

Gender Pay Gap

Employer Statement 2022-2023

—
Syngenta Australia

This employer statement is approved by
Syngenta Australia Management.

Contents

Click each heading to go to the relevant page

01

[About Syngenta](#)

02

[Our commitment to Diversity, Equity and Inclusion](#)

03

[Gender pay gap – definition](#)

04

[Syngenta's gender pay gap and gender pay gap drivers](#)

05

[Gender equality indicators and 2023 gender review](#)

06

[Our achievements to date](#)

07

[Going forward and our action plan](#)

08

[Meet some of our team](#)

About Syngenta

Syngenta is one of the world's leading agriculture companies, comprised of Syngenta Crop Protection and Syngenta Seeds. Our ambition is to help safely feed the world while taking care of the planet. We aim to improve the sustainability, quality and safety of agriculture with world class science and innovative crop solutions. Our technologies enable millions of farmers around the world to make better use of limited agricultural resources.

Syngenta Crop Protection and Syngenta Seeds are part of Syngenta Group. In more than 100 countries we are working to transform how crops are grown. Through partnerships, collaboration and The Good Growth Plan we are committed to accelerating innovation for farmers and nature, striving for regenerative agriculture, helping people stay safe and healthy and partnering for impact.

This statement covers our employees engaged by **Syngenta Australia** which is a subsidiary of Syngenta Group with 184 employees across Australia on 31 March 2023.

To learn more about Syngenta Australia, visit us at www.syngenta.com.au.

And find us on social media:

 [LinkedIn](#)

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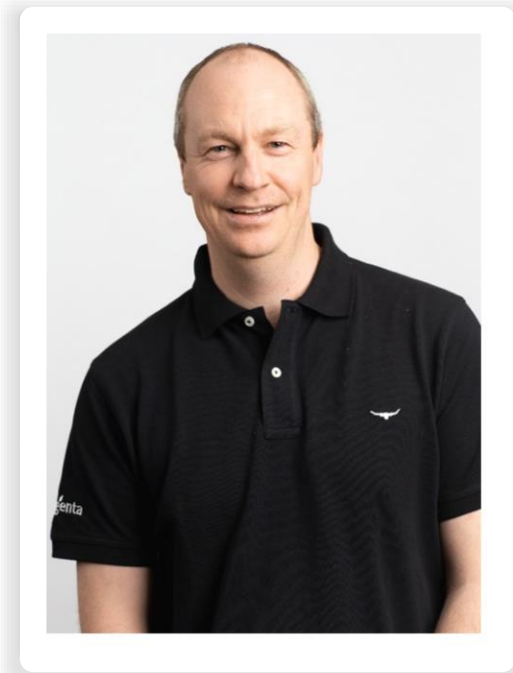


Our commitment to Diversity, Equity & Inclusion



In Syngenta, we are committed to diversity, equity and inclusion (DEI). Since we launched our global DEI Strategic Framework, we have been advancing in creating a global, and Australian, organisation where everyone counts and belongs. We strive to role model diversity, equity and inclusion practices by seeking to increase diverse representation across the company with a focus in leadership roles; fostering an inclusive culture and experienced as a great place to work; providing equity in treatment and development for all; strengthening leadership capability and accountability with leaders embracing and role modelling our DEI strategic framework; and fostering inclusion to increase diversity in Australian agriculture.

As a business and an industry, we recognise that we still have a way to go in overcoming barriers that still stand in the way of a truly equal workplace. However, I am confident we have the right plan to drive this change now and over the long term, and I am fully committed to working towards a workplace where our employees can bring their true self to the workplace and flourish not only as professionals, but personally too.



David van Ryswyk

Managing Director and Country Head,
Australia & New Zealand



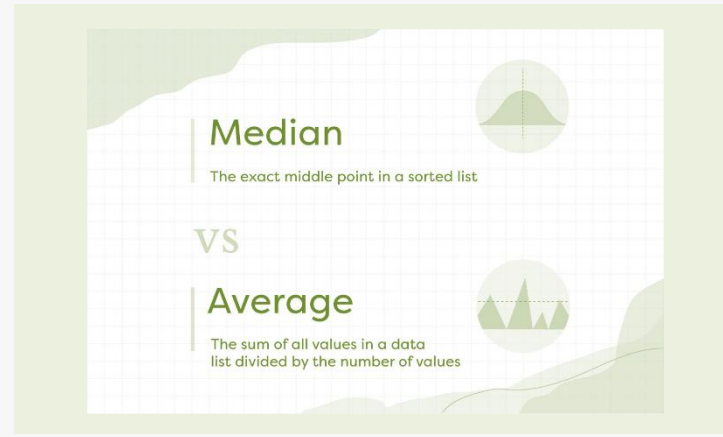
Gender Pay Gap - definition



The gender pay gap is the difference in the earnings between women and men in the workforce.

It is not the same as women and men being paid the same for the same, comparable, job - this is equal pay and has been a legal requirement since 1969.

Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.



In 2024, the WGEA will publish median gender pay gaps and pay quartiles.

The median gender pay gap is the number that falls into the middle when everyone's wages are lined up from smallest and largest. In a perfectly symmetrical distribution, the average and the median are the same. But pay isn't symmetrical in any business.

In this statement, we will share Syngenta's median gender pay gap for total remuneration and base salary.



We have a median gender pay gap, and we know why.

In this gender pay gap statement, we will share:

- Syngenta's current median gender gap;
- the industry's gender pay gap;
- outcomes from Syngenta's internal review;
- gender equality indicators; and
- Syngenta's achievements and plans to achieve greater equality.



Syngenta's Gender Pay Gap

Syngenta's Gender Pay Gap

All Syngenta employees	Syngenta 2020-21	Syngenta 2021-22	Syngenta 2022-23	Industry 2022-23
Median total remuneration #	25.5%	24.4%	23.7%	23.6%
Median base salary	23.6%	21.9%	20.1%	20.1%

*A positive figure indicates a favourable gap towards men.
#Total remuneration includes base salary, allowances, superannuation and bonuses.*

The table above shows that Syngenta's median gender pay gap has improved in recent years, demonstrating our plans and actions continue to move in the right direction.

Our median gender pay gap (base salary) of 20.1% is aligned to the industry gender pay gap highlighting that both Syngenta and the agricultural industry have change and progress to achieve.

It is important to note that the WGEA Gender Pay Gap does not take into consideration aspects such as job grades.

Syngenta's 2023 organisation-wide salary audit, which considered other factors including job grades, shows the average gender pay gap (base salary) is 4%, considerably less than the median gender pay gap.

However, we recognise we have more progress to eliminate any pay gap. Only a more balanced gender distribution across the entire business will close the gap.



Syngenta's Gender Pay Gap Drivers

Understanding the Gender Pay Gap

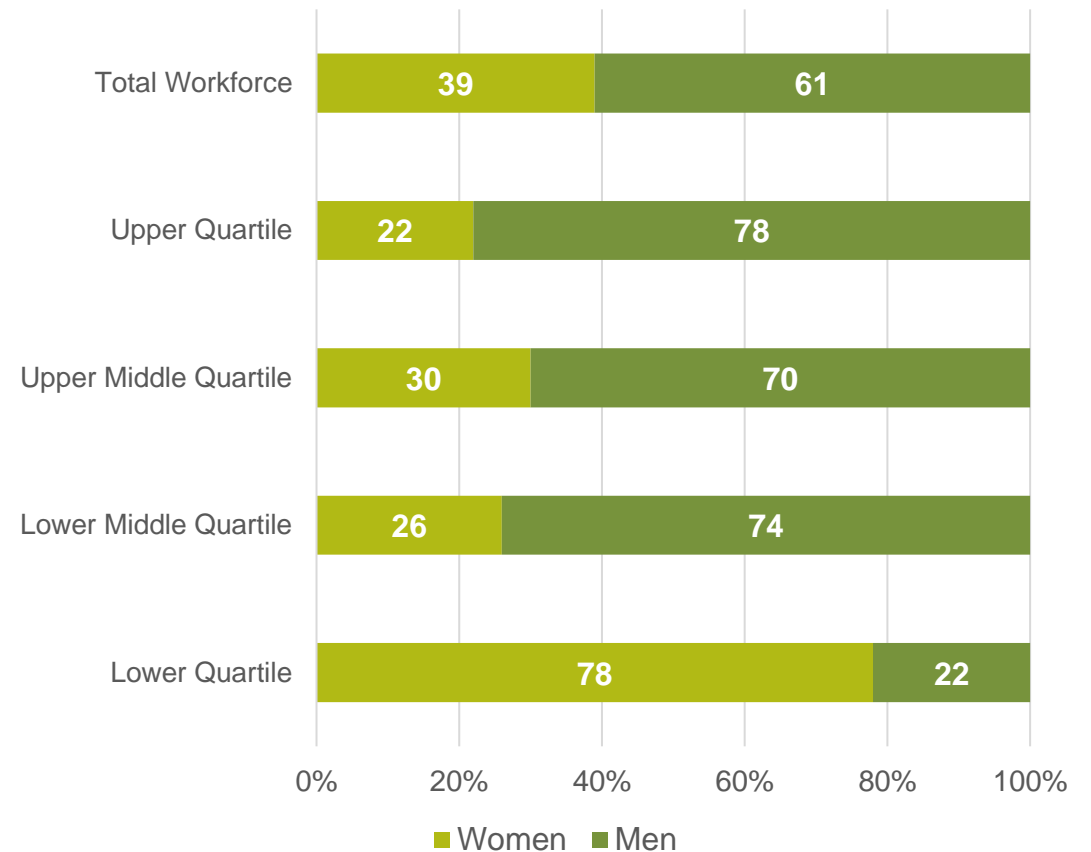
We have a gender pay gap, and we know why.

Syngenta's gender pay gap is attributed to several factors:

- a higher representation of men across the business, many with longer tenure and more experience;
- more men in senior positions (as seen in the chart to the right);
- whilst we have good gender balance at country leadership level, we have fewer women in the next level of senior leadership positions;
- more women in entry level roles; and
- low attrition rates across all levels of the business including senior roles (as seen in the table below); low attrition can limit movement and the numbers of hires.

Calendar year	2019	2020	2021	2022	2023
Voluntary Attrition	2%	4%	5%	6%	4%

Gender Composition by Pay Quartile



Other Gender Equality Indicators

Gender Equality Indicator: Workforce Composition by role

	Country Leadership Team		Managers		Non-Managers	
	Women	Men	Women	Men	Women	Men
2020-21	40%	60%	22%	78%	44%	56%
2021-22	40%	60%	34%	66%	41%	59%
2022-23	40%	60%	33%	67%	41%	59%

Whilst we have greater gender balance at Country Leadership level and we have seen an increase in the number of female managers, an imbalance remains with a higher proportion of male colleagues in senior roles, and more women in entry-level roles.

Gender Equality Indicator: Employee movements - appointments & promotions

	Women		Men	
	#	%	#	%
Appointments to manager roles (incl promotions)	5	50%	5	50%
Appointments to non-manager roles (incl promotions)	18	51%	17	49%

During the 2022-23 reporting period, we had equal numbers of women and men appointed to both manager and non-manager roles, including promotions.

Tracking women's and men's career progression is important to identify points where pay gaps emerge and helps to inform action.



2023 Review

2023 Syngenta Review

In 2023, Syngenta undertook a thorough review of human resource practices and other factors including job grades, manager categorisation, function, performance ratings, salary increase and bonus distribution.

This 2023 review highlighted:

- The average salary increase in 2023 was the same for female and male employees.
- The average Short Term Incentive bonus was 3% higher for females.
- We had more females than males join Syngenta in 2023.
- On average, the experience, job grades and age of our new female joiners were lower than our male joiners.
- The largest gender pay gap is in our Crop Protection Sales team where the average age of our men is 50 years, and the average age of our women is 28 years old.
- We had two females promoted to Regional roles in Singapore and one male promoted to a role in the USA.
- Our organisation-wide salary audit indicates our average gender pay gap (base salary) is 4%. This takes into consideration job grade which the WGEA median gender pay gap does not.



Our achievements to date

Diversity, equity and inclusion has been a priority for Syngenta Australia for many years and for that reason, Syngenta was proud to be a founding partner of the *Diversity in Agriculture Leadership Program* through the National Farmers Federation. Since our first Pledge with the NFF in March 2018, Syngenta is proud of the following progress:

- **Increased female representation on our leadership team:** 40% of our leadership team are female, up from 18% in 2018.
- **Increased female representation:** Syngenta has seen an increase of 6% in female participation across the organisation since 2018.
- **Remedying gender pay gaps:** Syngenta conducts a gender pay equity review each year and is working to remedy salary inequities identified.
- **Addressing gender bias and stereotypes in our marketing:** Syngenta continues to implement a diversity lens to marketing campaign briefs, to limit any potential gender, cultural or role bias, and a modern image of our industry is projected in all external marketing and communications.
- **Decreasing opportunity for gender bias in recruitment:** Syngenta has reviewed and improved its recruitment processes to ensure females are involved in interview rounds and in role decision-making.

- **Making our spaces better for women:** Established a mother's room for breastfeeding in our head office and provide free female hygiene products in our ladies' bathroom.
- **Respectful and safe workplace:** Syngenta is committed to maintaining a workplace environment free from discrimination, bullying and harassment. We are also committed to fostering an inclusive culture that embraces difference in all its forms, where people feel they belong and can be the best version of themselves. This is supported with workplace behaviour training, surveys, reviews of policies, and the recent establishment of a Women's employee resource group.
- **Family friendly workplace:** Syngenta continues to strengthen this culture through increasing flexible work arrangements and new and refreshed policies.
- **Panel Pledge commitment:** Syngenta aims to ensure there is female representation on all panels that Syngenta hosts or speaks on.
- **Increased female training participation:** For all training and development for employees and / or customers, Syngenta actively encourages female nomination and participation.

We recognise there is more work to be done but are proud of our achievements and welcome feedback on our progress and suggestions on how both Syngenta and our industry can improve the representation and advancement of women.



Going forward



We are committed to supporting women in the workplace and championing gender equality.

From attracting and hiring through to support and development of existing employees, we ensure our policies, processes and working environment are designed to enable women to be successful and promote gender equality.



We understand there is no 'quick fix' solution but year on year we are seeing improvements in our figures, and we do not want to lose momentum.

We believe reporting is vital when facing the gender pay gap challenge and we want to continue to use the data to understand where there are issues, and measure the impact of the actions already taken, so we can improve further and decide where to focus our efforts moving forward.



We have an extensive DEI Strategic plan.

Our comprehensive plan to improve our gender pay gap includes specific actions to:

- strengthen our diverse workforce;
- build on our inclusive workplace;
- ensure equity of treatment;
- strengthen leadership capability and accountability; and
- have a positive impact on our industry.



Our 2024-25 action plan

The actions we are taking to strengthen diversity, equity and inclusion at Syngenta, and tackle the gender pay gap, fall into five key areas:

1. Increase diverse representation across the company with a focus on leadership roles;
2. Foster an inclusive culture, recognised and experienced as a great place to work;
3. Provide equity in treatment and development opportunities for all;
4. Strengthen leadership capability and accountability with leaders embracing and role modelling Syngenta DEI strategic framework; and
5. Foster inclusion and increase diversity in agriculture and be recognised as a DEI leader in the industry.

The specific actions we will focus on in 2024-25 include:

- Strengthen our recruitment practices to encourage more diverse candidate pools using specialist software to generate gender neutral vacancy marketing, reducing gender bias in our talent attraction.
- Foster and sponsor our employee resource groups (Young Syngenta Professionals and the Women's Inclusion Network) to provide a safe, inclusive and supportive environment for young team members and women to excel personally and professionally.

- Deliver organisation-wide initiatives to support our DEI strategy and shift our internal culture towards even greater inclusion. Our 2024 focus includes Unconscious Bias, Psychological Safety and Inclusive Language.
- Our new Women's Inclusion Network will run dedicated workshops to support participants in developing their skills, knowledge and leadership capability.
- Roll out our new DEI-focused Business Standards which have been developed to ensure the best possible experience for external presenters and all attending their sessions.
- Continue our annual pay parity review and action as necessary to continue to improve our gender pay gap.
- Policy reviews, implementation and communication including an overview of our Equal Paid Parental Leave policy which currently provides 13 weeks' paid leave for all permanent female and male employees.
- Continue to maintain and build upon our National Farmers Federation Pledge for increasing diversity in agriculture.
- Establish industry partnerships to advance DEI across Australian agriculture, address challenges and capture opportunities.



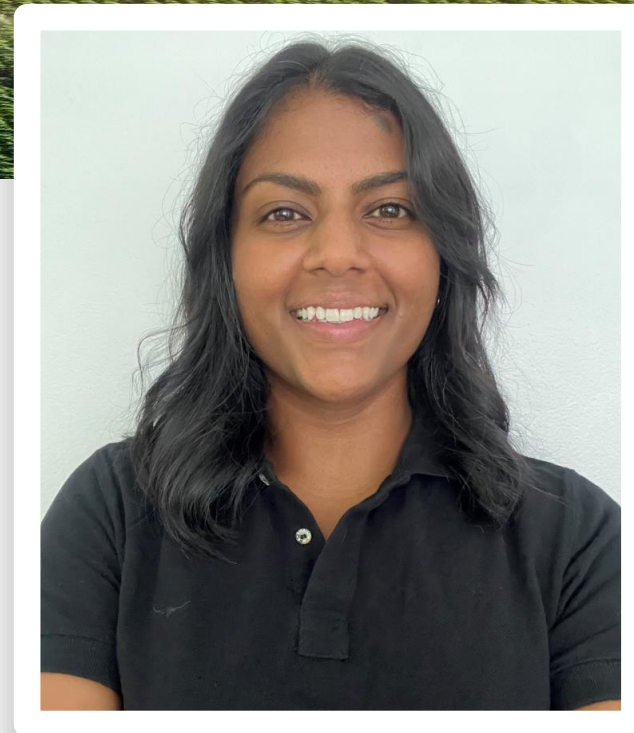


**Meet some of our team
as they share their
experience with
Syngenta...**



Over the past seven years at Syngenta, I have been fortunate enough to take on multiple roles within the Supply Chain and Finance departments, each offering unique challenges and learning opportunities. The guidance of great managers has been pivotal in my career development, allowing me to expand my skillset and tackle new responsibilities.

Currently, I'm part of an all-women powerhouse team, who foster a very supportive and positive work environment. During my time at Syngenta, it has been really inspiring to see so many strong women take on leadership positions within the ANZ business, and I hope to see that number grow in the years to come.



Aarany Kunasingham

Vendor Scheduler
CP Production, ANZ Planning





I've been with Syngenta for almost 3 years now, starting my career as a Field Biologist. Syngenta offers many career development opportunities, which I discovered when I decided I needed a new challenge and moved into a new role as a Territory Sales Manager for Namoi, Liverpool Plains and Central West NSW.

I am grateful that in my time with Syngenta so far, I have had fantastic line managers that have been open to helping me grow and support the direction of my career. My colleagues are also what makes work so enjoyable. We have so many laughs together and support each other to ensure we are working in the most effective and efficient way.



Amy Hammond
Territory Sales Manager
Namoi Valley & Central West NSW





When joining Syngenta in early 2021, it was immediately clear how supportive and professional the culture is. I am fortunate to have the opportunity to lead a passionate and truly talented team within Syngenta. We are focused on improving where we work, live, and play by offering innovative pest management solutions.

Syngenta leaders have supported my passion for learning, enabling completion of the MBA in tandem with working full-time. The flexibility Syngenta provides empowers my ability to lead a great team, continue learning while working collaboratively with exceptional colleagues. All in the pursuit to deliver exceptional solutions for our customers.



Carole Cast

Business Manager Professional
Pest Management - Consumer Pest





I joined Syngenta in 1998 as part of the regulatory team in the Philippines. Since then, I've held a role in Health, Safety and Environment (HSE) and had the opportunity to help launch Syngenta's driver safety project, "Drive for Life", in Asia Pacific as well as move to Sydney in 2009 to become a part of the Australian regulatory team.

I found in Syngenta a strong culture of coaching in tandem with opportunities to upskill yourself via training, workshops or work experience.

In regulatory, experience is the best teacher so the willingness to teach/coach and learn from your colleagues, even those in different roles, is very valuable.



Marga Sison

Senior Regulatory
Product Lead



Bringing plant potential to life