



Bayer HealthCare
Bayer Schering Pharma

Compliance Enforcement: *In a Multinational Business Context*

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Bayer's Global Operations

3 Subgroups

- ▶ Bayer HealthCare (BHC: 11,7 bn € sales = 15,21 bn \$)
- ▶ Bayer CropScience (BCS: 5,7 bn € = 7,4 bn \$)
- ▶ Bayer MaterialScience (BMS: 10,2 bn € = 13,3 bn \$)

3 Service Areas

- ▶ Bayer Business Services
- ▶ Bayer Technology Services
- ▶ Bayer Industry Services

2006 Group net Sales: 29 bn € (ca. 37,7 bn \$)

2006 AP net Sales: 4,6 bn € (ca. 6 bn \$)

2006 106.000 employees (AP: 17.300)

Bayer's Business Success – Based on Sustainability and Compliance

- ▶ 1999: First global CCP (corporate compliance program)
- ▶ 2004: “2nd edition” Emphasis on Enforcement and Information
- ▶ Global Responsibility: Compliance Officers + Committees per Subgroup
- ▶ Local Responsibility: Compliance Officers + Committees per entity

Bayer's Business Success – Based on Sustainability and Compliance

- ▶ Company Commitment
- ▶ High Level Management Support globally/locally
- ▶ Communication of the Commitment: Zero tolerance policy
- ▶ Ongoing training with emphasis on:
 - ▶ Anti-Trust
 - ▶ Anti-Bribery/Anti-Corruption
 - ▶ Avoidance of Conflict of Interest
 - ▶ Anti-Harassment/Anti-Discrimination

Bayer's Business Success – Based on Sustainability and Compliance

- ▶ Company Enforcement
 - ▶ Dedicated Staff
 - ▶ Investigational Power
 - ▶ Uniform Standards
 - ▶ Global Compliance Network

Bayer's Business Success – Based on Sustainability and Compliance

- ▶ Ongoing Training
 - ▶ Personal Training (Face-to-Face)
 - ▶ Permanent Discussion
 - ▶ International Approach

Bayer's Business Success – Based on Sustainability and Compliance

- ▶ Make the Connection between Business Success and Compliance - Clear Message: Forego Business Associated With Non-Compliance
- ▶ Make the Connection between Performance Measurement and Compliance: Managers are held responsible for eventual Cases of Non-Compliance in their Area of Responsibility
- ▶ Simplify Information on assumed Cases of Non-Compliance: Hotline; Accessibility of Compliance Organisation

Thank you for your time and interest!



