Bayer or whether their own rights are affected. Therefore, besides customers, employees of direct or indirect suppliers, residents around local sites, trade unions and NGOs, for example, are also entitled to submit their concerns.

SpeakUp Channel/Compliance Hotline is available 24/7 for raising grievances for internal/external stakeholders. Additionally, a location-based grievances handling mechanism is also in place (<https://www.bayer.in/en/investors/policies>)

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/small producers*	12%	10%
Directly from within India	48%	45%

\*Note: 1. The Company has revisited the MSME tagging for the FY 2024-25. Categorization of certain MSME suppliers has undergone change compared to the previous FY 2023-24.

2. Growers have been included for calculation for the current financial year (i.e. factoring in percentage of input material directly sourced from small producers).

3. Definition of input material for deriving the above value aligned with published Industry Standards on Business Responsibility & Sustainability Report (BRSR) Core and includes all types of procurement such as raw material, spares, services, capex procurement items etc.



5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost (places categorized as per RBI classification system – rural/semi-urban/urban/metropolitan):**

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	5%	15%
Semi-urban	6%	6%
Urban	17%	17%
Metropolitan	72%	62%

### LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Correction action taken
The Company has not undertaken any projects requiring Social Impact Assessment (SIA).	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

Sr. No.	State	Aspirational District	Amount spent (₹)
1.	Maharashtra	Dharashiv (formerly Osmanabad)	2,68,68,000
2.	Andhra Pradesh	Vizianagaram, Vishakapatnam	1,57,02,160
3.	Uttar Pradesh	Bahraich, Siddharthnagar	1,20,17,390
4.	Jharkhand	Dumka, Latehar, Lohardagga	1,12,61,500
5.	Karnataka	Raichur	90,00,000
6.	Odisha	Rayagada	68,09,000

3. a. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)**

No, currently there is no Preferential Procurement Policy in place. The development of this policy is part of the procurement roadmap.

- b. **From which marginalized/vulnerable groups do you procure?**

Not Applicable.

- c. **What percentage of total procurement (by value) does it constitute?**

Not Applicable.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefits shared (Yes/No)	Basis of calculating benefits share
Not Applicable.				



**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:**

Name of the authority	Brief of the case	Corrective action taken
Not Applicable.		

**6. Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects as on 31 <sup>st</sup> March 2025	% of beneficiaries from vulnerable and marginalized groups
1.	Phygital Primary Health Center - A comprehensive rural healthcare initiative leveraging technology	15,200	100%
2.	Transforming Maternal and Child Health - Nutrition outcomes in Madhya Pradesh	50,000	100%
3.	Community Health Interventions in Uttar Pradesh - Specific focus on nutrition	25,000	100%
4.	Promoting science education by strengthening Atal Tinkering Labs	10,000	100%
5.	Medha - Fellowship Program for Masters and PhD students in Life Sciences & Pharma	122	100%
6.	Provision of reliable drinking water to underserved communities to improve their health	30,000	90%
7.	Water conservation and management through rainwater harvesting in Madhya Pradesh	2,000	100%
8.	Implementation of water harvesting and soil conservation structures in rural areas in Jharkhand	22,000	100%
9.	Recharge and revival of failed, dry and low yielding borewells using Bore Charger Technology	685	100%
10.	Ensuring water security of tribal farmers for irrigation through integrated watershed management	3,000	100%
11.	Ensuring drinking water access and promoting long-lasting hygiene practices for better health outcomes in Anganwadi Center in Uttar Pradesh	2,000	100%

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN RESPONSIBLE MANNER**

**ESSENTIAL INDICATORS**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

The Company is committed to conducting business in an ethical and lawful manner and the Company encourages employees and third-parties to raise their concerns whenever required. Consumers can lodge their complaints/provide their feedback through a toll-free number on Bayer's national helpline number 'HELLO BAYER'. These calls are answered by local agri-experts who are trained in multiple Indian languages. Further, consumers can also lodge their complaints by writing to [customercare@bayer.com](mailto:customercare@bayer.com). The Call Center after receiving the complaints, divert the same to the Front-End Commercial teams for appropriate resolution. In addition, the Company has a SpeakUp Channel/Compliance-Hotline that is open 24/7 to any third-party who would like to report a possible compliance violation anonymously. (<https://www.bayer.in/en/investors/policies>).



**2. Turnover of products and/services as a percentage of turnover from all products/services that carry information:**

Information related to	As a percentage to total turnover
Environment and social parameters relevant to product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

**3. Number of consumer complaints in respect of the following:**

	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others (Specifications, Labelling, and Packaging)	671	-	<ul style="list-style-type: none"> <li>• 5 for product-related topics</li> <li>• 2 quality-related complaints</li> <li>• 664* covering seed related complaints on germination, crop stage problems and unavailability. These also include performance complaints for crop protection products</li> </ul>	871	-	<ul style="list-style-type: none"> <li>• 4 for product-related topics</li> <li>• 4 quality-related complaints</li> <li>• 863* covering seed complaints on germination, crop stage problems and unavailability. These also include performance complaints for crop protection products</li> </ul>

*\*Note: Complaints and grievances received from consumers through customer care call center, emails, and Online Reputation Management team (social media channels).*

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reason for recall
Voluntary recalls	0	There have been no product safety-related recalls in FY 2024-25.
Forced recalls	0	



**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy:**

Yes.

The Company has policies in place for Data Privacy and Information Security. These are available on: <https://www.bayer.in/en/investors/policies>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services:**

No corrective actions were taken as the Company did not have any instances of product recall due to safety or cyber security or data privacy issues related to customers.

**7. Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches** – There were no instances of data breaches reported in financial year 2024-25.
- b. **Percentage of data breaches involving personally identifiable information of customers** – There were no instances of data breaches reported in financial year 2024-25.
- c. **Impact, if any, of the data breaches** – There were no instances of data breaches reported in financial year 2024-25.

## LEADERSHIP INDICATORS

**1. Channels/platforms where information on products and services of the entity can be accessed (provide web-link, if available):**

Information for the products and some of the services is available on [www.cropscience.bayer.in](http://www.cropscience.bayer.in)

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services:**

The Company takes constructive steps for educating consumers about product safety and responsible usage. Multiple protocols are followed as per law, and information is provided to the consumers on a timely basis. Packaging of products is done as per the Indian Institute of Packaging (IIP) requirement. Material Safety Data Sheet (MSDS), Transport Emergency (TREM) cards and product labels are provided to customers and other relevant stakeholders. In addition, Safe Operating Procedures (SOPs) for usage and handling of materials, as well as brochures are available, which include information for safe and responsible use of products.

Consumers are able to access digitized versions of product information in their preferred languages by scanning the QR code on product labels. The Company, through its field force, conducts safety briefings to inform the consumers about safe product handling, including the use of PPE. Since 2016, the Bayer Safe Use Ambassador program aimed at creating trainers for safe use products has been in place at various state agricultural universities. From the dissemination of information perspective, the Company has a YouTube channel which provides safe use information through dramatized SOP versions in eight Indian languages. The Company has obtained regulatory approval for use of drones for spraying crop protection products, which would enable minimal human contact and is in line with recommended stewardship guidelines.



**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services:**

The Company is in regular touch with the customers/consumers and any disruption in the supply/service of product is communicated through the distributors/retailer.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

- a. As part of label information, the Company is providing additional information related to Resistance Management for most of the products. The information is printed in the form of internationally accepted/followed Mode of Action (MoA) based icon and the statements in the Direction for Use (DFU) which is an integral part of the product label. The Company shares additional recommendations for successful usage via field teams and via FarmRise.
- b. Yes, the Company undertakes different surveys for customer satisfaction and perceptions related to its top products.