



We create chemistry

Via Electronic Mail Only
aolds@house.mi.gov

March 7, 2023

The Honorable Jason Hoskins
Michigan House of Representatives
P.O. Box 30014
Lansing, MI 48909-7514

Attention: Amber Olds, Legislative Director

Dear Representative Hoskins:

BASF Corporation is pleased to lend its name in support of HB 4003, a measure that would amend the *Elliott-Larsen Civil Rights Act* to prohibit discrimination in the state of Michigan based on sexual orientation and gender identity or expression. We kindly ask that our statement be entered into the record for the Judiciary Committee's hearing on March 8, 2023.

BASF Corporation is the North American affiliate of BASF SE. At BASF, we create chemistry for a sustainable future. We combine economic success with environmental protection and social responsibility. BASF has six sites, including our Southfield site, and approximately 2,000 employees in the state of Michigan.

At BASF, Diversity, Equity and Inclusion (DEI) are fundamental to our growth as a business. We have learned powerful lessons on the importance of DEI to drive safety, innovation, creativity and quality. DEI are cornerstones of our corporate values: Creativity, Openness, Responsibility, and Entrepreneurial Spirit. BASF's DEI commitments foster an inclusive workplace encouraging engagement among our employees to deliver on our aspiration to be the leading chemical company for our customers.

The business case for DEI is crystal clear. Multiple studies document the business value, including the McKinsey Report which in 2019 affirmed that top-quartile companies for ethnic and multi-cultural diversity outperform those in the fourth quartile by 36 percent in profitability. Furthermore, an inclusive work environment that values the diversity of employees' talents, experiences and ideas leads to more innovation and higher performance for customers.

Put another way, DEI is a business enabler that will lead to growth and prosperity for Michigan and its citizens.

Thank you for your consideration.

Kind regards,

/s/ Michael Heltzer

Michael Heltzer
Head of State Government Affairs

cc: Representative Jaime Churches