

The BASF logo, consisting of a white square with a smaller white square inside, followed by the word "BASF" in a bold, white, sans-serif font.

We create chemistry



# Gender Pay Gap Report 2022

## BASF plc





# Gender Pay Gap Reporting 2022

## 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 2022 was 6.1%, well below the overall average UK national gender pay gap rate of \*15.1% in 2021. (\*reported by Office of National Statistics 26 October 2022)

## General workforce overview

66.8% of BASF plc workforce is male, 33.2% is female. In terms of overall workforce demographics there is a slight increase in females over the previous year.

22% of our female employees worked reduced hours compared to 0.6% of our male employees.

10.6% of our employees worked shifts. 96% of shift workers were male.

## Women in Senior Roles:

27% of our female employees were in senior roles.

BASF wants to promote women in leadership positions worldwide. By 2030, the company wants to increase the proportion of women in leadership positions to 30 percent worldwide.

## Differences

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 predominantly undertaken by men and these attract a shift premium.

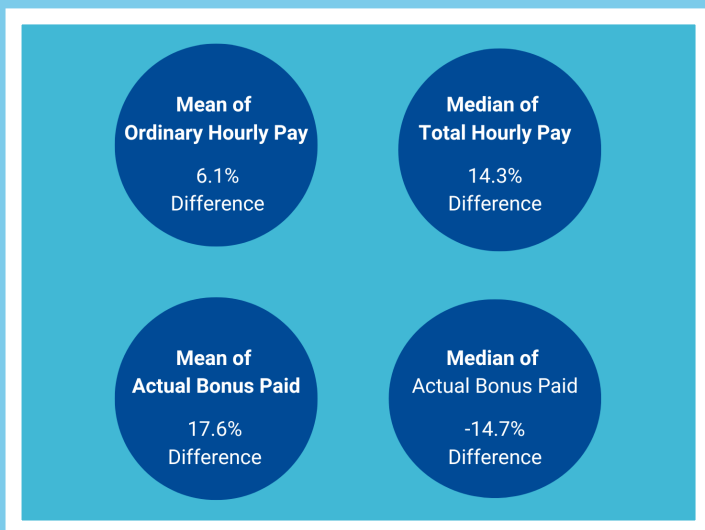
**Bonuses** - The calculation for this uses the actual bonus paid and does not consider the effects of pro-rated bonus pay for new starters, part-time workers and adjustments for unpaid leave.



# Our Gender Pay Results

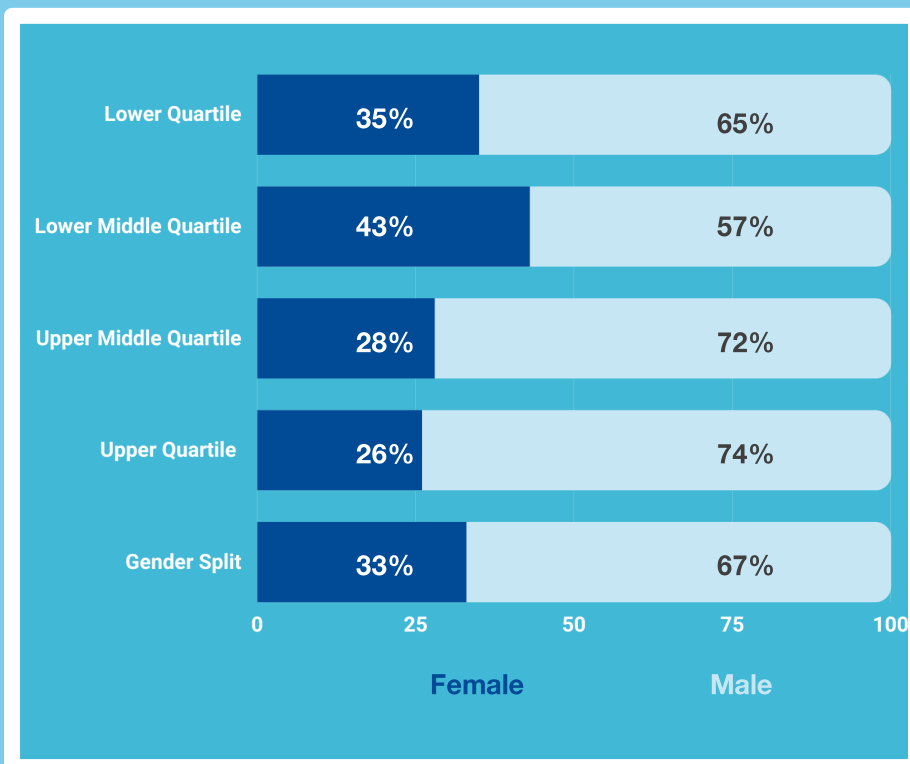
(As recorded 5 April 2022)

**Mandatory information recorded is** - 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; and 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)



## Director Statement

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

The report highlights the difference between male and female mean hourly wage at the snapshot. A straight calculation of the gender pay gap is complex and to eliminate it will take sustained effort over many years. We are very determined to make that effort and to look at areas that remove hinderances for women to reach senior positions, develop best in class guidance for recruitment and selection and devise other interventions that will have sustainable impact.

I confirm that the information and data reported is accurate as at the snapshot date 5 April 2022.

Thomas Birk, Managing Director, BASF plc





# Taking action to balance 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 long period of time. The government has a target to remove it within a generation.

Areas where action has been taken include:

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

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

- Early Q2 2022 – 11 women from across the business joined a focus group to look at barriers to promotion and to discuss what interventions could be used to support change. Priority actions were developed and these were approved by the country leadership team.
- A group of employees are working on developing a policy for employees returning to the work environment after an extended period of absence / career break. Although this will be applicable to all employees it will have particular relevance for people returning after a period of family leave e.g. maternity.
- The Company is working on delivering a suite of information / training sessions for employees on a variety of inclusion topics. For example, the subject of micro aggressions in relation to how this can impact different employee groups and refresher training for leaders on unconscious bias.
- Work has started on how mentoring could be provided to build confidence for female leaders and future leaders.
- It is intended to hold annual focus groups to enable female colleagues to share experiences.

## Development of guidance for recruitment and selection, including requirements which recognise the need to manage and remove bias alongside the use of balanced shortlists.

- Following a detailed audit of the UK recruitment process, guidance has been prepared for use by Managers and Human Resources to ensure recruitment processes support increasing diversity throughout the organisation.
- The Company recognises the need to attract women for roles at all levels across the organisation. The clear aim is to have a more representative candidate list for external recruitment and it is intended that the impact of the guidance introduced will be monitored and adjusted.

