



BASF
We create chemistry

Gender Pay Gap Report BASF plc, 2020

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 report snapshot was taken at 5 April 2020

Our Gender Pay Results

(April 5, 2020)

Pay

The **mean*** gender pay gap comparing ordinary pay

Mean of ORDINARY Hourly Pay

8.7% Difference

The **median**** gender pay gap comparing ordinary pay

Median of TOTAL Hourly Pay

13.0% Difference

Bonus

The **mean** bonus gender pay gap comparing actual bonus paid

Mean of ACTUAL BONUS PAID

14.5% Difference

The **median** bonus gender pay gap comparing actual bonus paid

Median of ACTUAL BONUS PAID

1.6% Difference

The proportion of male and female employees who received a bonus:



86.8%



87.8%

Quartile Ranges

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

Lower Quartile

Male 68%

Female 32%

Lower Middle Quartile

Male 60%

Female 40%

Upper Middle Quartile

Male 72%

Female 28%

Upper Quartile

Male 78%

Female 22%

All UK employees

Male 69%

Female 31%

Reporting on Gender Pay

At BASF plc the gender pay gap at April 5, 2020 was 8.7%, well below the overall UK national gender pay gap rate of 15.5%*

- The BASF plc workforce was 69% male and 31% female. In terms of overall workforce demographics there is a slight increase in females over the previous year.
- 26% of our female employees worked reduced hours, compared to 0.9% of our male employees. In the year an average of 3 women (1.4%) reduced their hours compared to 1 man (0.2%).
- 9.7% of our employees worked shifts. 97% of shift workers were male.
- The average standard contracted hours for females was 33.74 and for males it was 36.56.
- 22% of our female employees were in senior roles compared to 18% in 2019.

Differences

The gender pay gap is calculated as the difference between average “ordinary pay” hourly earnings of men and women as a proportion of average “ordinary pay” hourly earnings of men’s earnings.

It is a measure across all jobs in BASF plc, **not** of the difference in pay between men and women for doing the same job. Other statistics must also be reported, and calculations are standard. Therefore, some internal factors can also 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 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.

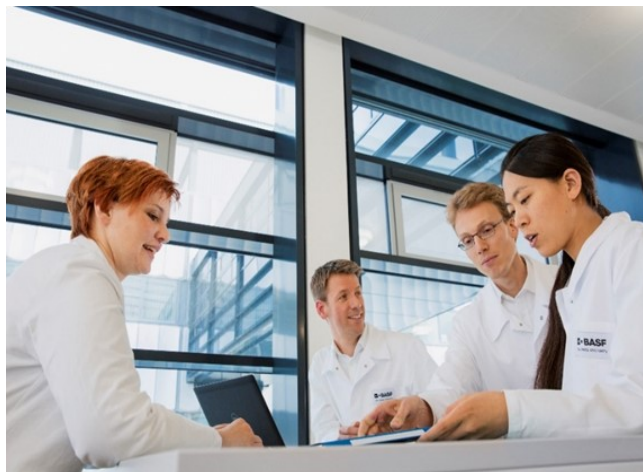
“We want to better incorporate women and their abilities in the leadership team of BASF. As a research-driven company, we know the value of diverse ways of thinking and working. Different perspectives result in innovative ideas and solutions for our customers.”

Dr. Martin Brudermüller, Chairman of the Board of Executive Directors of BASF SE.

BASF press release 21 February 2020

* Source: Office of National Statistics 3 November 2020.

Towards an inclusive and agile working environment



BASF plc is a diverse range of businesses dispersed throughout the UK. During 2019 - 2020 BASF plc., as part of the wider UK and Ireland group, embarked on an ambitious transformation project – **The Future of Work** – to address a more agile working culture for all employees. The positive impacts of the project will lead to increased employee flexibility, an objective to enhance employee attraction and retention - a key part of the wider Diversity and Inclusion strategy.

Throughout the snapshot period of this report, BASF made significant progress towards a more inclusive workforce, such as;

- **WIBN (Women in Business Network)** - The network offers opportunities for both women and men to promote and discuss topics of diversity and gender balance and recognise the contributions of women in our organisation, industry and communities. First event was How to be confident in a business environment.
- **Employee engagement** – BASF is a signatory of the WISE Ten Steps process, an industry led initiative to ensure gender balance within STEM roles. Employees are encouraged to provide feedback on the progress and to build on understanding and position on each of the WISE Ten Steps.
- **New ways of working** - Key objectives set out to provide benefits for more flexible working arrangements such as working from home to better balance work/life/family commitments; a more collaborative office environment featuring digitalisation and a new office location for headquarter employees with activity-based workspaces.
- **Senior leaders set vision** - Leadership Team further developed their strategy for Diversity and Inclusion to include action groups for gender, LGBT and race steered by a team of Senior Leaders and Employee Champions. With an agenda to drive diversity in the business and to support an inclusive environment where colleagues feel safe to bring the best of themselves to work.

At BASF we believe that our culture change will be shaped by employees, developing a future that addresses the things that really matter to people. Drawing on inclusivity means collaboration, listening and learning and we're reflecting on how we can continue to develop as an organisation.

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