

Information for Agency Workers¹ on BASF Labor Standards

BASF wants to provide fair and responsible working conditions for everyone engaged at BASF, including agency workers. Fairness, respect, and integrity guide our actions, and we want to positively contribute to the protection and promotion of human rights within our workforce. The following labor standards outline how we want to collaborate with you. Please take a few minutes to read.



No child labor

BASF does not tolerate child labor in any form. We are committed to protecting the rights, health, and safety of children and young workers.

Agency worker's age needs to be checked before their assignment at BASF starts, to make sure their work with us complies with our minimum age and task requirements.



No forced labor

BASF prohibits all forms of forced or compulsory labor, including modern slavery and human trafficking. Work must be voluntary, without coercion, threats, or manipulation.

We will not confiscate personal documents, restrict freedom of movement (unless for safety reasons), or require agency workers to pay fees to obtain or secure work with us.



No discrimination or harassment

BASF is committed to treating everyone in the workplace with respect, regardless of gender, ethnic origin or other personal attributes.

We expect all agency workers engaged at BASF to do the same.



Freedom of association & the right to collective bargaining

Agency workers at BASF have the right to freely form, join, or support legally recognized trade unions or other worker representations—or to refrain from doing so.

These rights include collective bargaining and must not be restricted, hindered, or met with retaliation.

Where national laws impose limitations, BASF expects agency partners to support lawful forms of worker representation and dialogue.



Clearly defined working conditions

It is important to us that all work relationships are clearly defined and freely consented, this includes your assignment at BASF.

Before you start your engagement at our site, you should receive clear, ideally written information about the conditions, e.g. your role, working hours, schedule, work location, duration of the assignment, specific pay conditions — in a language you understand.



Fair compensation

At BASF, we believe that compensation should support a decent standard of living.

It is essential to BASF that agency workers receive wages and benefits that meet or exceed legal requirements, and we expect our partner agencies to fully comply with these obligations.

Partner agencies need to ensure that pay and benefits are comparable to those offered by other agencies for similar roles in the respective area.



Responsible working time and healthy life balance

Working time of agency workers shall not exceed the maximum set by local law or industry norms.

We believe that rest periods, paid annual leave, and fair working time arrangements are an essential part of responsible employment practices.

Wherever possible, we aim to align agency workers' schedules with those of BASF employees in similar roles to promote fairness and team cohesion.



Fair disciplinary actions

BASF believes that disciplinary actions must be fair, respectful, and in line with local laws. They should be transparent, proportionate, and take individual circumstances reasonably into account.

We expect all agency workers to follow our site rules, especially regarding safety and conduct.

While your agency is usually responsible for disciplinary matters, BASF may inform them of misconduct or take direct action if needed.



Fair dismissal

While dismissals are formally handled by the temporary employment agency, BASF may request the early termination of an assignment.

In doing so, we want to act fairly and transparently. Any decision needs to be based on legitimate reasons - such as performance, conduct, or operational needs - and communicated clearly in line with internationally recognized dismissal principles.



Protecting vulnerable groups

We recognize that some individuals may face particular challenges in the workplace due to personal background, identity, or social circumstances.

Our goal is to foster an inclusive environment where everyone – including agency workers - feels respected, supported, and able to contribute fully.

If you ever feel disadvantaged or excluded for who you are or where you come from, we encourage you to speak up.

Need Help or Have a Concern?

At BASF, we want everyone to feel safe, respected, and treated fairly.

If something doesn't feel right or you're unsure about a situation, please speak up.

We recommend to talk to your BASF contact persons – many concerns can be resolved through open dialogue.

You can also report your concern through our BASF grievance channel: the **BASF Global Compliance Hotline**. You may choose to remain anonymous.

You can report in three ways:



Make a report **online**:

secure.ethicspoint.eu/domain/media/en/gui/49157/

or scan the QR Code.



Make a report by **mobile**:

basf.navexone.eu/intake/

or scan the QR Code.



Make a report by **phone**:

secure.ethicspoint.eu/domain/media/en/gui/49157/phone.html

or scan the QR Code to get the dialing instructions.



No Retaliation

BASF will not punish anyone for raising a concern in good faith. Speaking up helps us keep our workplace safe and fair for everyone.