



Gender Pay Gap

Report 2026

SYNGENTA LIMITED



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

Introduction from our UK DEI Lead

Syngenta UK is pleased to publish this year's Gender Pay Gap report. The figures show a positive position for our organisation and reflect our continued focus on creating a fair, inclusive and supportive workplace. We recognise, however, that Gender Pay Gap data can be influenced by a range of technical and statistical factors from year to year. For this reason, we are careful not to over-interpret short-term movements or attribute them to any single action. The report is an important indicator, but it is only one part of how we understand inclusion, equity and opportunity across our business.

Over the past year, Syngenta UK has strengthened its commitment to Diversity, Equity and Inclusion, including the creation of a dedicated UK DEI Lead role. We have also expanded the reach of our Employee Resource Groups, including **Women@Syngenta**, which are now open across the UK. These groups help create space for connection, learning, allyship and honest conversations about how we continue to improve.

As UK DEI Lead, I believe people do their best work when they feel safe, respected and valued. Diverse teams bring broader perspectives, stronger creativity and better problem-solving, but only when inclusion is actively nurtured. As a neurodivergent employee who has experienced genuine care and support since joining Syngenta, I also know personally how powerful it can be to work in an environment where people are encouraged to be themselves and contribute fully.

Our vision for Syngenta UK is for DEI to be embedded in our culture; not as a separate initiative, but as a strength that enables every person to flourish, contribute their best and help Syngenta succeed.



Karine Lecoq

UK DEI Lead
Head of CPR Logistics
Jealott's Hill Research Centre

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.

Syngenta UK represents every element of a powerful end-to-end agribusiness capability, from research and development through to manufacturing and sales. This extraordinary capability is enabled by our incredible people and culture. Our culture is collaborative; it values diversity and authenticity and is highly motivated around our purpose of helping farmers prosper through our commitment to sustainable innovation. Every employee adds real value in delivering that purpose and in making Syngenta UK a great place to work.

To learn more about Syngenta group visit www.syngenta.com

To learn more about Syngenta in the UK [click here](#)

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



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. 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.



April payroll data is used for the calculations which may mean that in some years particular payments can lead to swings in the data. For example, one-off payments or salary sacrifice items like additional pension payments or our car leasing arrangement. These can mean large amounts of pay are taken out before the calculations are performed and this can have a significant impact on the hourly rate for some workers.



06 Gender Pay Gap

Calculations
Required:

01 Average gender pay gap as a mean average.

02 Average gender pay gap as a median average.

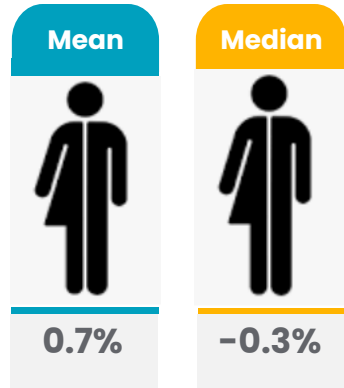
03 Average bonus gender pay gap as a mean average.

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.

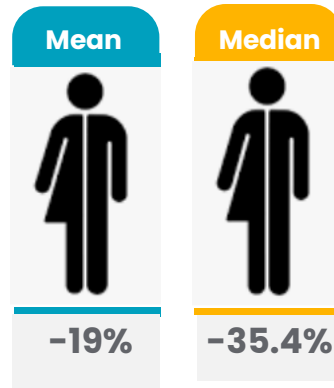
06 Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Gender Pay Gap



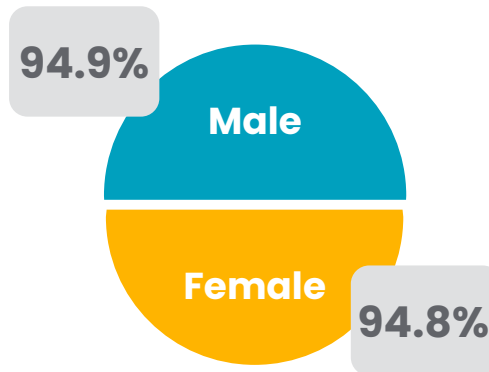
We have a mean gender pay gap of **0.7%** and a median gender pay gap of **-0.3%**

Gender Bonus Gap



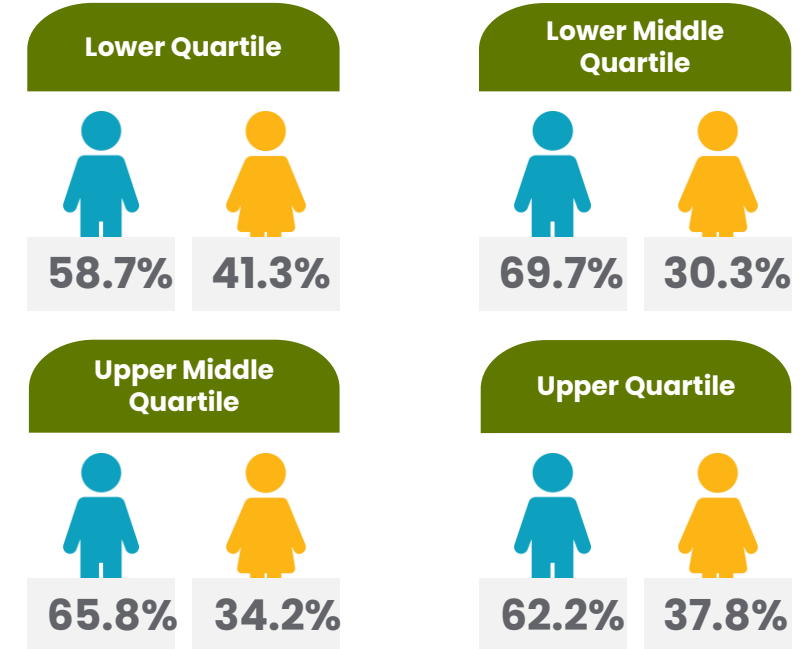
We also have a mean gender bonus gap of **-19%** and a median gender bonus gap of **-35.4%**

Bonus - % who received a reward



In terms of eligible staff who received a bonus **94.8%** of females and **94.9%** of our male colleagues were awarded a bonus.

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 37.8% of the highest paid jobs and 41.3% of the lowest paid jobs.

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

We have continued to retain focus on Diversity & Inclusion and building an inclusive working environment.

