



Dow in the UK

As of the 4th April 2023, Dow in the UK has two employing 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 is made up of 85 permanent employees working at 3 sites in the UK, plus a limited number of employees working in Virtual Office.

Of the 85 employees, 66 (78%) are male, 19 (22%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	0.0%
Mean	14.0%

Bonus Pay:

Male vs. Female Delta	
Median	14.5%
Mean	28.9%

Number of employees who received bonus pay	Male	Female
85	100%	100%

Pay Band Data:

	Male	Female
Lower Quartile	72.0%	28.0%
Lower Middle Quartile	77.8%	22.2%
Upper Middle Quartile	79.5%	20.5%
Upper Quartile	83.3%	16.7%

Dow Silicones UK Ltd is made up 566 of permanent employees, working at 1 site in Barry UK, plus a limited number of employees working in Virtual Office.

Of the 566 employees, 484 (86%) are Male, 82 (14%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	0.6%
Mean	2.1%

Bonus Pay:

Male vs. Female Delta	
Median	-14.1%
Mean	-24.7%

Number of employees who received bonus pay	Male	Female
566	100%	100%



Pay Band Data:

	Male	Female
Lower Quartile	73.2%	26.8%
Lower Middle Quartile	90.8%	9.2%
Upper Middle Quartile	83.1%	16.9%
Upper Quartile	93.4%	6.6%

Dow in the UK – Consolidated Data

Ordinary Pay:

Male vs. Female Delta	
Median	0.2%
Mean	2.9%

Bonus Pay:

Male vs. Female Delta	
Median	-13.2%
Mean	-16.4%

Number of employees who received bonus pay	Male	Female
651	100%	100%

Pay Band Data:

	Male	Female
Lower Quartile	73%	27%
Lower Middle Quartile	90%	10%
Upper Middle Quartile	82%	18%
Upper Quartile	93%	7%

Narrative

As a combined company the pay gap in Dow is 0.20% in favour of male employees. This is in comparison to the national average which shows a gap of 7.7% in favour of male employees.

Dow Chemical Services UK Ltd's population changed only slightly between April 2022 and April 2023 from 84 to 85 employees. In the proportion of male and female employees in the company remains the same as previous year. Last two years we saw an increase in the percentage of female employees in the Upper Middle and Upper Quartile. This year we see an increase in the lower middle quartile and upper middle quartile. Unlike last year we now see that all employees received a bonus payments, there is however a difference in the amounts. This can be explained by the low number of employees we are comparing with not taking the type of role or experience into account.

Dow Silicones UK Ltd the gap is only limited. Last years the gap was in favour of the male employees with 0.4% a year before that however the gap still showed 8.5%, while this year the gap shows 0.6% in favour of the male employees. The overall percentage of female employees in the company has slightly increased



but remains small. In the split in the various quartiles we see a decrease in of females the upper quartile but an increase in the upper middle quartile. The average bonus data indicates that the gap is -14.1% in favour of female employees, while last year we saw the gap in favour of male employees.

Action Plan

Dow remains to actively seek to hire more female employees into its professional and senior roles, but also technical skilled jobs where we currently see an imbalance.

There remains to be an increased focus on attracting female candidates to the technical roles. For this purpose we are using specific student and apprentice programs. The last couple of years many female employees have joined the company via these programs.

Next to the pay gap analysis, Dow is working on our own internal pay equity reviews which will proactively be used to help analyze our workforce, identify outliers and take actions. For these reviews we are analyzing our workforce by not only looking at pay individually, but also including grades, jobs, work experience and degrees in our comparisons. We hope that results from our own analysis can even provide a better understanding of potential pay gaps that can help us to take actions to close potential pay gaps.

We also actively encourage development and exposure to new opportunities via our Diversity and Inclusion activities. For example our Women's Innovation Network (WIN). For more than 30 years, WIN has provided a framework for Dow women around the globe to share experiences, find mentors, seek professional development and gain access to senior leadership. WIN's strategic focus is to help Dow women grow their skills for today and prepare for the future's unique market challenges. Dow is identifying 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 Program", designed to help fast track top performing female candidates into leadership roles.

Closing Statement

Dow strives to a build a vibrant, diverse and talented employee base, which reflects the communities in which it operates. Whilst we have a much lower pay gap than the national average, we continue our commitment to improve equality and gender pay gaps 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, appearing to read "John Case".

John Case
Country Leader
Dow UK