



We create chemistry

BASF Canada Indigenous Relations Policy

Purpose

At BASF, we create chemistry for a sustainable future.

We combine economic success with environmental protection and social responsibility. Through science and innovation, we enable our customers in nearly every industry to meet society's current and future needs.

We want to contribute to a world that provides a viable future with enhanced quality of life for everyone. This includes recognizing and understanding the unique history of the Indigenous people of Canada and engaging with their communities to create and maintain long-term relationships.

Our commitment to support Indigenous communities and efforts towards Truth and Reconciliation is essential to not only BASF but also the communities where we live and operate.

Education, Awareness, and Engagement

At BASF Canada, we are committed to listening, learning, and reflecting on the diverse lived experiences of Indigenous People in a welcoming and respectful manner. We are focused on strengthening education, awareness, and engagement of Indigenous culture within the organization by:

- Providing cultural awareness training to our executive leaders and ensuring that similar training is cascaded down across the entire organization.
- Mapping the impact of our operations and businesses and its effect on traditional territories and Indigenous communities where we operate.
- Through corporate initiatives, employee resource groups, and external partnerships with Indigenous facilitators and speakers, encourage and promote learning about the history, culture, and the injustices experienced by Indigenous people.
- Commemorating and honouring Indigenous days of remembrance and celebration by creating opportunities for all employees to learn and engage on the significance of these days and participate in meaningful conversations.

Talent Development

Employment

At BASF Canada, organizational focus on Diversity, Equity, and Inclusion (DEI) is not only a moral imperative but also a business imperative. We create a sense of true belonging in our workplaces by encouraging our employees to be comfortable and confident to bring their most authentic selves to work each day and that our leaders value the diverse perspectives of their team members. In early 2023, we released a comprehensive 3-year DEI strategy, which included the introduction of our three strategic pillars – Attract and Develop, Empower & Impact.



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In line with our DEI strategy, we aim to attract, retain, and develop top talent of all backgrounds and cultures, including members of First Nations, Métis and Inuit communities, using industry-leading practices throughout the employee life cycle.

We are committed to tracking progress as follows:

- Attract:
 - We strive to provide inclusive career exploration and increase awareness, recruitment, engagement, and retention of a diverse student population, including students from Indigenous communities across Canada by doing the following:
 - Offer practical career experience, networking and development opportunities through post-secondary co-op and scholarship programs.
 - Provide opportunity for coaching and mentorship from leaders in the organization.
 - Sponsor initiatives related to skill building and education in Indigenous communities across the country.
- Develop:
 - Ensure that we attract top talent, build employee competency, and enable inclusive leadership.
- Empower:
 - Increase employee engagement transparency through our company policies, practices, and procedures.
 - Leverage Employee Resource and Development groups to represent a supportive network designed to connect employees with various backgrounds and similar passions or interests to network and learn about different perspectives, cultures, and business processes.
- Impact:
 - Provide charitable sponsorships to Indigenous organizations committed to community impact and help BASF be a strong corporate citizen, benefiting both the communities in which we operate as well as our employees.

Procurement

At BASF Canada, we work with like-minded suppliers who contribute to the value of BASF and our customers by ensuring social, environmental, and economic sustainability.

We are working towards identifying opportunities to increase Indigenous procurement and our understanding of products and service offerings by local Indigenous businesses. For our procurement decisions supporting Indigenous-owned businesses, we will leverage resources such as:

- Canadian Council for Aboriginal Business' *Aboriginal Procurement Champions*
- The Government of Canada's *Indigenous Business Directory (IBD)*

For more information on our Sustainability and Diversity, Equity, and Inclusion initiatives, please visit [BASF.ca](https://www.basf.ca)



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Prepared by: PAR Working Group

Last update: July 20, 2023

Approved by: Apala Mukherjee, BASF Canada President

A handwritten signature in cursive script that reads "Apala Mukherjee".

Signature