



Dow in the UK

As at the 5th April 2018 Dow in the UK was made up of two legal entities Dow Chemical Services UK Ltd and Dow Silicones UK Ltd, we are obligated to report gender pay gap data separately.

Dow Chemical Services UK Ltd was made up of 163 permanent employees, working at 5 sites across the UK. Of the 163 employees, 125 (77%) are Male, 38 (23%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	8.6%
Mean	6.7%

Bonus Pay:

Male vs. Female Delta	
Median	13.3%
Mean	26.2%

Bonuses Awarded	Male	Female
152	78%	22%

Pay Band Data:

	Male	Female
Lower Quartile	76.9%	23.1%
Lower Middle Quartile	73.8%	26.2%
Upper Middle Quartile	70.7%	29.3%
Upper Quartile	83.3%	14.3%

Dow Silicones UK Ltd is made up of 546 permanent employees, working at one site in the UK. Of the 546 employees, 492 (90%) are Male, 54 (10%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	-0.7%
Mean	-8.4%

Bonus Pay:

Male vs. Female Delta	
Median	1.6%
Mean	-43.1%

Bonuses Awarded	Male	Female
514	90%	10%

Pay Band Data:

	Male	Female
Lower Quartile	86.0%	14.0%
Lower Middle Quartile	95.6%	4.4%
Upper Middle Quartile	93.4%	6.6%
Upper Quartile	85.4%	14.6%



Dow in the UK - Consolidated Data

Ordinary Pay:

Male vs. Female Delta	
Median	0.2%
Mean	-3.9%

Bonus Pay:

Male vs. Female Delta	
Median	4.9%
Mean	-17.7%

Bonuses Awarded	Male	Female
666	87%	13%

Pay Band Data:

	Male	Female
Lower Quartile	80.2%	19.8%
Lower Middle Quartile	93.8%	6.3%
Upper Middle Quartile	91.6%	8.4%
Upper Quartile	82.6%	17.4%

Narrative

As a combined company the pay gap in Dow is 4.0% in favour of female employees. This is in comparison to the national average which shows a gap of 18% in favour of male employees.

Dow Chemical Services UK Ltd

From April 2017 to April 2018, Dow's median Gender Pay Gap reduced from 23% to 8%. The change was driven by a reduction in the number of female employees in the lower quartiles.

There was a small increase in the median bonus figure in favour of male employees in 2018, driven by the proportion of male to female employees in the upper quartiles.

Dow Silicones UK Ltd

From April 2017 to April 2018 Dow median Gender Pay Gap reduced from 13 % to 0.7% in favour of female employees. The change was driven by a reduction in the proportion of females in each pay quartile. Due to the majority of female employees being in the higher pay quartiles, there is a continued gap in favour of female employees.

However the median bonus is slightly in favour of male employees due to a reduction in the overall proportion of female to male employees in the organisation.

Action Plan

Dow is actively seeking to hire more female employees into its professional and senior roles where we currently see an imbalance. At the same time we are also working to improve gender diversity in



our apprenticeship intake, and are working with schools through STEM initiatives to attract more females into the industry.

We also actively encourage development and exposure to new opportunities via our Diversity and Inclusion activities. For example, the Women's Innovation Network (WIN) provides a framework for female employees to share experiences, find mentors, seek professional development and gain access to senior leadership. Dow has also begun in recent years to identify high performing female employees and connect them with Senior Leaders across Dow in order to provide further development and exposure, as well as running the "Female Sponsorship Programme", designed to help fast track top performing female candidates into leadership roles.

Closing Statement

Dow strives to build a vibrant, diverse and talented employee base, which reflects the communities in which it operates. We are committed to take action to improve our gender pay gap wherever possible.

Declaration

On behalf of Dow Chemical Services UK Ltd and Dow Silicones UK Ltd, we confirm that the information and data reported is accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

A handwritten signature in black ink that reads "A.M. Jones".

Andrew Jones
Regional Director
Dow UK