

At BASF, we all belong to something bigger

Our promise to our customers, industry, society and each other is to deliver our best. We can only do that by being open to the full range of experiences and perspectives that our differences provide. Diversity + Inclusion are cornerstones of our corporate values: creativity, openness, responsibility, and entrepreneurial spirit.

At BASF, diversity means, among other things, having people from different backgrounds working at our company who can draw on their individual perspectives and skills to grow our business. Diversity increases our creativity and boosts our teams' motivation, performance and power of innovation. BASF's CORE Leadership Values clearly articulate the expectation our leaders will role model bold and inclusive leadership and is covered in our leadership development programs.

Today we are proud to restate our public pledge to continue to make meaningful change towards achieving gender diversity within our organisation.

Since last year's pledge, we have made progress towards achieving gender parity in several ways:

- A 50/50 gender split for all external hires has been maintained since September 2021. This has been achieved through proactive sourcing of female candidates, reviewing the selection criteria to ensure we widen the net and including Diversity + Inclusion Council ambassadors on the selection panel for roles.
- We have had further uptake of flexible working options, which includes working compressed full time hours in four days, which both men and women have exercised.
- We have also seen an increase in male employees taking parental leave longer than the traditional two weeks since offering all employees, regardless of gender, 14 weeks paid parental leave.
- Our colleagues have participated in female focused leadership programs including Junior Women's Program – Own Your Personal Power and Coaching For Purpose Program.
- BASF ANZ have set the target of achieving a 40/40/20 gender ratio by 2030 (40% Female, 40% Male, 20% Other/Neither)
- David Hawkins, Chairman and Managing Director, joined The Royal Australian Chemical Institute (RACI) Women in Chemistry Victoria Committee (WinC) breakfast event. He participated on a virtual panel with inspirational speakers Professor Tanja Junkers and Professor Madhu Bhaskaran where they discussed how we can progress the topic 'Empowering Diversity in Science'.

In reaffirming our commitment towards achieving gender balance in key decision-making roles, we will continue to progress by:

- Improving the way in which we recruit for roles, to remove unconscious bias and appeal to applicants from diverse backgrounds to help 'widen the net we cast'
- Encouraging further uptake of flexible working by colleagues of all genders to help balance working life and family responsibilities

- Identifying new development initiatives internally that provide broader depth and flexibility for women, including the offering of female-focused leadership development programs
- Only participating in panels that have an equal representation of women to men, or otherwise acknowledging the imbalance prior to proceeding
- Ensuring our leaders are committed to driving this change through bold and inclusive leadership
- Reviewing progress made to achieve the gender ratio targets set and develop new initiatives to help achieve them

We are proud to be supporters of the Diversity in Agriculture Program and its vision to achieve transformational change in the representation of women in leadership positions within Australian agriculture.



Gavin Jackson  
Head of Agricultural Solutions  
BASF Australia and New Zealand



David Hawkins  
Chairman and Managing Director  
BASF Australia and New Zealand  
and Male Champion of Change