

Welcome to BASF's D+I Council

At BASF, we value the differences in our workforce as they are key to the success of our business. Our staff led Diversity + Inclusion Council focus on fostering D+I in how we bring people into the organisation, how we develop people through the organisation and how we share knowledge throughout.

Reconciliation Action Plan Working Group

BASF Australia's Reconciliation Plan (RAP) Working Group is proud to champion the topic of First Nations affairs and reconciliation within our sphere of influence.

We are a diverse group from multiple business units, states, and personal histories. Together, we volunteer our time to ensure that colleagues, friends, and families have opportunities to learn about oldest surviving culture on Earth; how it has been impacted since settlement and how it continues today.

We launched our first RAP – Reflect in 2022 as a commitment to educating ourselves as individuals and as an organisation, on the need for reconciliation in Australia.

As part of our commitment to our RAP, we coordinate events to observe National Reconciliation Week and NAIDOC Week. These include Welcome to Country, presentations from First Nations people and organisations as well as attending public events including plays and flag raising ceremonies. These activities educate us all on the diversity of First Nations histories, Lores and cultures and help us to understand the world around us from a new perspective.

The RAP is also beginning to inform our core business practices. This includes culturally accessible hiring practices, commercial leases, and community engagement.

As we work toward the launch of our Innovate RAP, we are guided by our vision for reconciliation “a society that embraces and uplifts First Nations peoples, histories and cultures throughout all aspects of our lives.” At BASF we aspire to a society that celebrates differences and the deep potential for knowledge sharing between Indigenous and non-Indigenous ways of thinking.



Mental Health Working Group



The D+I Mental Health Working Group was formed with the intention to draw visibility to the topic of mental health in the workplace.

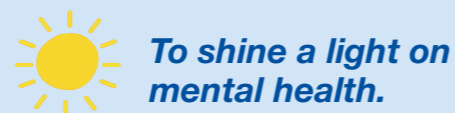
Creating a mentally healthy workplace is everybody's responsibility, and the Mental Health Working Group helps steer this by fostering an environment where everybody at BASF feels supported and included.

Members of the Mental Health Working Group, are involved in:

- Providing guidance on the psychosocial hazards and controls embedded within BASF's EHS policies.
- Working closely with the ANZ Leadership Team to steer decision making regarding mental health.
- Organising and co-ordinating events/activities focusing on mental health.
- Working closely with BASF's Employee Assistance Program Provider – Uprise.
- Working closely with external organisations/charities.
- Organising and supporting management with workplace mental health training.

Ultimately, the Mental Health Working Group is a voice for the organisation to broach topics regarding mental health.

Looking after our mental health isn't something that is just done at home, or at work, it is something that we deal with in all facets of our life, and at BASF we want to shine a light on it, rather than shy away.



Women in BASF (WIB) Working Group

The Working Group for Women in BASF focuses on promoting inclusive leadership and raising awareness of unconscious bias to support the progression of women in industry.

We develop initiatives to achieve our ANZ gender targets of 40/40/20 gender ratio by 2030 (40% female, 40% male, 20% other/either) and 30% target of women in leadership roles by 2030.

This includes sharing learnings with the broader BASF community and customers to amplify the positive impact with customers and industry.

Some examples of recently implemented initiatives include:

- **Inclusive policies:** BASF is committed to closing the superannuation gap and highlighting the value of unpaid caring work. To achieve this, in January 2023, we introduced a policy to pay superannuation on unpaid parental leave for up to 12 months.
- **Flexible Work:** In recent years 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.



Savanna Working Group



BASF values the diversity of its workforce.

We support an inclusive working environment where all BASF employees, regardless of their sexual orientation or gender identity can take PRIDE in being their true selves, and always feel valued and welcomed.

As a Working Group, our goal is to:

- Educate ourselves on the challenges some of our LGBTIQ+ colleagues, friends, and loved ones face in the workplace and elsewhere.
- Discuss some of these challenges in a safe space and discuss ways that we can overcome them.
- Support our colleagues who identify as LGBTIQ+ or have family and friends that do.
- Act as a voice for the LGBTIQ+ community and implement diversity initiatives including how to be a Pride Ally.

