



Dow in the UK

As of the 4th April 2024, 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 51 permanent employees working at 2 sites in the UK, plus a limited number of employees working in Virtual Office.

Of the 51 employees, 38 (75%) are male, 13 (25%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	23.85%
Mean	20.37%

Bonus Pay:

Male vs. Female Delta	
Median	22.9%
Mean	28.63 %

Number of employees who received bonus pay	Male	Female
51	100%	100%

Pay Band Data:

	Male	Female
lower hourly pay quarter	58%	42%
lower middle hourly pay quarter	77%	23%
upper middle hourly pay quarter	69%	31%
upper hourly pay quarter	92%	8%

Dow Silicones UK Ltd is made up 536 of permanent employees, working at 2 sites in the UK, plus a limited number of employees working in Virtual Office.

Of the 536 employees, 456 (85%) are Male, 80 (15%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	10.65%
Mean	3.23%

Bonus Pay:

Male vs. Female Delta	
Median	-20.1%
Mean	-19.2%

Number of employees who received bonus pay	Male	Female
536	100%	100%



Pay Band Data:

	Male	Female
lower hourly pay quarter	75%	25%
lower middle hourly pay quarter	88%	12%
upper middle hourly pay quarter	92%	8%
upper hourly pay quarter	85%	15%

Dow in the UK – Consolidated Data

Ordinary Pay:

Male vs. Female Delta	
Median	11.64%
Mean	4.04%

Bonus Pay:

Male vs. Female Delta	
Median	-15.6%
Mean	-14.1%

Number of employees who received bonus pay	Male	Female
587	100%	100%

Pay Band Data:

	Male	Female
lower hourly pay quarter	74%	26%
lower middle hourly pay quarter	87%	13%
upper middle hourly pay quarter	90%	10%
upper hourly pay quarter	86%	14%

Narrative

As a combined company the pay gap in Dow is 4% in favour of male employees. This better than the national average which shows a gap of 7% in favour of male employees. Overall gap for the UK reduced over a quarter in the past 10 years.

Dow Chemical Services UK Ltd’s population changed significantly between April 2023 and April 2024 from 85 to 51 employees. Last years the pay gap for DCS was 0% however, this year the pay gap showed 20.37% in favour of the male employees. In the proportion of male and female employees in the company, there is a slight change w.r.t previous year where male population reduced from 78% to 75%. This year we see an increase in the percentage of female employees in the lower Quartile. However, the percentage of male employees remains high in the Upper middle and Upper quartile.



Dow Silicones UK Ltd population changed slightly between 2023 and 2024 from 566 to 536 employees. Last years the gap was in favour of the male employees with 0.6% however this year the gap increased to 10.65% in favour of the male employees. The overall percentage of female employees in the entity has reduced by 2 but the percentage increased by 1% from last year. In the split in the various quartiles, we see a decrease of females in the upper middle quartile, but an increase of females in the upper quartile. The average bonus data indicates that the gap is -20.1% which is still in favour of female employees.

Action Plan

Dow continues to prioritize hiring more female employees, not only in professional and senior positions but also in technically skilled roles where an imbalance persists, with a heightened focus on attracting female candidates to technical roles through dedicated student and apprentice programs that have successfully brought many women into the company in recent years.

In addition to conducting a pay gap analysis, Dow is actively undertaking internal pay equity reviews to analyse the workforce, identify discrepancies, and implement corrective measures. These reviews incorporate a comprehensive approach by considering not only individual pay but also factors such as job grades, roles, work experience, and educational qualifications. This year, we have taken active steps to address outliers identified through our analysis and are committed to continuing this proactive practice in the coming years. The insights gained from these efforts aim to enhance our understanding of potential pay gaps and drive effective actions to address and close any disparities.

Dow actively promotes growth through Diversity and Inclusion initiatives like the Women's Innovation Network (WIN), which has empowered Dow women for over 30 years. WIN provides mentorship, professional development, and leadership access, helping women build skills for current and future challenges.

Dow identifies high-performing female employees, connecting them with senior leaders for growth and exposure, and accelerates leadership development through the "Female Sponsorship Program."

Aligned with Dow's commitment to gender equity, these efforts focus on WIN's "Four Pillars to Progress": fostering inclusion, advancing women, engaging male allies, and building impactful external partnerships.

Closing Statement

Dow is committed to advancing gender equity and fostering inclusion. Through proactive pay equity reviews and initiatives like the Women's Innovation Network, we continue to close representation gaps, enhance workforce equity, and support leadership development.

While our pay gap is significantly lower than the market average, we are dedicated to further reducing it wherever possible, demonstrating our resolve to outperform industry benchmarks and drive lasting positive change across the company and beyond.



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