

Gender Pay Gap

Report 2022

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Syngenta Limited

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

About Syngenta

Syngenta is one of the world's leading agriculture companies, comprised of Syngenta Crop Protection and Syngenta Seeds. Our ambition is to help safely feed the world while taking care of the planet. We aim to improve the sustainability, quality and safety of agriculture with world class science and innovative crop solutions. Our technologies enable millions of farmers around the world to make better use of limited agricultural resources. Syngenta Crop Protection and Syngenta Seeds are part of Syngenta Group. In more than 100 countries we are working to transform how crops are grown. Through partnerships, collaboration and The Good Growth Plan we are committed to accelerating innovation for farmers and nature, striving for regenerative agriculture, helping people stay safe and healthy and partnering for impact.

To learn more visit www.syngenta.com and www.goodgrowthplan.com.

Follow us on Twitter at www.twitter.com/Syngenta, www.twitter.com/SyngentaUS and on LinkedIn at www.linkedin.com/company/syngenta

This report will cover our employees engaged by **Syngenta Limited** which is a key subsidiary of Syngenta Group with around 2,000 employees.

Our Jealott's Hill Research Centre in the UK is the centre for new chemical Research & Development and Product Safety Research. We have 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, there are sites at Manchester and Guildford.

Diversity and Inclusion at Syngenta

In Syngenta Group we are committed to diversity and inclusion. Our strategy is clearly delivering results. Since we launched our D&I Strategic Framework we have been advancing in creating an organization where everyone counts and belongs. We have been role modelling diversity, equity and inclusion practices by providing our employee community with educational webinars and global events to foster greater understanding, allyship and mental health. We are active in our global Employee Resource Groups and strengthening for them to increase their representation and impact. We brought best in class training for our employees to become inclusion champions and develop inclusive leadership.

We are committed to ensuring our business reflects our global markets, and to bring equitable platforms for our employees to bring their true self to the workplace and flourish not only as professional but personally too.



Rubén Alejandro Ramírez
Group Head of Diversity & Inclusion

Gender Pay Gap



The gender pay gap shows the difference in the average pay between all men and women in an organisation 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 are committed to supporting women in the workplace and championing gender equality. From attracting and hiring through to support and development of existing employees, we ensure our policies, processes and working environment are designed to enable women to be successful and promote gender equality.



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.

04

Average bonus gender pay gap as a median average.

02

Average gender pay gap as a median average.

05

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

03

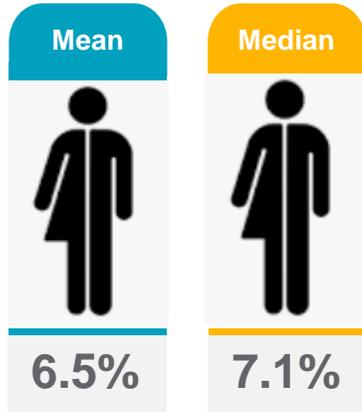
Average bonus gender pay gap as a mean average.

06

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

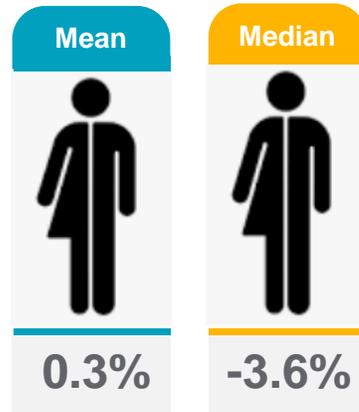
The data is taken from April 2022

Gender Pay Gap



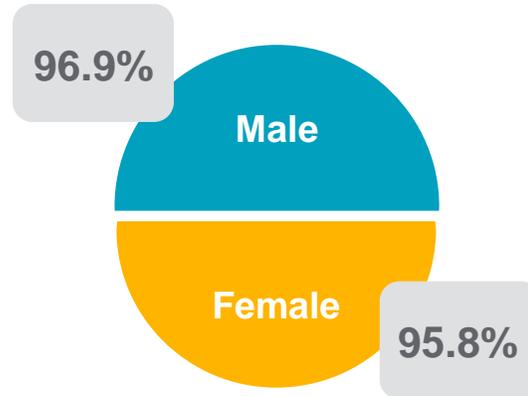
We have a mean gender pay gap of **6.5%** and a median gender pay gap of **7.1%**

Gender Bonus Gap



We also have a mean gender bonus gap of **0.3%** and a median gender bonus gap of **-3.6%**.

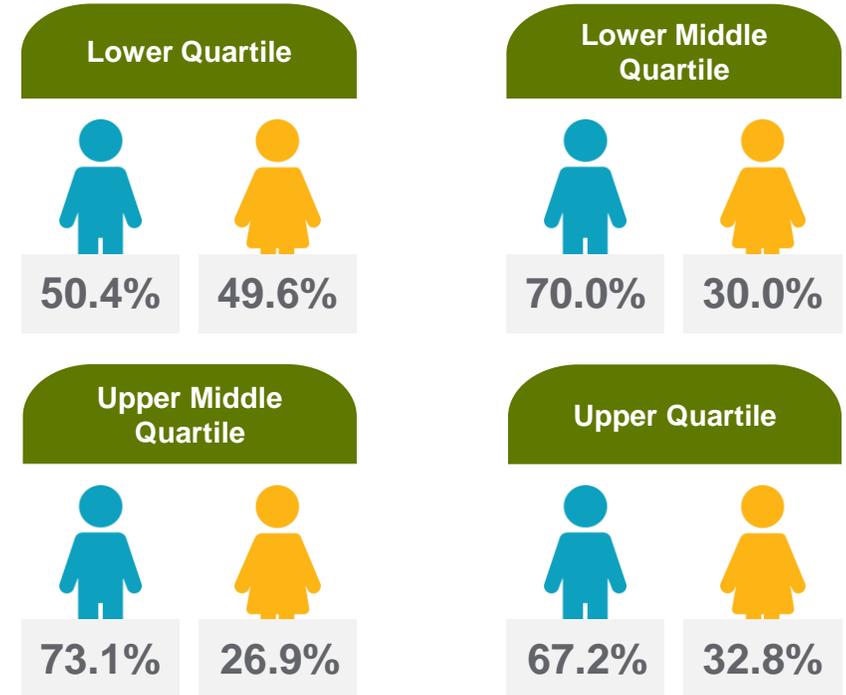
Bonus - % who received a reward



In terms of eligible staff who received a bonus **95.8%** of females and **96.9%** 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.

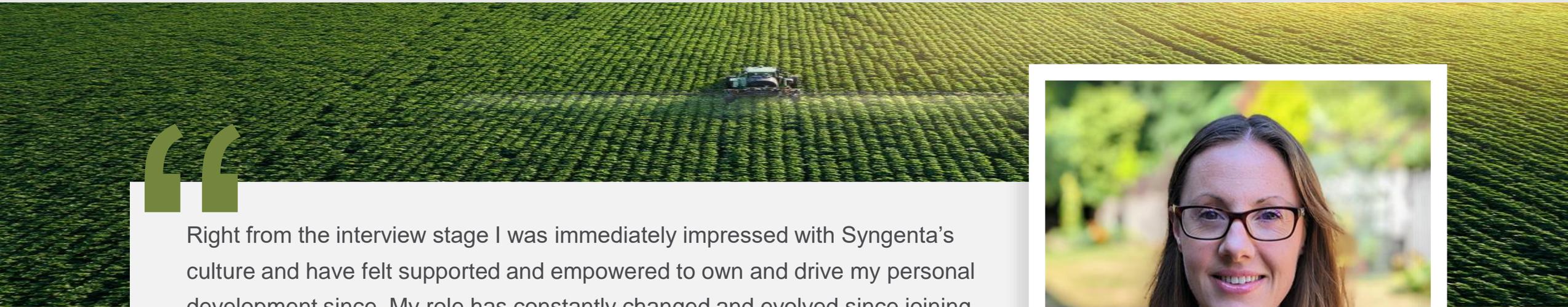
Important notice: Our figures have been calculated to exclude salary sacrifice pay items.

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 32.8% of the highest paid jobs and 49.6% of the lowest paid jobs.

We have continued to retain focus on Diversity & Inclusion and building an inclusive working environment. There has been an increase in global leadership in this area.



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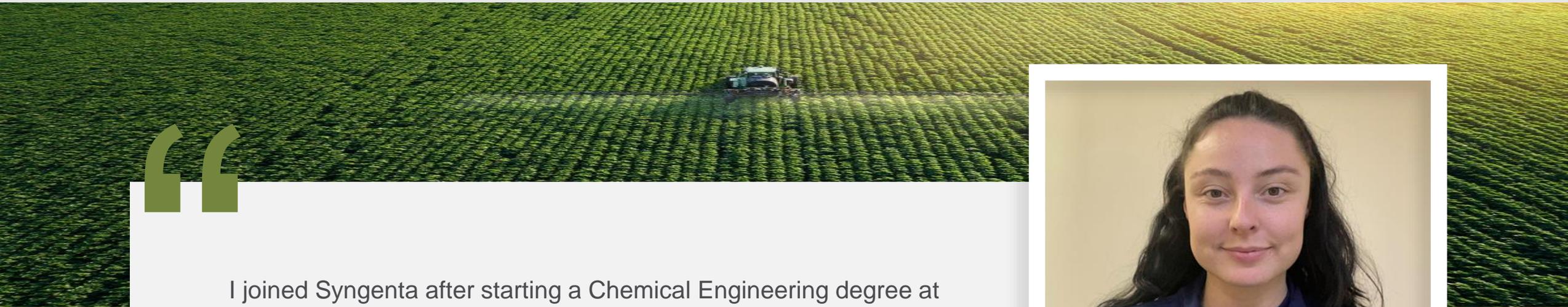
Right from the interview stage I was immediately impressed with Syngenta's culture and have felt supported and empowered to own and drive my personal development since. My role has constantly changed and evolved since joining Syngenta providing challenge and opportunity for growth. Along the way I have benefitted from several excellent line managers and mentors who have helped me grow and shape my career as a female leader without compromising on my family commitments.

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Anita Rea

Head of Product Technology and Engineering, Jealott's Hill



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I joined Syngenta after starting a Chemical Engineering degree at University. I am really enjoying the variety of the role and the learning opportunities that I am presented with every day. I have ambitions to grow my career with the company and hope to be supported to complete an Honors Degree in the future. I've found everyone I've worked with to be welcoming and open minded and I would encourage any other females to apply.

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Tanya Kean
Manufacturing Technician
Grangemouth Scotland

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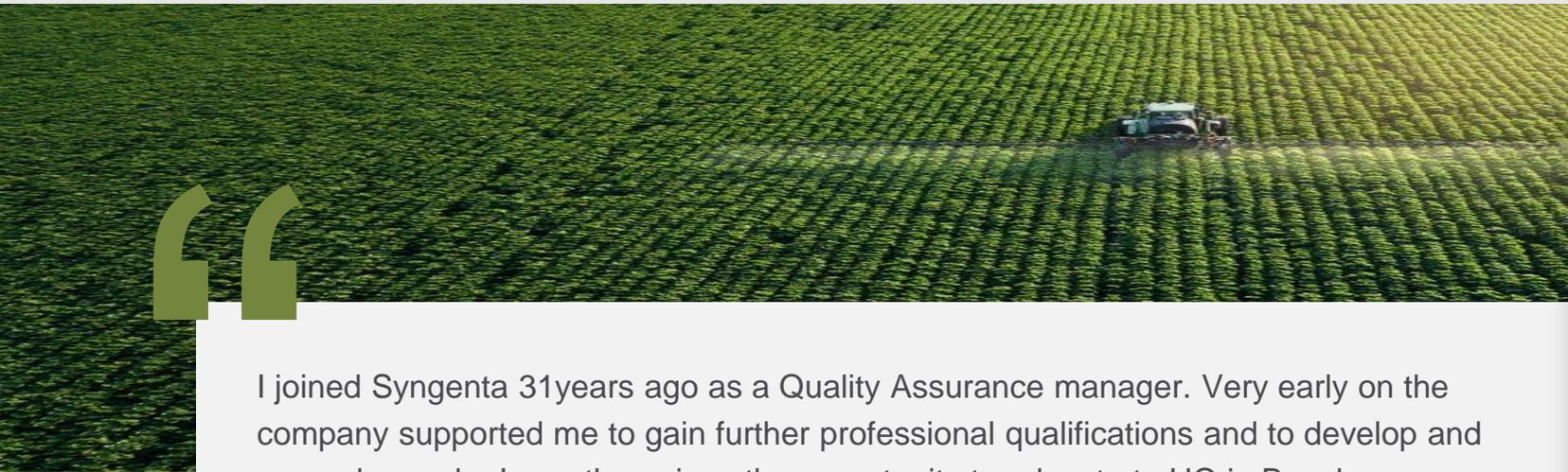
I am one of 26 apprentices at our Huddersfield Site. I am currently in the first year of my apprenticeship and spend most of my time on a chemical plant in a safety critical environment. My training has been fantastic as I work with a team of experienced technicians who support me and supplement my college education. Whilst this is still a male dominated environment, I've never felt that my gender has impacted on my development, and I'd strongly encourage more female applicants to our apprenticeship programme.

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Tilly Littlewood

Science Manufacturing
Apprentice



I joined Syngenta 31 years ago as a Quality Assurance manager. Very early on the company supported me to gain further professional qualifications and to develop and expand my role. I was then given the opportunity to relocate to HQ in Basel Switzerland, and with such strong support and encouragement from my manager I had the confidence to take on this new challenge.

Throughout my career I have benefitted from exceptional sponsors and mentors helping me to grow and develop into my current role as Site Manager for Manchester and also the Global Head of the Production and Supply (P&S) Centre of Expertise. My leadership position now enables me to support others in the way I was supported and I'm proud to be part of a team that puts inclusion and equality at the top of its agenda, and truly delivers on its promise to give opportunity to females.



Marion Matthewman

Global Head of P&S CoE &
Site Head Syngenta Manchester

Bringing plant potential to life