

Gender Pay Gap Report 2023

BASF plc



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Overview

At BASF we create chemistry for a sustainable future, and we are already looking for the answers to tomorrow's questions today.

This report shows our commitment to be transparent on our pay strategy and to provide a competitive salary package for all existing and potential employees. The gender pay gap (GPG) is a measure across all jobs in BASF plc, not of the difference in pay between men and women for doing the same job.

General Remarks

At BASF plc the Gender Pay Gap at 5 April 2023 was 3%, well below the overall average UK national gender pay gap rate of *14.9% in 2022.

(*reported by Office of National Statistics 26 October 2023)

General workforce overview:

67.5% of BASF plc workforce is male, 32.5% is female. In terms of overall workforce demographics there is a **slight increase** in females over the previous year.

21% of female employees worked reduced hours compared to 0.6% of male employees.

11.4% of our employees worked shifts. 85.0% of shift workers were male.

Women in Senior Roles:

30% of our female employees were in senior roles. BASF wants to promote women in leader positions worldwide. By 2030, the company wants to increase the proportion of women in leadership positions to 30% worldwide. BASF plc has now achieved that target.

Differences that influence:

There are some internal factors that can influence the results: -

Lifestyle Choices - Amounts paid through salary sacrifice arrangements for Pension, AVC, bonus, child-care vouchers. These are excluded from 'Ordinary pay' used for the GPG calculation.

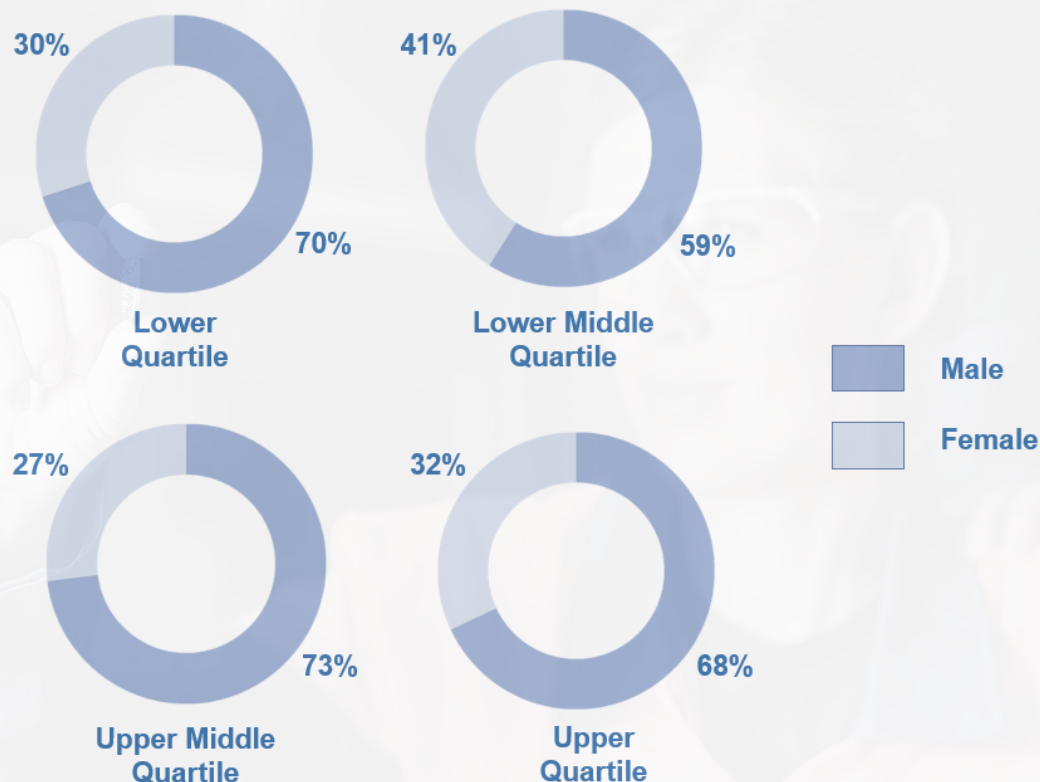
Part-time Working - affects the Median results (differences between the mid-point of actual pay and bonus). More women work part-time.

Occupational Choices - Shift roles are still predominantly undertaken by men and these attract a shift premium.

Bonuses – The calculation for this uses the actual bonus paid and does not consider the effects of pro-rated bonus pay for new starters, part-time workers and adjustments for unpaid leave. All employees are entitled to an annual paid bonus. The value is based on the grade and performance. All positions (not people) are evaluated.

Mandatory Information

The proportion of male and female in each of the four quartiles pay bands who ranked in order of ordinary pay ...



Mean of Ordinary Hourly Pay
3.0% Difference

Median of Total Hourly Pay
6.8% Difference

Mean of Actual Bonus Paid
8.5% Difference

Median of Actual Bonus Paid
- 0.7% Difference

Director Statement

This report has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I am encouraged by the progress we have made, especially achieving 30% of our female employees promoted in senior roles 7 years ahead of the BASF target. There is more to do and together we are determined to remove barriers where they exist, have best in class guidance for recruitment and selection, and devise other inclusive interventions that will have sustainable impact.

I confirm that the information and data reported here is accurate as at the snapshot date of 5 April 2023.

Thomas Birk, Managing Director, BASF plc



The proportion of employees receiving a bonus:
Male 97.1% Female 98%

Balancing the gender pay gap in BASF plc

It is recognised, by many, that eliminating the gender pay gap is complex and will take much sustained effort over a period of time. At BASF we are focused on areas where action has been taken and progress is being made:

- Working to understand barriers that may hinder women reaching senior positions within the organisation
- Development of guidance for recruitment and selection, including requirements which recognise the need to manage and remove bias alongside the use of balanced shortlists
- Continuously reviewing our progress and practices to create an inclusive environment where everyone can thrive

The Company is committed to work on action to balance gender pay over the mid to long term, and we explain the progress so far below.



Understanding barriers that may hinder women reaching senior positions within the organisation

In 2023 a **women's focus group** was held to further explore barrier to promotion for women in the organisation, aiming to understand actual experiences and consider actions that can be taken to support women to progress in their careers. This was the second time this event had been held.

Inclusion education topics to support all employees continues, providing space for discussions in teams and groups. Fifteen topics are covered including bias, how to get you point across, inclusive language and microaggressions. The education promotes understanding and is intended to provide an environment that allows everyone to thrive, and therefore is one intervention that supports women to feel equipped to progress to senior roles in the organisation.

Through our **Early Careers network** and our employee led **Diversity and Inclusion groups**, there is an opportunity for employees to interact with senior leaders in the local organisation. By acting as role models, women in senior positions can inspire other women to progress and aspire to achieve.

Gender Health is recognised as an area requiring focus to support female progression in the workplace. BASF plc has formed a **Mind over Menopause group** which is a community which supports women through this life stage. "Building support mechanisms for women going through the menopause will help build confidence as women seek to advance their career", says Lisa Kelly, Head of BTC UK and Ireland and Leadership Sponsor for the Gender Action Group.

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Mind Over Menopause

Support group for all female employees in BASF

