



# Gender Pay Gap Report 2021

BASF plc

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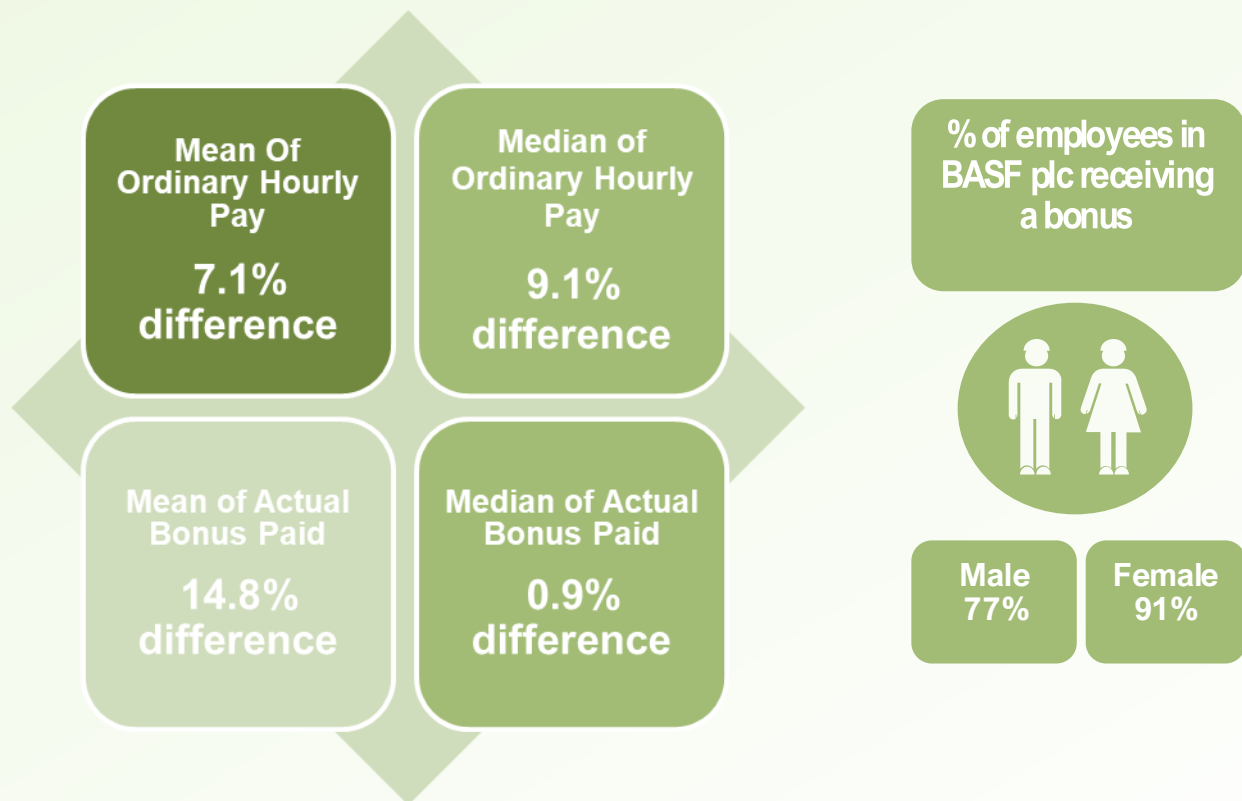


# Our Gender Pay Results

(As recorded 5 April 2021)

## Mandatory information recorded below -

- The **mean** gender pay gap comparing ordinary pay
- The **median** gender pay gap comparing ordinary pay
- The **mean** bonus gender pay gap comparing actual bonus paid
- The **median** bonus gender pay gap comparing actual bonus paid



## 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 63%

37% Female

### Lower Middle Quartile

Male 66%

34% Female

### Upper Middle Quartile

Male 72%

28% Female

### Upper Quartile

Male 76%

24% Female

### All UK employees

Male 69%

31% Female

# Understanding BASF plc Gender Pay Report 2021

## BASF Plc at a Glance

At BASF plc the gender pay gap (GPG) on 5 April 2021 was 7.1%, compared to the UK national gender pay gap rate of 14.9% in 2020.\*

BASF plc has several UK sites including the UK headquarters and a number of manufacturing sites.

At these sites 31% of our employees are female and 23% of these employees worked reduced hours, compared to 0.8% of our male employees. Of all the senior roles in plc, 25% are held by women. There are 22% of the female population (overall) in senior roles, and 33% of the male population (overall) are in senior roles.

69% of our employees are males, 13.2% of male employees are shift workers compared to 1.2% of female employees.

\*Source: Office of National Statistics 26 October 2021.

A variety of factors can influence the gender pay gap. General factors include the following: -

**Lifestyle Choices** - Amounts paid through salary sacrifice arrangements as Pension contributions (e.g. choosing to make Additional Voluntary Contributions (AVCs) or to pay bonus into pension) and child-care vouchers. These are excluded from 'Ordinary pay' used for the GPG calculation.

**Part-time Working** – Part-time working reduces actual pay and affects the Median results (differences between the middle female and male earnings). More women work part-time.

**Occupational Choices** - Shift roles are 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 job grade and performance.

## Following our strategy

BASF set a new, more ambitious target in 2020 to further strengthen diversity. In our Balance for Better approach, by 2030, BASF aim to increase the proportion of women in leadership positions to 30% - BASF UK leadership team is 33% women.

In mid-2021, Thomas Birk, our new Vice President UK and Ireland BASF arrived and fully gave his support and commitment to making Diversity and Inclusion one of the key pillars of the UK's purpose and vision.

Thomas said, "We are convinced of the value of excellent employees, leaders and working conditions, and strive to give our employees the tools and skills necessary to be able to offer our customers products and services with an even greater level of differentiation and customisation. In the UK, through regular monitoring we check where we stand in achieving our goals. We support our leaders in planning and implementing concrete measures for Diversity and Inclusion to ensure early and sustainable development of all talents."



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*Thomas Birk, Vice President  
BASF UK and Ireland*

# Steps towards our Goal

In the UK, BASF recognises the importance of having a diverse organisation and the benefits this can bring. Activities around the whole Diversity and Inclusion landscape in 2021 are summarised on the infographic below, with those particularly relevant to the gender pay gap starred.



Following the generation of the gender pay gap data, it was analysed against the government published documentation - ***Eight ways to understand your organisation's pay gap.***

Using information from this analysis and output from a recruitment and selection audit which was completed as part of the wider Diversity and Inclusion strategy, the company is continuing to look at ways to influence the gender pay gap.

It is generally recognised that eliminating the gender pay gap is complex and will take sustained efforts over a long period of time. The government target is to remove it within a generation.

The current action areas agreed are:

- 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.

The Company will continue to work on taking action to balance gender pay over the mid to long term.

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