

Our Journey Together

Diversity, Equity & Inclusion at BASF Canada



 **BASF**

We create chemistry

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Why Diversity, Equity and Inclusion Matters

“At BASF, we believe that when we have a diverse workforce and conscious inclusion, amazing things happen. As a leader, this is not an option. It is a requirement, which is why we are taking a lot of steps that promote our commitment to Diversity, Inclusion and Equity in Canada to make our employees feel included. Belonging is a powerful motivator for engagement.”



APALA MUKHERJEE
President, BASF Canada



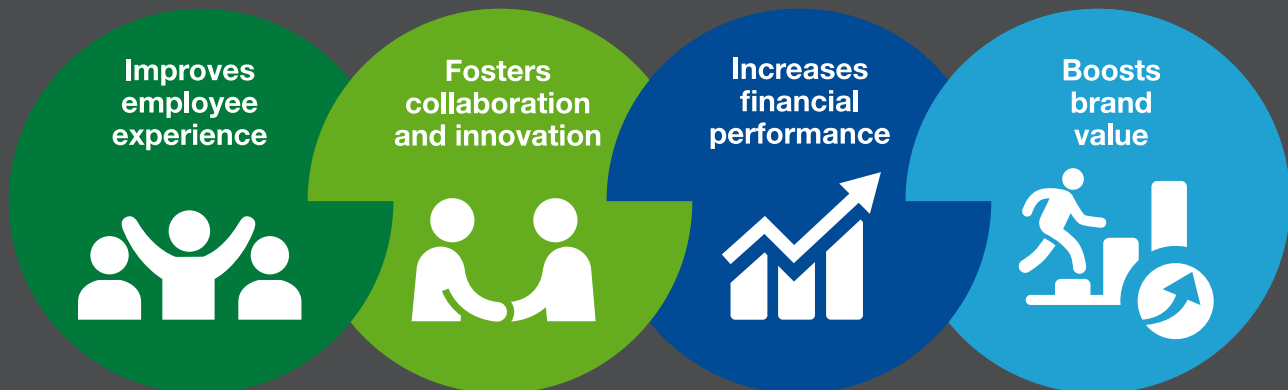
Why Diversity, Equity and Inclusion Matters

At BASF, organizational focus on Diversity, Equity and Inclusion is not only a moral imperative but also a business imperative.

We create a sense of true belonging in our workplaces by ensuring our employees are comfortable and confident to bring their most authentic selves to work each day and that our leaders value the diverse perspectives of their team members.

When employees feel included and appreciated for their uniqueness, they become more engaged and productive, free from the distraction and even distress that can come from expressing one's true self at work. External data demonstrates that an improved employee experience translates into better overall business outcomes and is undoubtedly a competitive advantage.

External data indicates that a strong organizational focus on Diversity, Equity and Inclusion:



Our Canadian Leadership Team's Commitment to **Diversity, Equity & Inclusion**



At BASF, we create chemistry. While chemistry involves the study of elements and compounds, our chemistry in the workplace is not a scientific process, but a **human** one. As an organization we are continuously self-reflecting on our **human chemistry in the workplace** and identifying opportunities to improve and grow.

We've listened to our employees' voices and **we are committed to fostering an inclusive culture at BASF Canada.** A culture where everyone is heard and seen, where everyone feels respected, where opportunities for advancement are transparent, and the decision process for advancement is fair.

Our Canadian Leadership Team's Commitment to Diversity, Equity & Inclusion */CONTINUED /*

Our commitment to our employees is that we will:



From our strong basis, we want to improve further. We do not have all the answers, and we may make mistakes. This is a journey for all of us at BASF Canada. We want our employees to feel assured that we are all on this journey together and that we as leaders are open to learning and being challenged. We look forward to our employees taking this journey with us and creating their own Diversity, Equity & Inclusion commitment. Most of all, we want everyone to **#belongatBASF**.

Who We Are – Our Global Business Strategy

At BASF, we are passionate about chemistry and our customers. We want to be the world's leading chemical company for our customers, grow profitably and create value for society. This drives us and what we do best: **We create chemistry for a sustainable future.**

[LEARN MORE ABOUT OUR GLOBAL STRATEGY](#)



Who We Are – Our CORE Values

Creative

Open

Responsible

Entrepreneurial

How we act is critical to the successful implementation of our strategy and how our stakeholders perceive us. This is what our four **CORE** values represent: **Creative, Open, Responsible, Entrepreneurial**. They guide our actions and define how we want to work together – as a team, with our customers and our partners. It is the expectation that our leaders lead with a focus on people using **CORE**. In doing so, they lead sustainably and with impact, resulting in inspired and valued teams.

Ultimately, our CORE values are key to fostering inclusion and belonging at BASF.

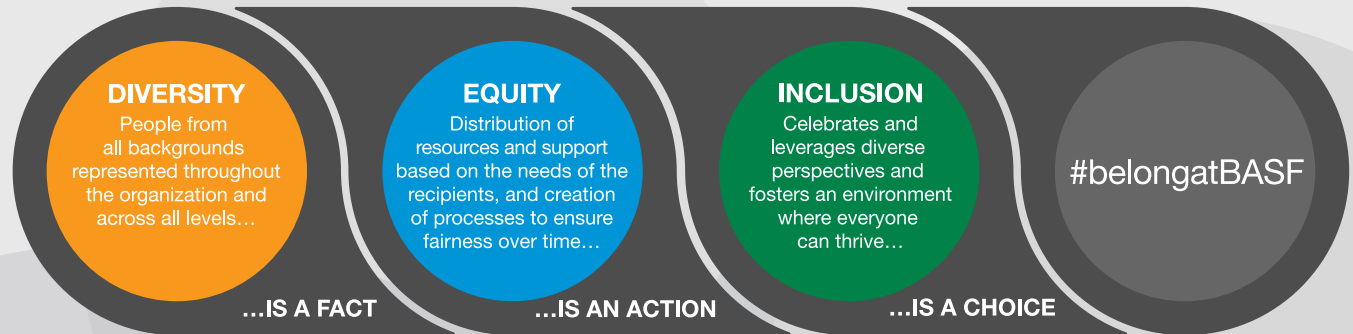
Who We Are – BASF Canada

BASF Canada was incorporated in 1961, and is the affiliate of BASF SE, located in Ludwigshafen, Germany. Headquartered in Mississauga, Ontario, we employ over 1,100 employees and have 16 major production sites across Canada. As a result, we are well-positioned to be an employer of choice for Canadians.

At BASF Canada, we recognize that **our employees are instrumental** to our success. To ensure our employees can be their best at every stage of their life, we offer a total rewards program called [you@BASF](#), which focuses on four main pillars – Compensation, Benefits, Learning & Development and our Work Environment. We believe that our holistic, employee-centric approach makes us a top employer, and we are the proud recipient of multiple best workplace awards. Click on each award to learn more.



What Diversity, Equity and Inclusion Mean to Us



BASF values the diversity of people. And diversity is more than just what we can see. The most visible diversity – such as age, gender, ethnicity – is complemented by less tangible and invisible differences, such as personal skills, work styles, education and experience, religion, moral values, and sexual orientation.

These differences define who we are, how we behave and how we work with others. They also impact how we pursue our careers. A key factor in the success of our business is inclusiveness, including ensuring that we leverage our employee diversity in positive ways.

Integrative and inclusive behaviour is the basis of a corporate culture characterized by respect, openness and belonging. Appreciative leadership forms the foundation for creativity, and is essential for our innovation potential and can secure our long-term economic success.

At BASF Canada, we:

- believe in supporting underrepresented groups – such as women, the LGBTQ2+ community, Black, Indigenous, and other racialized groups, and persons with disabilities – within our workplace and communities.
- strive for equitable workplace policies and procedures that remove bias and barriers to ensure equal opportunities for all.

With this foundation laid, BASF Canada can foster an inclusive work environment where all employees feel that they truly **#belongatBASF**.

BASF Canada's Diversity, Equity and Inclusion Strategic Pillars: **Develop**, **Empower** & **Impact**

At BASF Canada, we have developed three strategic pillars that will guide our efforts and actions in Diversity, Equity and Inclusion until the end of 2025. By creating an ambitious three-year strategic plan, our aspiration is that by 2026, diversity, equity, and inclusion will be deeply rooted in our corporate culture and systems.

Foundationally, all of our corporate policies, practices and procedures will be equitable and free from bias. With this solid foundation established, we will focus internally on developing and empowering our employees and leaders through various meaningful actions. Externally, we will look to create an impact in the communities we operate to support and enable Canadians, including underrepresented groups.



Powering **diverse**, connected minds to create a **sustainable** and **inclusive** workplace with an **engaged** and empowered **workforce**

Solidifying our Foundation to Elevate our Progress

Although Diversity, Equity and Inclusion have long been part of our focus at BASF, we are committed to sustained progress and strengthening our actions in this space.

Through our three-year action plan and targets, we will ensure that we reach our aspirational state of a culture entrenched with diversity, equity and inclusion by 2026.



Examples of our strong existing commitments, upon which we will continue to build, include:

- Achieving an ambitious global target of 30% **women in leadership positions by 2030**.
- Promoting gender equality by endorsing the **United Nations' Women's Empowerment Principles (WEPs)** in 2020. The WEPs are seven guiding principles to businesses promoting gender equality and women's empowerment in the workplace, the labour market and the community.
- Providing ongoing support for the **United Nations Global LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) Standards of Conduct for Business**, which we have done since 2018.
- In Canada, leveraging the **GCNC network** and the **SDGs**, to drive our commitments to Diversity, Equity and Inclusion, particularly **SDG #5: Gender Equality**, and **SDG #17: Partnership for the Goals**. Through several projects and initiatives, we have collaborated on the [Blueprint for Gender Equality Leadership in Private Sector](#) and [Target Gender Equality](#).

Solidifying our Foundation to Elevate our Progress */CONTINUED/*

With the aforementioned targets and commitments in place, we as an organization are accountable to meaningful and sustained progress. In this vein, since 2020 in Canada, we have established or participated in:

The image displays nine icons arranged in two rows, each representing a different DEI initiative. The icons are: 1. Three people icons in speech bubbles. 2. A network of six nodes connected by lines. 3. Two overlapping circles (one blue, one green) above two stylized figures. 4. Three horizontal bars (two blue, one green) with dots. 5. A gear with a person icon inside. 6. A group of four people icons with a plus sign. 7. A gauge with a needle and several colored dots. 8. Three circles (one blue, two green) connected by arrows in a cycle. 9. A head profile with various colored squares and circles inside.

Diversity, Equity & Inclusion Council

Inclusion Champion Cross-Functional Project

ERG Collaboration Forum

Bi-annual Inclusion Employee Pulse Checks

Inclusive Site Infrastructure Program

Voluntary Self-identification Questionnaire

Diversity, Equity & Inclusion Dashboard

Flexible Working Arrangements via our Future of Work model

Psychological Health and Safety Committee

We believe that we are strongly positioned to make transformational change across our organization. Using our three Diversity, Equity and Inclusion Strategic Pillars as our guide, we are confident that we will achieve our aspirational state by 2026.

Our Plan for Meaningful Action

MEASUREMENTS OF SUCCESS

DEVELOP
&
differentiate

- Selection Rate of Diverse Talent
- Development and Sponsorship of Diverse Talent
- Training Effectiveness

We aspire to differentiate our talent through **industry-leading acquisition practices** and **development programs** to become a **top diverse employer of choice**.

To achieve this, we are committed to:

Attracting and Acquiring Top Talent

- Diverse and Inclusive Interview Panels
- Building Sustainable and Diverse Pipelines of Underrepresented Talent
- Co-op and Student Hiring Programs

Building Employee Competency

- An Inclusion Learning Journey
- Canadian Cultural Awareness Training with a focus on First Nations, Inuit and Métis Peoples

Enabling Inclusive Leadership

- Performance Goal dedicated to Diversity, Equity and Inclusion for all People Leaders
- Diversity, Equity and Inclusion Leader Playbook
- Inclusive Leadership Upskilling
- Psychological Health and Safety Leader Training



Our Plan for Meaningful Action

MEASUREMENTS OF SUCCESS



- Workforce and Leadership Composition
- Retention
- Recurring Employee Engagement and Inclusion Surveys
- Membership in Employee Resource and Development Groups

We aspire to foster an **inclusive workplace** by understanding and **appreciating all differences**, whilst creating a **safe environment** for diverse perspectives. To achieve this, we are committed to employee engagement and retention through:

Increased Transparency

- Increasing awareness of the support programs and resources available to employees facing adversity
- Removing ambiguity from our Performance Management System
- Greater focus on Employee Experience and Engagement at our Production Sites

Employee Resource and Development Groups

- Promoting employee and leader membership in Employee Resource and Development Groups
- Investing in and Launching a new Employee Resource Group portal

Our Employee Resource & Development Groups



Our Plan for Meaningful Action

MEASUREMENTS OF SUCCESS



- Financial Contributions to Diverse Charities and Non-Profits
- Employee Volunteering Hours
- Business Partner Diversity Metrics

We aspire to create and **leverage partnerships** with diverse organizations to enable opportunities for all Canadians, including **underrepresented groups**. To achieve this, we are committed to making an impact in the communities in which we operate through:

Social and Community Engagement

- Strengthening our Partnerships with Social Engagement Recipients as part of a robust Social Engagement Strategy with a focus on three pillars – DEI, Sustainability & STEAM Education
- Supporting local communities through the promotion of our Employee Volunteering Benefit
- Achievement of the Progressive Aboriginal Relations (PAR) Certification
- Hosting Community Listening Sessions

Engagement of our Business Partners

- Ongoing commitment to supplier diversity through our [North American Supplier Diversity Program](#)
- Sharing and exchanging best practices with our customers to amplify the impact in our communities

BASF Canada's Social Engagement Pillars



DIVERSITY, EQUITY & INCLUSION

BASF focuses on partnerships that will have a lasting impact on our communities, including those where underrepresentation exists.



SUSTAINABILITY

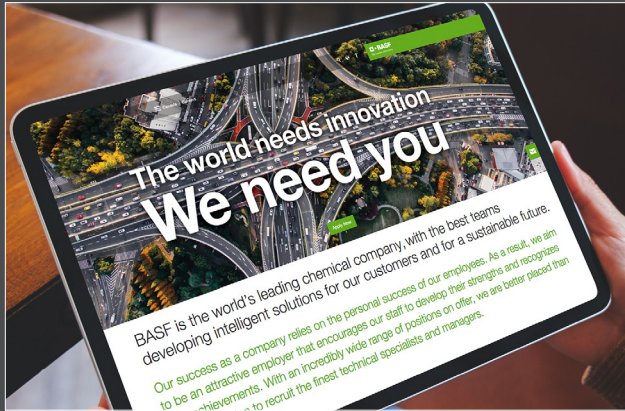
We create chemistry for our customers and society by partnering with – and supporting – organizations that support our focus in driving sustainable development goals.



STEAM EDUCATION

BASF works with institutions, communities and volunteers to support the advancement of science, technology, engineering and math.

Visit our careers page to learn why BASF is a great place to build a rewarding, successful career.



<https://www.basf.com/ca/en/careers.html>

And check out our YOU@BASF to learn more about our total compelling offer and how we support you to be your best in every stage of life.



<https://www.basf.com/ca/en/careers/why-join-basf/what-you-will-get.html>

Follow us on our social media channels and stay up-to-date on current topics from the company.



<https://twitter.com/BASFCanada>



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