

Women in Precious Metals

Stacey Santolli, BASF

INTERNATIONAL WOMEN'S DAY 2023

#embraceequity

Women In BASF Diversity, Equity and Inclusion

Dr. Stacey Santolli

BASF
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BE COMMITTED.

When we embrace diversity, equity, and **inclusion** we all #belongatBASF.

Understanding DE&I:

- **Diversity** refers to who is represented in the workforce
- Equality assumes that all people should be treated the same, **equity** takes into consideration a person's unique circumstances, adjusting treatment accordingly so that the end result is equal.
- **Inclusion** refers to how the workforce experiences the workplace and the degree to which organizations embrace all employees and enable them to make meaningful contributions.

Value of Inclusion



Practicing inclusive behaviors provide opportunities for individual development. Being open to a wide range of ideas and deliberate in understanding other perspectives, can not only make you a more creative thinker, but also a better colleague.

Inclusion enables team members to feel respected and their contributions valued. By encouraging the input and initiative of all employees and leveraging differences, teams create a high-engagement culture that leads to greater productivity, innovation, and growth.

Inclusion is critical to BASF's business success and for our customers. Intrinsically tied to innovation and empowerment, inclusion maximizes the power of different thinking and new approaches to solving problems and anticipating customer needs.

Global WIB Family

(launch 2012)

North America

Launch 1991

- 31 WIB chapters
- Total approx. 2400 active members

Europe

Launch 2010

- 4 WIB chapters
- Total approx. 30 active members

Asia-Pacific

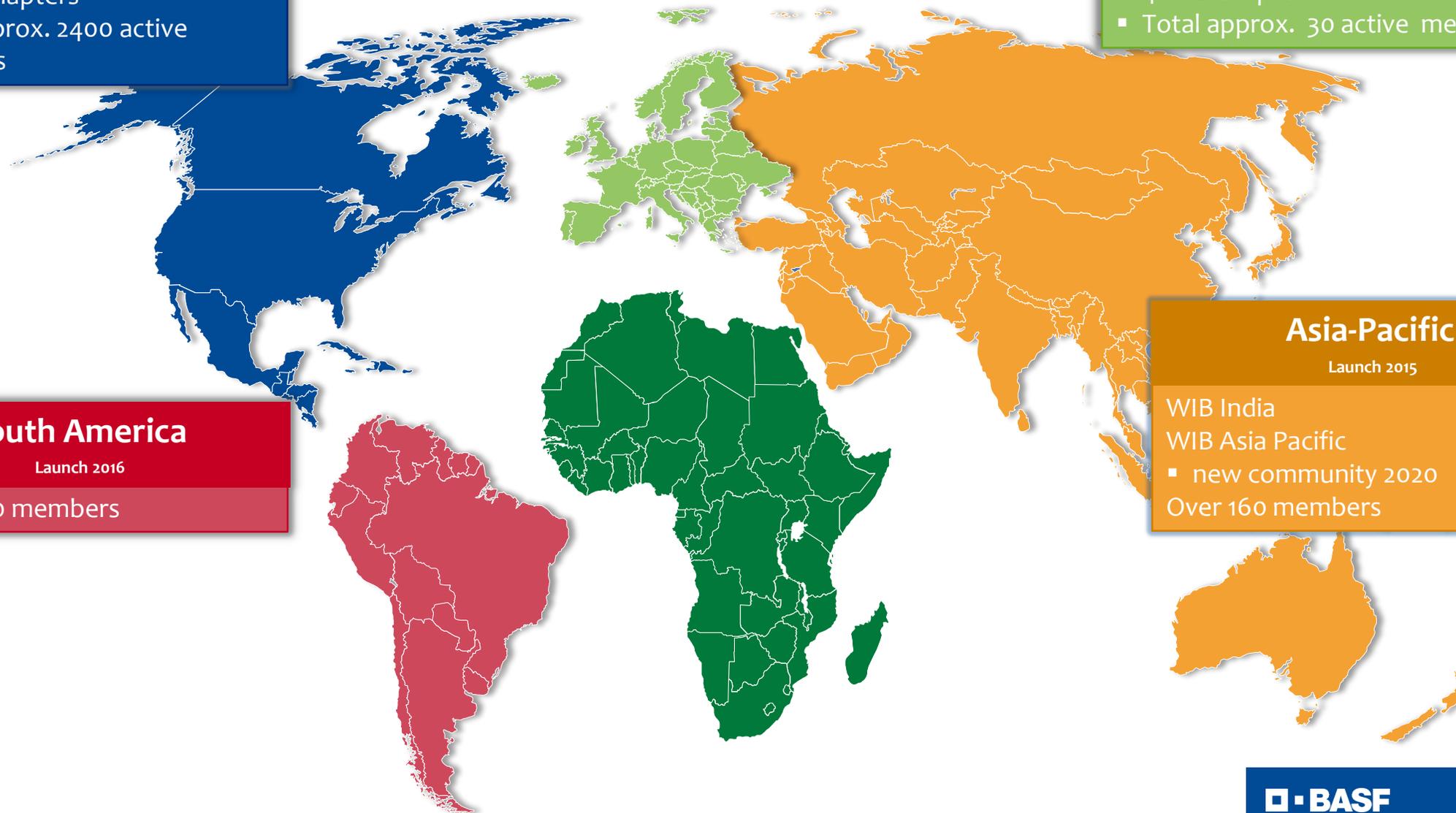
Launch 2015

- WIB India
- WIB Asia Pacific
- new community 2020
- Over 160 members

South America

Launch 2016

- Over 150 members



Example of event sponsored by Global WIB Family:

WIB Academy – Women enable Women



- We want to connect all 29758 women at BASF
- Women networks at BASF jointly support

History of WIB (North America)

- Over 30 years helping women
 - ▶ First major impact was hiring system
- National leadership structure gives guidance to local chapters
 - ▶ 30+ chapters
 - ▶ Dealing with local issues
 - ▶ Local and extended networks
- Largest ERG in BASF – over 2400 employees in North America
- Monetary contributions to support cause across BASF and at a local level



WOMEN
in BASF

■ BASF
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Women In BASF (North America)

■ Vision

For BASF to be a company where women are equally represented throughout the organization and afforded more development opportunities.

■ Mission

To assist BASF in attracting, developing, promoting, and retaining women in support of BASF's core business values and changing social environments.

■ Value Proposition

Women in BASF is dedicated to supporting, accelerating, and strengthening women's professional development in a broad spectrum of professions, such as business, R&D, manufacturing, etc. We shall do this by providing resources and programs to expand career, leadership, and networking opportunities.



WOMEN
in BASF

In Union, NJ, three newly renovated rooms encouraging diversity and inclusion at the site.



Women in BASF

Connecting, Engaging, Growing Acts of Inclusion

Speak up for female colleagues, even if they are not present.

Be an active part of BASF's women networks - or start your own!

Increase the visibility of women by recommending their skills and work.

Use your contacts and networks. Don't forget to return the favor.

Nominate women for job vacancies and interesting projects.

Help women to advocate their ideas.

Help new female colleagues understand the „rules of the game“.

*Women in Business, Women in TechBusiness, Women in Production, Women in Research and WoMen in Digital

Praise female colleagues when they are successful and give them honest feedback.

Introduce women to important or helpful people.

Speak up when you hear stereotypical or sexist comments.

Do not let women stand alone, include them into conversations.



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March 8, 2023

www.internationalwomensday.com

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