



Dow in the UK

As of the 5th April 2021 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 80 permanent employees working at 3 sites in the UK plus a limited number of employees working in Virtual Office. Of the 80 employees, 61 (76%) are male, 19 (24%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	-2.3%
Mean	4.2%

Bonus Pay:

Male vs. Female Delta	
Median	-14.0%
Mean	-1.1%

Number of employees who received bonus pay	Male	Female
78	97%	100%

Pay Band Data:

	Male	Female
Lower Quartile	75,0%	25,0%
Lower Middle Quartile	88,9%	11,1%
Upper Middle Quartile	63,6%	36,4%
Upper Quartile	77,8%	22,2%

Dow Silicones UK Ltd is made up of 573 permanent employees, working at 1 site in Barry UK plus a limited number of employees working in Virtual Office. Of the 573 employees, 502 (88%) are Male, 71 (12%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	8.5%
Mean	-0.1%

Bonus Pay:

Male vs. Female Delta	
Median	-38.9%
Mean	-24.4%

Number of employees who received bonus pay	Male	Female
566	99%	97%



Pay Band Data:

	Male	Female
Lower Quartile	78,4%	21,6%
Lower Middle Quartile	93,5%	6,5%
Upper Middle Quartile	94,1%	5,9%
Upper Quartile	82,8%	17,2%

Dow in the UK - Consolidated Data

Ordinary Pay:

Male vs. Female Delta	
Median	5.7%
Mean	-0.7%

Bonus Pay:

Male vs. Female Delta	
Median	-39.3%
Mean	-23.1%

Number of employees who received bonus pay	Male	Female
644	99%	98%

Pay Band Data:

	Male	Female
Lower Quartile	77,9%	22,1%
Lower Middle Quartile	93,3%	6,7%
Upper Middle Quartile	92,0%	8,0%
Upper Quartile	81,7%	18,3%

Narrative

As a combined company the pay gap in Dow is 5.7% in favour of male employees. This is in comparison to the national average which shows a gap of 12.66% in favour of male employees.

Dow Chemical Services UK Ltd's population changed only slightly between April 2020 and April 2021 from 79 to 80 employees. In the proportion of male and female employees in the company remains the same as previous year. There is however a difference in the distribution of pay quartiles where we see the percentage of female employees in the Upper Middle and Upper Quartile increase. This automatically also affects the pay & bonus gap changing the median in the favour of female employees compared to the previous two years.

Dow Silicones UK Ltd continued the same trend as compared to previous year in favour of the male employees with 8.5%. 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 upper quartiles. Again this year several female students



and apprentices were hired explaining this development. The average bonus data indicates that the gap is increasing again in favour of female employees while we saw a trend in the other direction last year.

Action Plan

Dow is actively seeking 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 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.

Next to the pay gap analysis, Dow is working on creating pay equity software which will proactively be used to help analyse our workforce, identify outliers and take action. The software allows us to zoom in on grades and jobs but also for example taking work experience and degrees into account.

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

John Case
Country Leader
Dow UK