



**syngenta**

# Gender Pay Gap Report

## Introduction

From April 2017, all UK employers with more than 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

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](http://www.syngenta.com) and [www.goodgrowthplan.com](http://www.goodgrowthplan.com)

The Government regulations for gender pay gap require the following information to be reported:

- Mean and median gender pay gap in **hourly pay** as defined in the regulations. Hourly pay is for the snap shot month of April 2017 and mainly includes base pay and other allowances paid.
- Mean and median gender pay gap for **bonuses**. Bonus pay includes bonuses paid or taxable in the 12 months ending 5th April 2017
- **Proportion receiving a bonus** in the 12 months ending 5th April 2017.
- Distribution of men and women across **pay quartiles** for the hourly pay for April 2017

## Gender pay gaps



	Mean	Median
Hourly Pay gap	11.0%	8.7%
Bonus pay gap	19.1%	-5.0%

We continually strive to take action and improve on gaps in equality. We are committed to fostering a diverse and inclusive workplace which values the skills and talents of individuals at all levels within our organisation. We have strongly supported the launch of a Woman's Affinity Group at our Research & Development site and are currently working with the "Women into Science" network to raise the profile of Syngenta as an employer.

Syngenta in the UK has also recently been advertising science roles at [www.wisecampaign.org.uk](http://www.wisecampaign.org.uk) which is a campaign for gender balance in science, technology and engineering with the aim of attracting more female candidates and encouraging women back into the workplace. The WISE aim is to enable and energise people in business, industry and education to increase the participation, contribution and success of women in science, technology, engineering and mathematics (STEM).

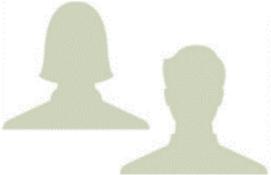
Like a number of employers engaged in Science, Technical, Engineering and Mathematics disciplines, there is a gender imbalance across the industry.

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.



Our bonus mean pay gap is particularly influenced this year by the acquisition of Syngenta by ChemChina. This resulted in a number of long term incentive bonuses being exercised early. Due to historic patterns within the industry, the majority of the senior members of staff in receipt of this are male.

**Proportions receiving bonus**



	Percentage of employees Receiving Bonus
Female	95.5%
Male	95.8%

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 in the above figures. For example there are some employees who did not meet performance expectations and were not awarded a bonus and also there are some new employees who joined after the bonus cut-off date.



**Quartiles**

The table below shows the proportion of male and females in each quartile versus their hourly pay. 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	53.9%	46.1%
Second	72.5%	27.5%
Third	71.8%	28.2%
Highest	75.2%	24.8%



We confirm the data reported is accurate covering employees in Syngenta Limited at the snapshot date:

Signed: 

Andy Johnson

Syngenta Limited Board Member

Date: 28.2.18

Signed: 

Peter Evans

North Europe Territory Reward Manager

Date: 28.2.18

© Syngenta International AG, Basel,  
Switzerland. All rights reserved.

The SYNGENTA Wordmark, BRINGING  
PLANT POTENTIAL TO LIFE and the  
PURPOSE ICON graphic are registered  
trademarks of a Syngenta Group Company

The Syngenta logo consists of the word "syngenta" in a bold, lowercase, sans-serif font. A small green leaf icon is positioned above the letter 'n'.