

Statement on Modern Slavery and Human Trafficking

The BASF Group (“BASF”) is committed to the abolition of forced labour, slavery and human trafficking. This statement sets out the steps the BASF Group has taken during the financial year 2024 to seek to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business.¹

1. BASF’s organisational structure, business and supply chains

BASF has companies in more than 90 countries and supplies products to numerous customers in nearly every part of the world. BASF’s portfolio is arranged into six segments: Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care, Agricultural Solutions. BASF had sales of about €65,260 million in 2024 and employed approximately 112,000 employees as of the end of the year.

As the world’s leading chemical company, BASF combines economic success with environmental protection and social responsibility. This is reflected by BASF’s corporate purpose “We create chemistry for a sustainable future”. We live our corporate purpose by:

- Sourcing and producing responsibly
- Acting as a fair and reliable partner
- Connecting creative minds to find the best solutions for market needs

2. BASF policies in relation to slavery and human trafficking

BASF acts in accordance with clearly defined values and standards of conduct that comply with or go beyond laws and regulations and take internationally recognised principles into account. BASF commits to internationally agreed-upon standards:

- The ten principles of the UN Global Compact
- The UN Universal Declaration of Human Rights and the two UN human rights covenants
- The ILO’s core labour standards and its Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy (MNE Declaration)
- The OECD Guidelines for Multinational Enterprises
- The UN Guiding Principles on Business and Human Rights

BASF is firmly against any form of forced labour, slavery, and human trafficking. BASF will not condone or tolerate any type of such conduct by its employees, suppliers, vendors, or other stakeholders.

As set out in BASF’s Global Code of Conduct, BASF made the decision to pursue sustainable value creation, which means striving to positively contribute to the protection and promotion of human rights and people’s well-being. BASF strictly aims to avoid causing or contributing to adverse human rights impacts in its own operations and when working with third parties such as employment agencies providing agency workers engaged at BASF and when working with freelancers. Moreover, BASF seeks to ensure that the conduct of

¹ This statement is made in accordance with Section 54 of the UK Modern Slavery Act of 2015 and other applicable laws.

all its employees and third-party workers is consistent with internationally agreed-upon standards of human rights as well as international labour standards.

As a participant in global value chains, BASF is dependent on partners and demands them to, likewise, respect human and labour rights and standards. BASF requires its suppliers, contractors and vendors to comply with all applicable laws, including those relating to labour practices and the prohibition of forced labour. These expectations towards suppliers fighting forced labour are embedded in BASF's Supplier Code of Conduct, which also incorporates the Commitment Letter on BASF's international labour standards. The Commitment Letter reflects BASF's expectations of third parties, such as employment agencies providing agency workers to BASF, to uphold labour standards, including the prohibition of forced labour.

If BASF becomes aware of credible information regarding any form of forced labour, human trafficking or slavery by its suppliers or vendors, it will conduct a thorough investigation and, if appropriate, take corrective measures.

3. BASF's due diligence processes in relation to slavery and human trafficking

3.1 BASF's own operations

3.1.1 Management process

BASF outlines its commitment to internationally recognized labour standards. As a founding member of the UN Global Compact, BASF is inspired by and supports the UN Guiding Principles on Business and Human Rights (UNGPs) and respective national equivalents.

Its Group-wide guidelines on labour standards for BASF employees and for agency workers and freelancers engaged at BASF are derived from the UNGPs. Our guidelines set binding principles for fair and responsible working conditions across all operations – including a strict ban on forced labour, slavery and human trafficking. BASF expects all leaders and employees to comply with these principles and regularly conducts internal, target-group-specific trainings on labour standards.

BASF evaluates its adherence to its commitments using the risk-based management process implemented Group-wide, in which the company systematically compares BASF's international labour standards with the respective national legislations of the countries BASF is operating in. In cases of discrepancies between national law and BASF's labour standards, BASF generally aims to apply the higher standard striving to adhere to the internationally recognized standards, all while ensuring compliance with the law of the respective countries.

Individual components of our guidelines on BASF's international labour standards are an integral part of compliance management audits conducted by the Corporate Audit unit.

3.1.2 Global Compliance Hotline

BASF has also set up a Global Compliance Hotline, which is provided by an external provider, offering the possibility to report concerns via online form or phone in over 80 countries. Employees can turn to the Compliance Hotline anonymously. The Compliance Hotline can also be used by third parties such as business partners or other stakeholders to raise concerns. BASF ensures that all concerns are processed and answered in a swift manner.

3.2 BASF's supply chains

Both new and existing suppliers are selected and evaluated beyond economic criteria. BASF looks closely at environmental protection, compliance with human rights, labour and social standards and anti-corruption policies. BASF's requirements are defined in the Supplier Code of Conduct.

BASF is a founding member of the Together for Sustainability (TfS) initiative of leading chemical companies for the global standardisation of supplier evaluations and auditing. With the help of TfS, BASF advances sustainability in the supply chain. Using TfS evaluations, BASF pursues a risk-oriented approach with clearly defined, company-specific follow-up processes. Suppliers with an elevated sustainability risk – such as slavery or human trafficking - are identified using risk matrices. Furthermore, BASF's procurement staff indicate the suppliers for whom they see a potentially elevated sustainability risk. BASF additionally checks various information sources to see if any suppliers have been mentioned in connection with negative sustainability incidents.

If suppliers have any concerns about illegal or improper conduct, they can use the BASF Compliance Hotline.

Conclusion

BASF plc's Board of Directors and BASF's Corporate/Functional Units will work together to further the commitment to fight forced labour, slavery and human trafficking. This partnership will help ensure that human rights are being respected in BASF's workforce and supply chain.

We will continuously work to further develop and strengthen our efforts to respect and promote all proclaimed human rights including the right not to be subjected to forced labour, slavery or human trafficking.

This statement was approved by the Board of Directors of BASF plc on 08 December 2025.

Darren Budd

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Managing Director, BASF plc







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Final Audit Report

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