



You have no doubt seen the news coverage in recent weeks of situations resulting in the tragic deaths of George Floyd, Ahmaud Arbery and Breonna Taylor, and other injustices in cities across the U.S. No human being should be treated this way.

The images are graphic and disturbing, leaving us heartbroken about the senseless acts of violence and racism that continue to plague our nation. In fact, people of color and those of African descent have been experiencing systemic racism for years.

We, like many of you, feel sad, disappointed, disheartened, angry, upset and helpless, or just in a state of disbelief. This is expected and understandable. These are troubling times. It's even more troubling to watch these events unfold at a time when we have come together in the last few months to support and help one another during the pandemic.

The racism shown in these events is unacceptable in our society today and is unacceptable at Bayer. These events go squarely against the rights we all have as Americans – the right to life, liberty and the pursuit of happiness -- and go against the very essence of our company culture that is inclusive of diverse people of all backgrounds. Any behavior that goes against our policy to respect one another or is discriminatory in any way will not be tolerated at Bayer by anyone at any level.

Our commitment to an inclusive and equitable culture has never been stronger. We recognize the added value of individual differences, life experiences, knowledge, innovation, self-expression and the unique capabilities of our employees, and what it collectively brings to our business and our customers. That value reflects the diverse perspectives which exist in our society and drive our vision – health for all; hunger for none. This vision knows no boundaries and never will.

That said, we recognize that communities of color are experiencing disproportionate impact due to the current pandemic. As a company focused on health and nutrition, having a deeper understanding of the social and economic inequities that exist in the communities we serve is important and has great significance for us. We believe this care and concern starts with our employees, and that's why prioritizing your safety and psychological well-being is so important to us.

In times like these when many of us are still social distancing and missing our families and friends, now is the time to connect across differences and actively make the effort to understand the other person's point of view. We encourage you to ask questions and express empathy as our company and this nation continue working toward making the world a better place.

Bayer U.S. Country Leadership Team