



Dow in the UK

As of the 4th April 2022, 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 84 permanent employees working at 3 sites in the UK, plus a limited number of employees working in Virtual Office.

Of the 84 employees, 66 (78%) are male, 18 (21%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	1.4%
Mean	2.9%

Bonus Pay:

Male vs. Female Delta	
Median	4.2%
Mean	6.5%

Number of employees who received bonus pay	Male	Female
84	92%	100%

Pay Band Data:

	Male	Female
Lower Quartile	72.0%	28.0%
Lower Middle Quartile	88.9%	11.1%
Upper Middle Quartile	81.8%	18.2%
Upper Quartile	79.5%	20.5%

Dow Silicones UK Ltd is made up 523 of permanent employees, working at 1 site in Barry UK, plus a limited number of employees working in Virtual Office.

Of the 523 employees, 455 (87%) are Male, 68 (13%) are female.

Ordinary Pay:

Male vs. Female Delta	
Median	0.4%
Mean	2.0%

Bonus Pay:

Male vs. Female Delta	
Median	1.4%
Mean	5.6%

Number of employees who received bonus pay	Male	Female
523	98%	97%



Pay Band Data:

	Male	Female
Lower Quartile	78%	23%
Lower Middle Quartile	92%	8%
Upper Middle Quartile	93%	7%
Upper Quartile	83%	17%

Dow in the UK – Consolidated Data

Ordinary Pay:

Male vs. Female Delta	
Median	0.40%
Mean	1.36%

Bonus Pay:

Male vs. Female Delta	
Median	0.7%
Mean	3.9%

Number of employees who received bonus pay	Male	Female
607	98%	97%

Pay Band Data:

	Male	Female
Lower Quartile	77%	23%
Lower Middle Quartile	92%	8%
Upper Middle Quartile	92%	8%
Upper Quartile	82%	18%

Narrative

As a combined company the pay gap in Dow is 0.40% in favour of male employees. This is in comparison to the national average which shows a gap of 7.9% in favour of male employees.

Dow Chemical Services UK Ltd’s population changed only slightly between April 2022 and April 2023 from 80 to 84 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 just like last year. The amount of females decreased while the amount of males increased. Looking at the median the pay gap in this entity is 4.2% in favour of male employees

Dow Silicones UK Ltd the trend shows the gap is narrowing down. Compared to previous year the gap was in favour of the male employees with 8.5%, while this year the gap shows 0.4% in favour of the male



employees. The overall amount of female employees in the company has slightly decreased while the overall amount of male employees strongly decreased. This causes the proportion of male and female employees to a higher percentage of females in the company. The split in the various quartiles is very comparable to the split from the previous year with a small increase of female employees in the lower, lower middle and upper middle quartiles. The average bonus data indicates that the gap is 1.4% in favour of male employees while we saw a trend in the other direction last year.

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 instance through the student and apprentice programs. The last couple of years many female employees have joined the companies via these programs.

Next to the pay gap analysis, Dow is working on internal pay equity reviews which will proactively be used to help analyses our workforce, identify outliers and take actions. For these reviews we are exploring specific software that allows us to zoom in on grades and jobs but also for example take 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 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. 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