



Dow in the UK

As of the 5th April 2020 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 79 permanent employees working at 3 sites in the UK plus a limited number of employees working in Virtual Office. Of the 79 employees, 59 (75%) are male, 20 (25%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	6.4%
Mean	9.9%

Bonus Pay:

Male vs. Female Delta	
Median	21.0%
Mean	14.7%

Number of employees who received bonus pay	Male	Female
78	100%	95%

Pay Band Data:

	Male	Female
Lower Quartile	63.2%	36.8%
Lower Middle Quartile	85.0%	15.0%
Upper Middle Quartile	65.0%	35.0%
Upper Quartile	85.0%	15.0%

Dow Silicones UK Ltd is made up of 568 permanent employees, working at 1 site in Barry UK plus a limited number of employees working in Virtual Office. Of the 568 employees, 501 (88%) are Male, 67 (12%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	8.7%
Mean	-1.2%

Bonus Pay:

Male vs. Female Delta	
Median	-6.5%
Mean	-25.7%

Number of employees who received bonus pay	Male	Female
561	99%	100%



Pay Band Data:

	Male	Female
Lower Quartile	79.6%	20.4%
Lower Middle Quartile	94.4%	5.6%
Upper Middle Quartile	94.4%	5.6%
Upper Quartile	84.5%	15.5%

Dow in the UK - Consolidated Data

Ordinary Pay:

Male vs. Female Delta	
Median	3.0%
Mean	-0.1%

Bonus Pay:

Male vs. Female Delta	
Median	19.1%
Mean	-10.9%

Number of employees who received bonus pay	Male	Female
639	99%	99%

Pay Band Data:

	Male	Female
Lower Quartile	77.6%	22.4%
Lower Middle Quartile	93.8%	6.2%
Upper Middle Quartile	82.6%	7.4%
Upper Quartile	82.1%	17.9%

Narrative

As a combined company the pay gap in Dow is 3.0% in favour of male employees. This is in comparison to the national average which shows a gap of 15.5% in favour of male employees.

Dow Chemical Services UK Ltd's population changed further between April 2019 and April 2020 from 93 to 79 employees. The overall proportion of male and female employees in the company remains the same as previous year, while there is somewhat of a difference in their distribution between the pay quartiles. The lower quartile and the upper middle have a noticeable female percentage increase while the lower middle and upper have decreased.

The average bonus is higher amongst the male population, very close to the level the year before.

Dow Silicones UK Ltd has moved away from parity compared to previous year in favour of the male employees with 8.7%. The overall proportion of female employees in the company has slightly increased.



The split in the various quartiles is also very comparable to the split from the previous year with a small increase of female employees in the lower and lower middle quartiles. For the lower quartile the increase of female employees in apprentice and student roles may contribute to this development. The average bonus data has changed remarkably but is still showing a gap in favour of 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.

There has been increased focus on attracting female candidates to the technical roles, for instance through the student and apprentice programs. The last couple of years the number of female employees joining the companies via these programs have increased.

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, appearing to be "John Case".

John Case
Country Leader
Dow UK