



GENDER PAY GAP REPORT

2020

Syngenta Limited

This report was approved by the Syngenta Ltd Finance and HR Management.

About Syngenta

Syngenta Group is one of the world's leading agricultural technology and innovation companies, with roots going back more than 250 years. Its 49,000 people across more than 100 countries strive to transform agriculture through breakthrough products and technologies that play a vital role in enabling the food chain to feed the world safely, sustainably and with respect for our planet. Swiss-based and Chinese-owned, the group draws strength from its four business units – Syngenta Crop Protection, Syngenta Seeds, ADAMA®, and Syngenta Group China – that provide industry-leading ways to serve customers everywhere. To learn more visit www.syngentagroup.com

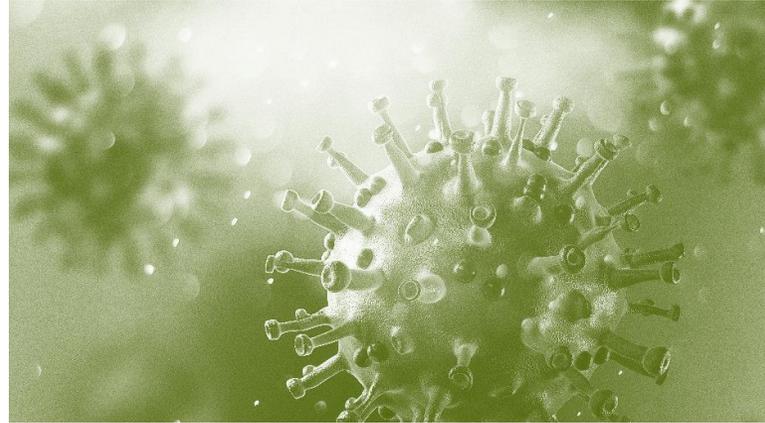
Also in 2020 Syngenta Group was recognized as one of the world's top five leading biotech employers – and the top agriculture employer – in the 2020 Science Careers Top Employers Survey.

Syngenta Limited is a key subsidiary of Syngenta Group with around 1600 employees. Its Jealott's Hill Research Centre in the UK is the centre for Crop Protection Discovery, Bioscience, Weed Control Research, Seeds Research, bioperformance enhancement and Product Safety Research. It has Manufacturing sites at Huddersfield and Grangemouth which form a key part of Syngenta's business with products manufactured at these sites distributed worldwide. In addition, we have sites at Manchester and Guildford.

Gender Pay Gap



The gender pay gap shows the difference in the average pay between all men and women in an organization at a particular point in time and is different to Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.



We understand that Covid-19 has brought an additional pressure on organisations and the government relaxed the rules on reporting as it was due at the time the UK went into lockdown.

However, we feel it is important to continue to publish our figures and focus on these issues and this will be the case going forward regardless of whether it's a regulatory requirement or not.



We understand that there is no 'quick fix' solution but year on year we are seeing some changes in our figures and we do not want to lose momentum.

We believe reporting is vital when facing the gender pay gap challenge and we want to continue to use the data to understand where there are issues and as well as measure the impact of the actions already taken so we can build on that and decide where to focus our efforts.



06 Gender pay gap calculations required:

01

average gender pay gap as a mean average.

02

average gender pay gap as a median average.

03

average bonus gender pay gap as a mean average.

04

average bonus gender pay gap as a median average.

05

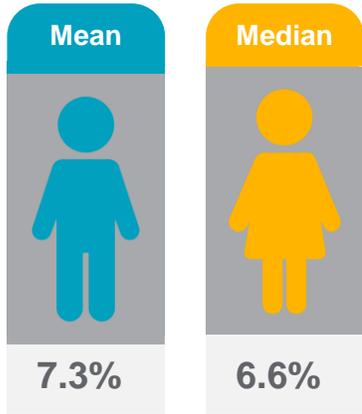
proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

06

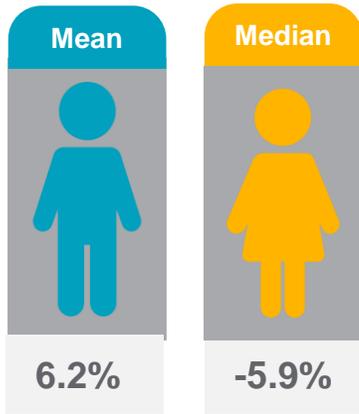
proportion of males and females when divided into four groups ordered from lowest to highest pay.

The data is taken from April 2020.

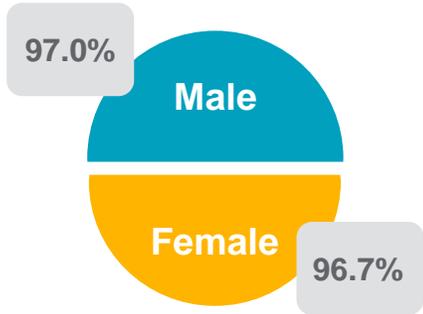
Gender Pay Gap



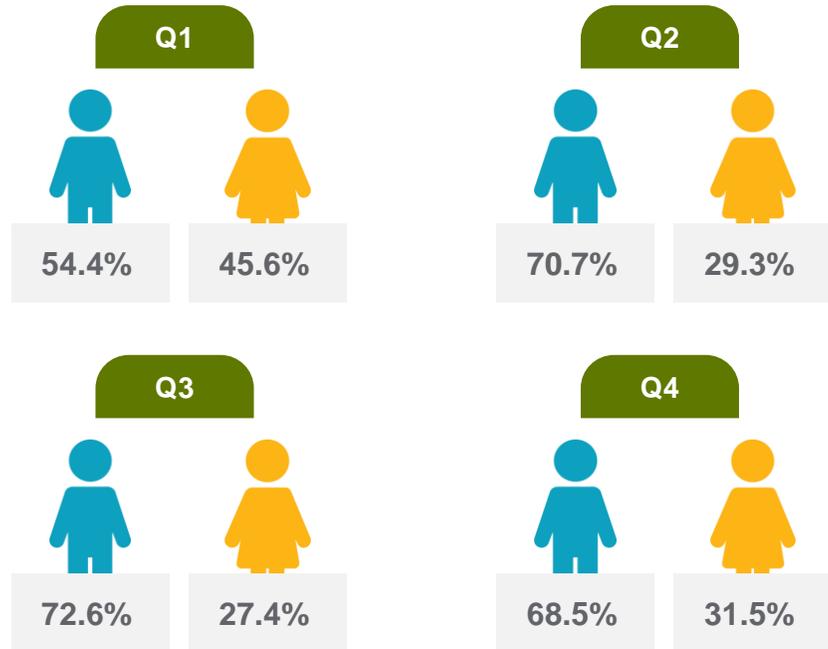
Gender Bonus Gap



Bonus - % who received a reward



Quartiles Details



These figures show the proportion of males and females in each pay quartile, from lowest paid (Q1) to highest paid (Q4). Women occupy 31.5% of the highest paid jobs and 45.6% of the lowest paid jobs.

- We have a mean gender pay gap of **7.3%** and a median gender pay gap of **6.6%** both of which denote a decrease over last years' figures.
- We also have a mean gender bonus gap of **6.2%** and a median gender pay gap of **-5.9%** both of which are decreases compared to last year.
- In terms of eligible staff who received a bonus **96.7 %** of females and **97.0%** of our male colleagues were awarded a bonus. As the bonus is performance related a few individuals did not receive a bonus and some new joiners also didn't have enough service to be awarded a bonus.

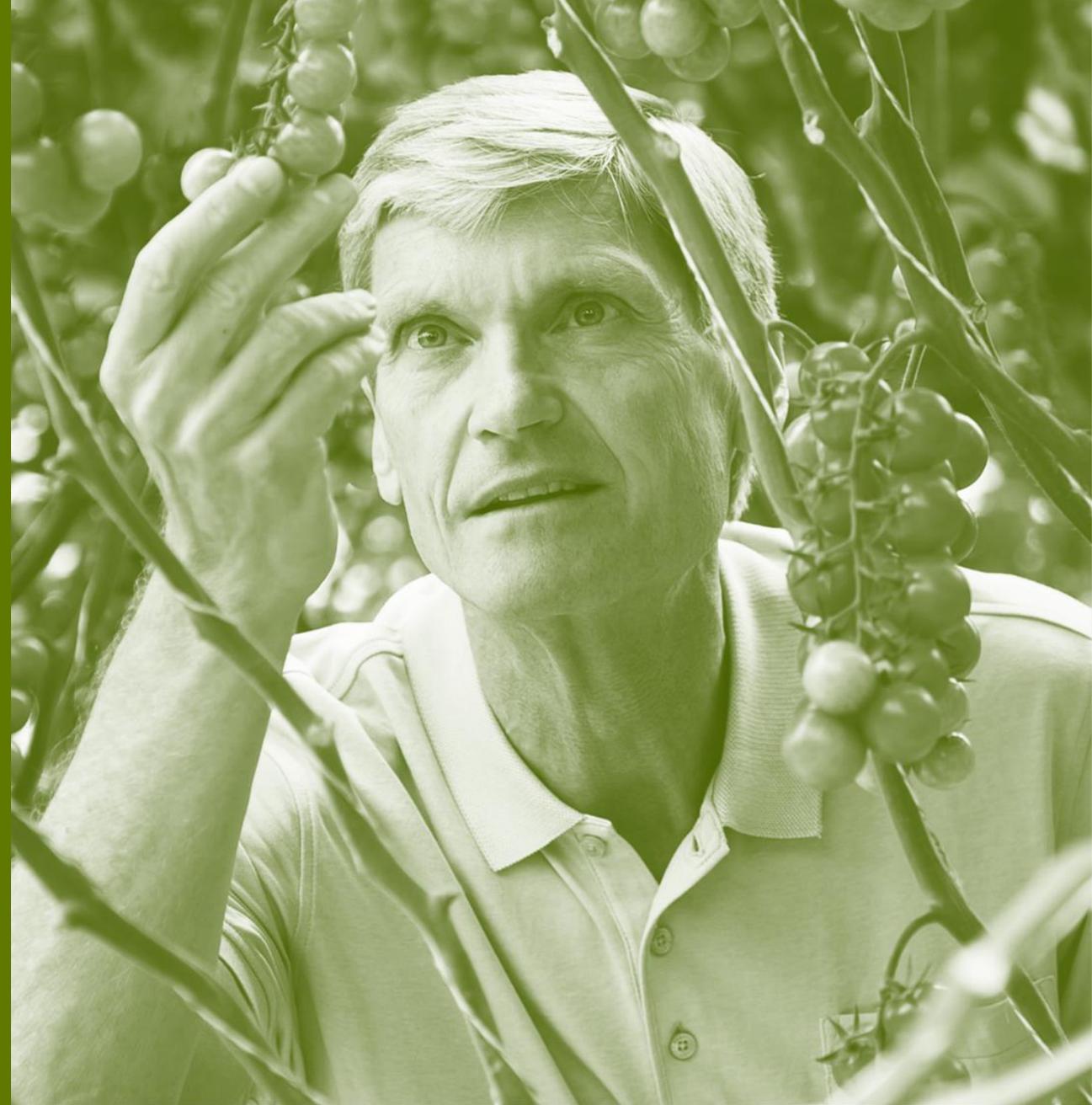
It is important to note that despite the inevitable impact of coronavirus has had on the workforce Syngenta has continued hiring and not furloughed any employees and this years' results show an improvement despite the challenges.

We have also not lost the desire to focus on Diversity & Inclusion, and building an inclusive working environment remains a priority.



Erik Fyrwald, Syngenta Group CEO, has made a personal commitment to putting Justice, Diversity and Inclusion firmly on Syngenta's agenda and stated that he believes the creation of the Syngenta Group gives us opportunity to reshape our Diversity and Inclusion plans, with a bias for action.

He said *'Our message is simple – Syngenta Group is a company where everyone is welcome and valued.'*





Diversity and Inclusion at Syngenta

A new Global Head of Diversity & Inclusion has been appointed and there are various dedicated teams set up to promote diversity and inclusion across the Syngenta group as well as a number of employee resource and affinity groups created for the purpose of networking, mentoring, sharing ideas and raising awareness.

The global and local teams are taking the journey together with the Syngenta Group agenda and numerous initiatives shaping and enabling the UK activities.

Diversity and Inclusion in the UK



Our UK Women@Syngenta group continues their great work including organizing thought provoking talks on subjects like unconscious bias and sharing their experiences as female scientists, as well as other activities to celebrate International Women's day.



Our Global Operations Center in Manchester and our UK Research and Development site at Jealotts Hill have both formed Diversity and Inclusion Groups, with the purpose of raising awareness and fostering an inclusive environment in which all employees feel valued and are empowered to bring their different experiences and perspectives to the table and can achieve their full potential.



In 2020 we completed a review of our maternity processes in order to further support pregnant employees before, during and after maternity leave, following a survey and focus group discussions.

A similar exercise related to our shared parental leave policy is also underway.

We are also finalizing a policy to support female workers experiencing the menopause.



In the wake of Coronavirus we are reviewing our family friendly policies in an effort to further support working parents, building on the practices already in place and that were adapted further during lockdown, and highlighted where further improvements can be made.

In addition, we continue to place a lens on our existing talent acquisition practices and the UK recruiting team have set up a group focused on how we can attract and recruit a more diverse workforce.

Bringing plant potential to life