



syngenta

Gender Pay Gap Report

Syngenta is a leading agriculture company helping to improve global food security by enabling millions of farmers to make better use of available resources. Through world class science and innovative crop solutions, our 28,000 people in over 90 countries are working to transform how crops are grown. We are committed to rescuing land from degradation, enhancing biodiversity and revitalizing rural communities. To learn more visit www.syngenta.com and www.goodgrowthplan.com

The Gender Pay Gap

The gender pay gap is defined as the difference in the average earnings of men and women over a standard time period, regardless of their role seniority. The gender pay gap is different from 'Equal Pay' which is about a man and a woman receiving equal pay for the same or similar job. Gender pay gap figures are shown below for average hourly pay in the snapshot month and for bonuses paid or payable in the year.



Mean pay gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.

Median pay gap

The median represents the middle point of a population. If you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

Our UK gender pay gap is based on the snapshot day including 5th April 2018

Syngenta Gender Pay Gaps

Our mean pay gap figure has reduced slightly from last year and we continue to look for ways to improve. For example, we support Woman's Affinity Groups at some of our larger sites. Syngenta is fully determined to tackle inequality in any form and publishing the gender pay gap supports this aim.

Whilst our median bonus pay gap shows women receiving higher bonuses than men, this is not the case for the mean bonus pay gap. Last year in our narrative we highlighted that the acquisition by ChemChina had impacted our bonus mean gap. This is compounded in our 2018 report due to all remaining historical Long Term Incentive equities being exercised or paying out. This has resulted in another atypical pattern with respect to the median bonus. Due to historic patterns within the industry, a majority of the senior members of staff in receipt of these long term incentives are male. What this means for our report is that these 2 years are heavily influenced by the ChemChina acquisition and therefore not fully representative of our trends.

	Mean	Median
Hourly Pay	10.5	8.9
Bonus	33.7	-6.4

In the UK we have 2 manufacturing sites which are heavily male dominated. Although we do have some female technicians they are few in number as there are rarely female applicants for these types of roles. Many of our front-line manufacturing employees enjoy a range of allowances for example shift working allowance which influence the hourly pay rate.

Like a number of employers engaged in Science, Technical, Engineering and Mathematics disciplines, there is a gender imbalance across the industry.

Portions receiving bonus

100% of our staff are eligible to be considered for an annual performance related bonus subject to the Company meeting trigger thresholds. There are various reasons for the slight difference these figures. For example, there are some new employees who joined after the bonus cut-off date and there are some employees who did not meet performance expectations and were not awarded a bonus.

Percentage Receiving Bonus	
Female	94.4
Male	92.1

Quartiles

Other than in our more junior roles (often clerical, administrative and laboratory roles), the proportion of women is consistently lower across the other quartiles. At the highest quartile, in line with many other businesses, there are fewer women in senior roles.

	Male	Female
Lowest	52.9%	47.1%
Second	72.7%	27.3%
Third	72.2%	27.8%
Highest	73.8%	26.2%

We continue to strive to see the percentage of women across the quartiles become more even and show a better representation of women at more senior levels of the organisation in the UK. It is important to remember that these figures are for just part of Syngenta's global organisation.

Our Next Steps

Our Culture

- Although we are a manufacturing and STEM employer, and therefore have roles with shifts work within manufacturing and roles based in a laboratories and greenhouses with fixed working patterns, we are still committed to enabling flexible working and inclusiveness and have made good progress on offering flexibility beyond the usual office based roles e.g. shift job share arrangements. This year we will be revising our flexible working policy and local arrangements and promoting its benefits.
- Our values represent what we stand for as a company. They guide our behaviours and actions. We have a distinctive culture and way of working where every employee has a role to play in shaping who we are and what impact we make. We value diversity and inclusion as reflected in our corporate values and leadership commitments.
- Syngenta are committed to supporting working parents in the workplace. This includes having family friendly policies for maternity, paternity, shared parental leave and adoption leave. Some of our measures to enable this include generous maternity pay and leave entitlements with an aim to enable and encourage women to return to the workplace after maternity and feel valued by us.

Our Recruitment and Talent Development

- Syngenta operates in over 90 countries and we have a truly global workforce. Therefore, we strongly believe in an inclusive workplace and do not discriminate on the basis of; Sex (including gender, gender reassignment, pregnancy and marital / civil partnership status), Race (including nationality, colour and national or ethnic origin), Disability, Age, Sexual orientation, Military service, Religion / belief, etc.
- We believe in nurturing talent so people can grow and succeed and make a contribution that is truly theirs and we have a robust internal job market that allows people to drive their careers and realize their potential.

Our Employee Experience

- Our Talent Processes support internal progression and cross functional moves.
 - Mentoring is also strongly encouraged within the company, both within the UK and globally.
 - We have several site based Women@Syngenta Affinity Groups supported by senior male and female leaders designed to enable networking, providing a platform for sharing knowledge, ideas and a focus on career development.



Signed:



Andy Johnson

Syngenta Limited Board Member

Date: 3.4.19

Signed:



Peter Evans

Head of HR, UK

Date: 3.4.19

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