

BASF International Labor & Social Standards (ILSS)

Commitment Letter

This Commitment Letter on BASF International Labor and Social Standards (ILSS) is addressed to BASF's third parties, i.e. temporary employment agencies providing agency workers to BASF and their employees, as well as to freelancers contracting with BASF.¹

We act responsibly toward our employees and third-party workforces. Part of this is our commitment to respecting ILSS, which we have internally embedded in our [BASF global Code of Conduct](#) as well as in our [BASF Supplier Code of Conduct](#).²

You as supplier collaborating with us, shall be aware of BASF ILSS for agency workers and freelancers. We expect you to have read, understood and to commit to adhering to the values of the [BASF Supplier Code of Conduct](#) including our [Information Respect for International Labor and Social Standards \(ILSS\) for Agency Workers and Freelancers](#)³ and **particularly expect you to communicate and instruct** the following ILSS Key Principles to your workers engaged at BASF⁴:



No Child Labor

All children have the right to develop under conditions free from any form of violence, exploitation and abuse. We require you to ensure to **strictly prohibit child labor** and any form of hardship for children, exploitation or harm compromising young workers' development, health, education or future.



No Forced Labor

Everybody has the right to work in freedom and freely choose one's work. We require you to ensure to **strictly prohibit all forms of forced labor** (including modern slavery and human trafficking), such as work which is undertaken involuntarily or under threat of a menace or penalty.



Non-Discrimination

All human beings are born free and equal in dignity and rights without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, marital, parental or other status. We require you to ensure to take the principles and rights related to non-discrimination and equal opportunities very seriously.



Maternity Protection

Pregnancy and maternity bring about specific vulnerability for working women and their families. We require you to ensure to **treat pregnant women and mothers with respect** regarding their situation and strictly protect them from all forms of discrimination based on their motherhood or pregnancy condition.

¹ The legal entities belonging to BASF Group are expected to communicate this *Commitment Letter* to third parties collaborating with BASF and to support these third parties by giving advice on BASF ILSS and on how to improve working conditions if necessary.

² This encompasses internationally recognized labor norms, which BASF is committed to complying with worldwide, which are stipulated in the [United Nations' Universal Declaration of Human Rights](#), the [OECD Guidelines for Multinational Enterprises](#), and the [Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy of the International Labor Organization \(ILO\)](#).

³ We reserve the right to not close a new contract if our partners do not follow the same standards and values, as well as end contractual relationships with temporary employment agencies in case of non-compliance, if necessary.

⁴ Agencies are also expected to inform their workers about the [BASF Global Compliance Hotline](#).



Effective Recognition of the Rights to Freedom of Association and Collective Bargaining

Everyone has the right to freedom of opinion and expression and to **peacefully assemble and associate**. The rights to freedom of association and collective bargaining are a cornerstone of constructive social dialogue. We require you to ensure to respect these rights carefully.



No Harassment and other Forms of Workplace Distress

No one shall be subject to torture, cruel, inhuman, or degrading treatment or punishment. We require you to ensure to **strictly prohibit any form of inhuman, degrading, or humiliating treatment**.



Fair Disciplinary Measures

Every agency worker working for BASF is entitled to a **fair assessment of the need for and type of disciplinary action** arising from misconduct in the workplace. We require you to ensure to base disciplinary measures on the principles of proportionality and dignity, and reasonably consider the personal situation of your employees and their families.



Decent Office Place and Housing

We require you to ensure to **uphold decent working conditions**, including hygiene and fair workplace rules and provisions, which are key to ensure a healthy work environment, dignity, and respect. A BASF minimum standard of rules on decent office place and housing is to be observed at all BASF premises.



Fair Dismissal

Everyone as a member of society has the right to social security. We require you to ensure to respect the workers' needs for social protection and to seek to **operate in line with internationally recognized fair dismissal principles**, including dialogues with employee representatives or unions, where applicable.



Clearly Defined Working Conditions

We require you to ensure to **inform all agency workers of their terms and conditions** of employment in an easily accessible and understandable manner.



Responsible Working Time

Working time is handled on a local level according to national law. We require you to ensure to **let the working time of agency workers not exceed the maximum set by local law** or industry norms. Working time should be oriented towards that of comparable internal BASF employees.



Fair Compensation

We require you to ensure to pay wages and benefits to your employees not less favorable than those offered by comparable employers in the respective country/market. Where comparable employers do not exist, you shall **provide the best possible wages and benefits**. This shall cover the basic needs of agency workers and their families.