



Procedure

# Code of Conduct for Responsible Lobbying

(former MARGO No. 1985)

Scope: Group

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**Version:** 3.0

**Replaces:** Procedure No. PAS-PUB-9-315014 “1985 Code of Conduct for Responsible Lobbying” (Version 2)

#### Description of Changes

Version	Significant changes compared to previous version
3.0	Minor changes regarding responsibilities

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## 1 Objective and Purpose

Bayer is actively, openly, and transparently contributing to the discourse on important social and political issues. Bayer engages in the public debate on many cross-industry topics, in multiple countries, and with a variety of stakeholders and organizations. As such, a Procedure is necessary to substantiate the BASE Principles (click [here](#) for further information provided in the Bayer Intranet) and to set a code of conduct to express the high standards and ethical behavior that drives Bayer in our relationship with external stakeholders and political decision-makers in particular. This Procedure establishes that the company's lobbyists are expected to convey Bayer's messages and positions to policymakers in a transparent, fair, integrity-focused, and fact-based manner. It shall not be construed to deviate from Bayer's compliance standards, e.g., the [Corporate Policy No. 2041](#) "Anti-Corruption".

## 2 Scope and Target Group

All employees representing Bayer in external political activities and who are in contact with political and legislative decision-makers are in the scope of this Procedure. This includes all global, regional, and local Public Affairs, Science & Sustainability (PASS) teams and as well as all others who are involved in Public Affairs activities.

Bayer employees are responsible for ensuring contracted lobbyists are made aware of the rules outlined in this Procedure and adhere to its rules.

Not in scope are political contributions by associations of which Bayer is a member.

Regarding PASS-related Data Privacy/Stakeholder Mapping, please refer to the respective [Global Guideline](#) "Data Privacy for Stakeholder Engagement and Management".

## 3 Definitions and Abbreviations

PASS	Public Affairs, Science & Sustainability
PAC	Political Action Committees

## 4 Main section

### 4.1 Content

Bayer's lobbying activities are guided by transparency, fairness, and integrity and center on fact-based engagement. They are based on the following principles which apply to Bayer employees, as well as anyone acting on behalf of Bayer.

Bayer fully respects and follows the national laws of each jurisdiction in which the company carries out lobbying activities. If no conflicting rules exist, the following shall apply:

If Bayer employs a former staff of public authorities or from other companies, we respect their obligation to abide by the rules and confidentiality requirements that apply to them. The company will refrain from hiring former Ministers or Federal State Secretaries (in other jurisdictions, the first two political tiers) for two years into political roles ('cooling-down period'). In addition, Bayer voluntarily will not hire external Members of Parliament or legislative decision-makers for respective roles during their political term.

When Bayer hires consultants to represent the company to support lobbying activities, an official contract always needs to be provided, which will include details regarding the purpose and/or goal of the lobbying activity. Bayer's contracted lobbyists must abide by the same rules as its in-house lobbyists, as outlined in this Procedure.

Bayer – i.e., its lobbyists – signs up in transparency registers of public institutions, where existing, and discloses relevant information as requested. Bayer supports the introduction of well-balanced transparency rules (e.g., lobbying registers) in political systems where the company represents its interests if these rules are designed to apply to all interest groups engaging in the respective political arena (level-playing field).

Bayer will make transparent relevant positions on key-political topics (i.e., on the company's website).

## **4.2 Political Contribution Policy**

Bayer does not make any donations to political parties, politicians, or candidates running for political office.

However, because political contributions in the United States of America are protected by law, some employees choose to donate to Bayer's Employee Political Action Committee (known as BAYERPAC) to support legislative candidates. BAYERPAC, like all Political Action Committees (PACs), is highly regulated, and maintains an independent governance board comprised of Bayer employees from across the businesses. The donations made via BAYERPAC are regularly reported to the U.S. Federal Election Commission and publicly available on the Internet.

## **4.3 Sponsoring and related Activities**

Sponsoring or related activities, where Bayer is promoting – for example – the company, its operations and/or brands against payment in a political context (i.e., booth stands at political conventions, advertisements in party magazines, on respective invitations, etc.) are acceptable under certain requirements.

Sponsoring activities are acceptable and do not fall under the limitations laid out in section 4.2, if payments

- a) can be considered adequate from an arms-length perspective and
- b) do not contain elements of political donations.

Usually and for the purposes of this Procedure, sponsoring activities shall be considered unacceptable, if sponsorship fees appear to be evidently over-priced compared to what parties in general business would have agreed on.

For respective contracts templates provided on LPC Content Hub must be used.

## 4.4 Reporting of (suspected) violations

We are committed to conducting business ethically and lawfully. The “Code of Conduct for Responsible Lobbying” at hand is an integral part of corporate compliance. Suspected compliance violations, such as a violation of this code of conduct, can be reported – anonymously if desired and if permitted by respective national law – to a compliance hotline that is also accessible to the public. In addition, employees may contact their manager/supervisor, the department head, Law, Patents and Compliance, a Compliance Officer, Internal Audit, or Human Resources. All cases are recorded according to uniform criteria throughout the Bayer Group and managed under the rules outlined in [Corporate Policy No. 2029](#) “Management of Compliance Incidents.”

For more information, visit our [Corporate Compliance](#) website.

## 5 Roles and Responsibilities

### Lobbyist

A lobbyist for purposes of this Procedure is defined as a person (cumulative)

- employed or externally engaged by Bayer AG and/or one of its affiliates,
- at a managerial level (beginning from VS 1.1) or above,
- assigned to a specific Public Affairs role and/or activity in one of Bayer’s liaison offices, and
- who typically spends at least 50 percent of his/her work time in direct interaction or other activities related to political outreach with stakeholders involved in legislative decision-making-processes.

Individual job descriptions or terms of the contract shall serve as the main reference. PASS Country Heads, even if assigned to a combined cross-functional role, shall always be considered ‘lobbyists’ for purposes of this Procedure. The term ‘lobbyist’ – in exceptional cases - may also apply to a global/headquarters role or a Senior Bayer Representative on country level if so, considered upon individual assessment.

Bayer lobbyists will be provided with appropriate training content regarding this code of conduct on responsible lobbying. This training will also be integrated into the onboarding program for Bayer employees in the relevant functions.

External lobbyists are obliged to know and comply with the legal specificities in their country of operation but will also need to adhere to this Procedure. Bayer employees, hiring consultants or external representatives, must inform consultants of the standards established in this Procedure.

## 6 Implementation Approach

All PASS Heads in the different countries/country groups are responsible for the communication and distribution of this Procedure to the relevant functions.

The following implementation measures are mandatory in every county/country group:

- Communication of the Procedure
- Local availability of the Procedure
- Onboarding Training (accessible [here](#))

PASS is responsible for providing the necessary training materials for the various functions.

## 7 References/Appendices

### References

<b><i>Document type, number (incl. link), title</i></b>
<a href="#">Intranet website</a> "Bayer Societal Engagement (BASE) Principles"
<a href="#">Intranet website</a> "Corporate Compliance"
<a href="#">Global Guideline</a> "Data Privacy for Stakeholder Engagement and Management"
<a href="#">Onboarding Training</a>
<a href="#">Corporate Policy No. 2029</a> "Management of Compliance Incidents"
<a href="#">Corporate Policy No. 2041</a> "Anti-Corruption"