



**syngenta**

# **Gender Pay Gap Report 2019**

Classification: **External**



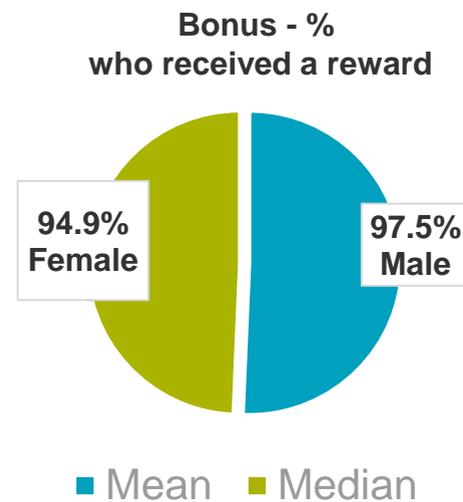
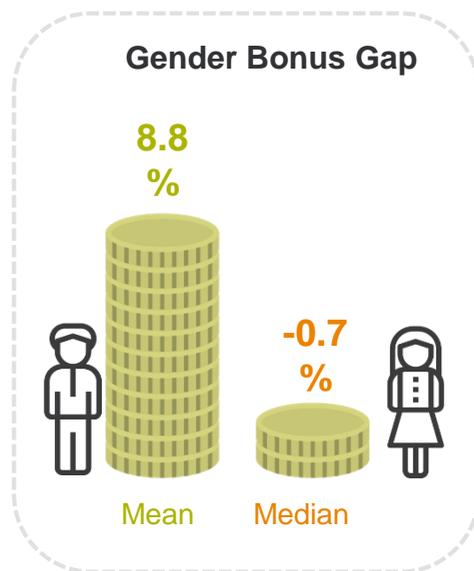
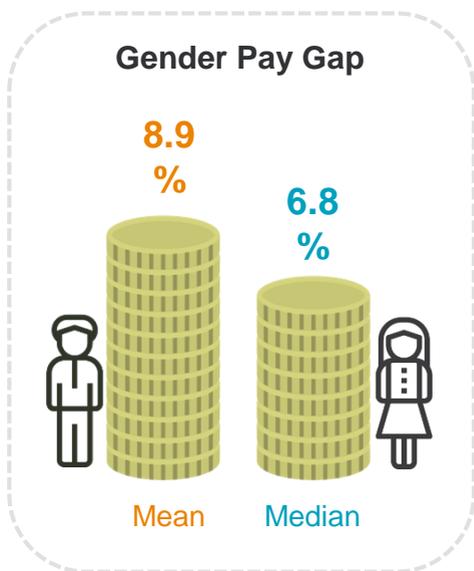
## About Syngenta

Syngenta is one of the world's leading agriculture companies. 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. With 28,000 people in more than 90 countries we are working to transform how crops are grown. Through partnerships, collaboration and The Good Growth Plan we are committed to improving farm productivity, 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 Gender Pay Gap

The gender pay gap shows the difference in the average pay between all men and women in an organization at one time point. This 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.





1

We have a mean gender pay gap of **8.9%** and a median gender pay gap of **6.8%** which is an improvement over last years' figures.

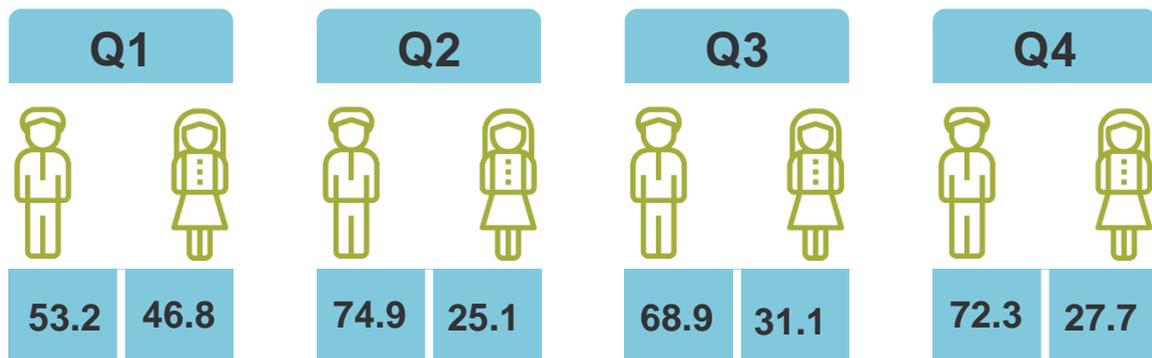
2

We also have a mean gender bonus gap of **8.8%** and a median gender pay gap of **-0.7%**.

3

In terms of eligible staff who received a bonus, **97.5%** of males were awarded a bonus contrasting with **94.9%** of females. All employees are eligible for a bonus once they have enough service, however, as the bonus is performance related a few individuals did not receive a bonus.

## Quartiles Details



- Whilst we have seen improvement in our figures, we realize there are some gaps.
- We are working hard to understand the data and build action plans to address the imbalance.



## Diversity & Inclusion at Syngenta

- Syngenta is committed to enabling a Diverse & Inclusive environment to work in, and we aim to ensure no one is discriminated against and that everyone feels empowered to contribute and make a difference.
- In 2018 Syngenta AG Group appointed the first Global Head Diversity & Inclusion who along with her team are tasked with addressing this area.
- Like many other firms in similar fields we have found that there are less women applying for some of our scientific and most of manufacturing roles.
- Although these issues in the gender gap reflect wider societal norms across the industry and society as a whole we continue to work on closing this gap.
- At a Global and European level, the dedicated Diversity & Inclusion team work on various initiatives and focus has also been given to talent and leader programs to ensure we apply a diversity lens in the nomination process, and include modules such as unconscious bias which aim to further educate our people and embed the right behaviors. A dedicated workshop on inclusive leadership has also been developed.

At our manufacturing sites we have set up visits for local schools to come and experiment in our labs with the view to encourage students into STEM (Science, Technology, Engineering and Mathematics) which we know are subjects females are less likely to take up. In 2 years nearly 1000 school children have visited our sites.



We have various family friendly policies to support working parents and we want to ensure that everyone can achieve a healthy work/home life balance. We also have processes in place that support pregnant employees before, during and after maternity leave.



In addition we continue to support the Women@Syngenta initiatives which allows participants to share experiences and ideas.





We are paying attention to our recruiting practices including how we can remove unconscious bias and ensuring that our business leaders and teams embrace diversity.

*We have also recently invited various guest speakers to one of our largest sites to speak about diversity and other topics which we want to help broaden people's thinking and ultimately be even more inclusive.*