

# Gender Pay Gap

## Report 2023

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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.

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](https://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

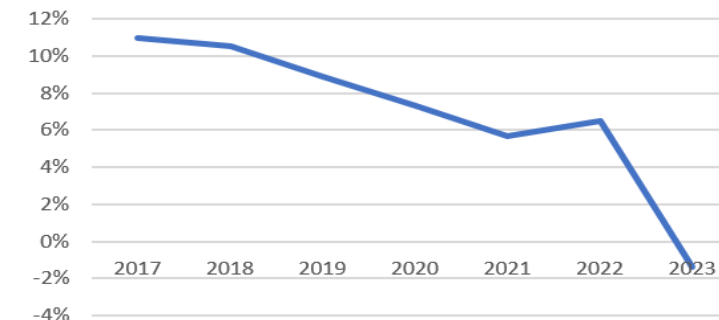


The gender pay gap shows the difference in the average pay between all men and women in an organisation at a particular point in time. This is different to Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.



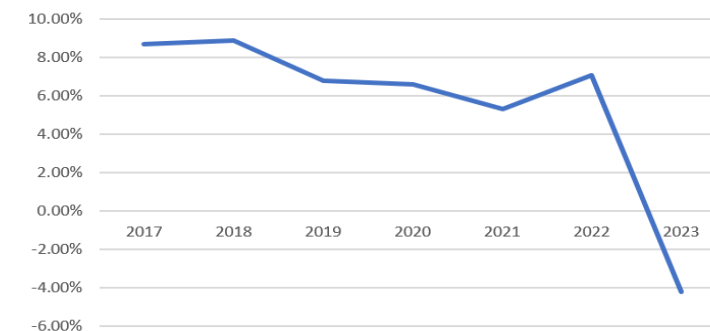
**April payroll data is used for the calculations** which may mean that in some years particular payments can lead to swings in the data which has happened in April 2023. Some one-off payments made to female workers influenced the calculation. Additionally, the data is based on post salary sacrifice items so this can influence the pay calculation. We have a salary sacrifice car leasing arrangement which can mean large amounts of pay used for car payments are taken out before the calculations are performed and this can have a significant impact on the hourly rate for some workers

Mean Gender Pay Gap



**We understand that there is no 'quick fix' solution and the data will vary. For 2023 the results look very favourable**

Median Gender Pay Gap





# 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

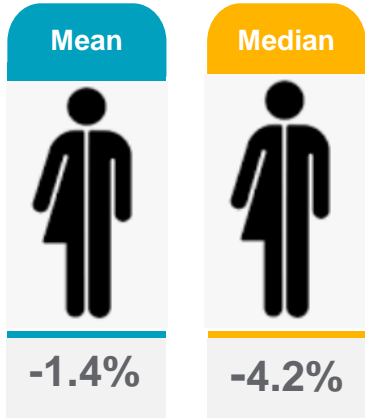
Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

06

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

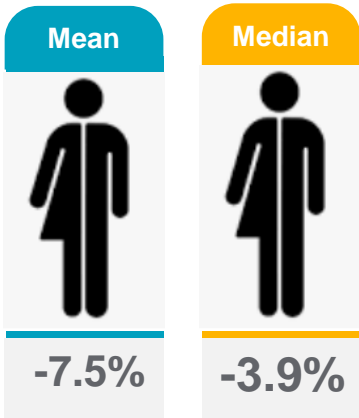
The data is taken from April 2022

### Gender Pay Gap



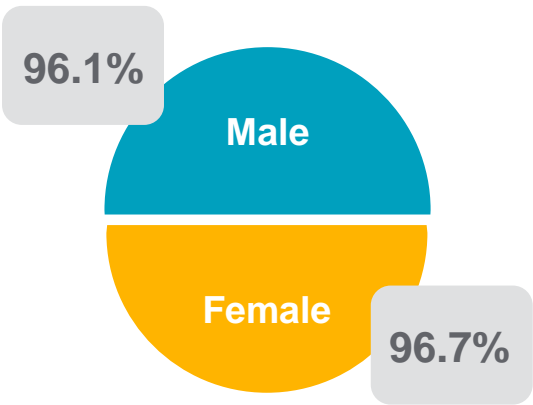
We have a mean gender pay gap of **-1.4%** and a median gender pay gap of **-4.2%**

### Gender Bonus Gap



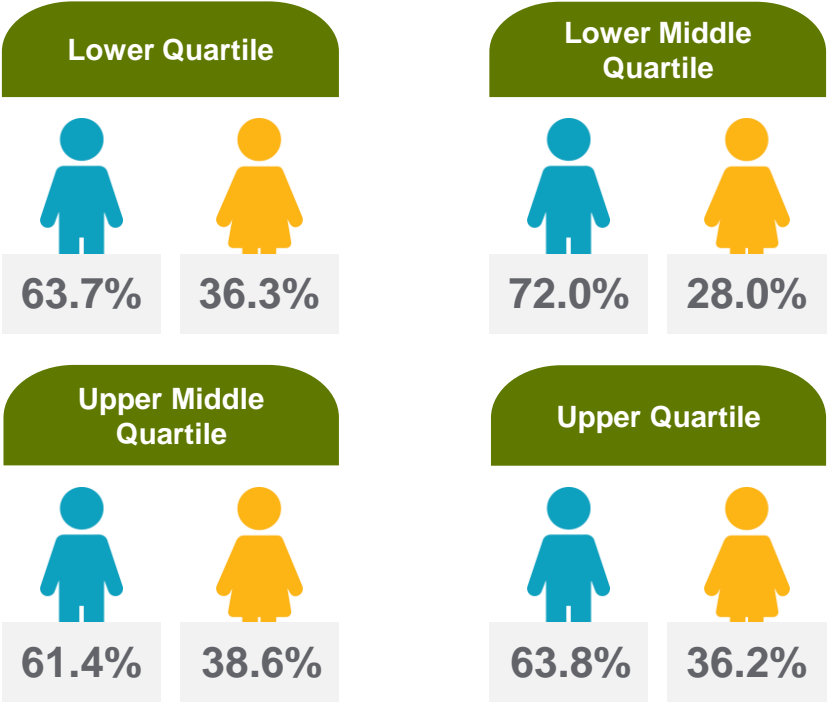
We also have a mean gender bonus gap of **-7.5%** and a median gender bonus gap of **-3.9%**.

### Bonus - % who received a reward



In terms of eligible staff who received a bonus **96.7%** of females and **96.1%** 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.

### 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 36.2% of the highest paid jobs and 36.3% 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.**



*Bringing plant potential to life*