



Dow in the UK

As of the 5th April 2019 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 93 permanent employees, working at 3 sites in the UK plus a limited number of employees working in Virtual Office. Of the 93 employees, 70 (75%) are Male, 23 (25%) are female.

Ordinary Pay:

| Male vs. Female Delta | |
|-----------------------|-------|
| Median | 8.7% |
| Mean | 10.9% |

Bonus Pay:

| Male vs. Female Delta | |
|-----------------------|-------|
| Median | 21.4% |
| Mean | 8.42% |

| Number of employees who received bonus pay | Male | Female |
|--|------|--------|
| 88 | 94% | 96% |

Pay Band Data:

| | Male | Female |
|-----------------------|-------|--------|
| Lower Quartile | 69.6% | 30.4% |
| Lower Middle Quartile | 78.3% | 21.7% |
| Upper Middle Quartile | 69.6% | 30.4% |
| Upper Quartile | 83.3% | 16.7% |

Dow Silicones UK Ltd is made up of 582 permanent employees, working at 1 site in Barry UK plus a limited number of employees working in Virtual Office. Of the 582 employees, 516 (89%) are Male, 66 (11%) are female.

Ordinary Pay:

| Male vs. Female Delta | |
|-----------------------|-------|
| Median | 2.7% |
| Mean | -3.0% |

Bonus Pay:

| Male vs. Female Delta | |
|-----------------------|--------|
| Median | -49.4% |
| Mean | -53.8% |

| Number of employees who received bonus pay | Male | Female |
|--|------|--------|
| 542 | 93% | 92% |



Pay Band Data:

| | Male | Female |
|-----------------------|-------|--------|
| Lower Quartile | 80.8% | 19.2% |
| Lower Middle Quartile | 95.2% | 4.8% |
| Upper Middle Quartile | 93.8% | 6.2% |
| Upper Quartile | 84.8% | 15.2% |

Dow in the UK - Consolidated Data

Ordinary Pay:

| Male vs. Female Delta | |
|-----------------------|-------|
| Median | 2.2% |
| Mean | -0.4% |

Bonus Pay:

| Male vs. Female Delta | |
|-----------------------|--------|
| Median | -48.3% |
| Mean | -39.4% |

| Number of employees who received bonus pay | Male | Female |
|--|------|--------|
| 630 | 93% | 93% |

Pay Band Data:

| | Male | Female |
|-----------------------|-------|--------|
| Lower Quartile | 78.6% | 21.4% |
| Lower Middle Quartile | 93.5% | 6.5% |
| Upper Middle Quartile | 92.3% | 7.7% |
| Upper Quartile | 82.8% | 17.2% |

Narrative

As a combined company the pay gap in Dow is 2.2% in favour of male employees. This is in comparison to the national average which shows a gap of 17.4% in favour of male employees.

Dow Chemical Services UK Ltd's population changed considerably between April 2018 and April 2019 due to the split of Dow Dupont into three separate companies resulting in the reduction of workforce by 43%. Between 2018 and 2019 the Gender Pay Gap increased from 8.6% to 8.7%. The change has led to a reduction in the number of female employees in the upper quartile, as well as an increase in the lower quartile. At the same time an increase of female employees in the upper middle quartile has contributed to counteract the effects of these changes. However, there is still a noticeable gap, driven by the fact that the balance of employees in the lower and upper quartiles is shifted in favour of male employees. The average bonus is higher amongst the male population, again driven by the proportion of male to female



employees in the upper and lower quartiles. The proportion of employees receiving a bonus pay has increased and is almost equal among male and female employees.

Dow Silicones UK Ltd pay gap has changed from being in favour of female employees to 2.7% in favour of male employees. Changes to proportion of males and females in each quartile has driven an increase of the pay gap. While there has been almost no change to the two middle quartiles, the proportion of female employees in the lower quartile has grown more than in the upper quartile. The lower quartile has been affected by the continuous efforts to attract female candidates more actively into the technical roles encouraging diverse candidates through e.g. Apprenticeship. The average bonus data is still showing a larger gap in favour of female employees, driven the by proportion of female employees in the higher quartile. The proportion of employees receiving a bonus pay has slightly decreased but is almost equal among male and female employees.

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 Dow is looking to attract female candidates more actively into the technical roles encouraging diverse candidates through Apprenticeship and new college graduate opportunities.

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 a 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, appearing to read "John Case".

John Case
Country leader
Dow UK