

Science for a **better life**

# Gender Pay Gap Report

**2019**

*This report details our  
April 2019 results and focus areas  
to ensure gender equality.*

March 2020





# Science knows no boundaries... neither do we

At Bayer we push boundaries to find solutions to some of the world's biggest challenges. We make this possible by uniting a broad spectrum of talented people, who bring a diversity of ideas, innovation and product solutions and improve our understanding of different communities.

***We believe in opportunity, regardless of gender***

We are serious about providing equal opportunities and are increasingly confident of delivering on this promise based on the encouraging results of 2019. Year on year our pay median has reduced significantly, far ahead of the improvements seen nationally.

What drove this result is our integrated approach to building a culture of inclusion and diversity. Local, personal and incremental changes have involved more and more of our people in adapting the way they work. We have begun to change the conversation.

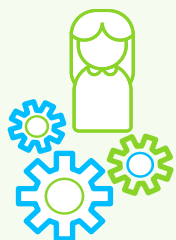
***We will not rest, because there's much more to do...***

We will create a more gender balanced workforce by identifying and introducing smarter ways to attract, retain and develop female employees. We will address the gender pay gap through insight, analysis and inclusion plans that will be delivered across the organisation.

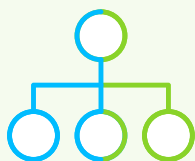
We are committed to making a Bayer career a rewarding one, with family-friendly policies and flexible working to make sure working parents can continue to build their careers. And this year we will go further as we create a new programme, Women in Leadership, with a clear objective of putting more women in leadership roles.

As part of a wider, global commitment to inclusion and diversity, work is underway to report on Bayer's ethnicity and disability pay gap data. We began tracking this information in 2019 and participation is purely voluntary. Current responses are too low to provide representative results, but with increased communication and engagement we expect to include the data in the 2020 report.

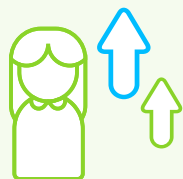
Because no matter who you are, if you have the passion to innovate, we will give you the power to change the way we do things. There are no boundaries at Bayer.



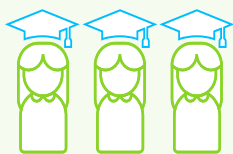
**59%**  
of Bayer's workforce  
are women



**40%**  
of UK leadership team  
are women



**52%**  
of promotions go to women



**75%**  
of graduates  
are women

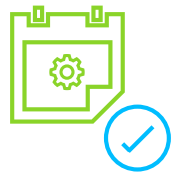


**56%**  
of new hires are women

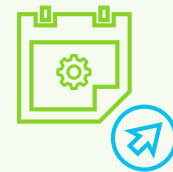
# Our progress in 2019 and beyond



How we have engaged with our people in all parts of the organisation to build engagement around Bayer's global inclusion & diversity strategy.



2019



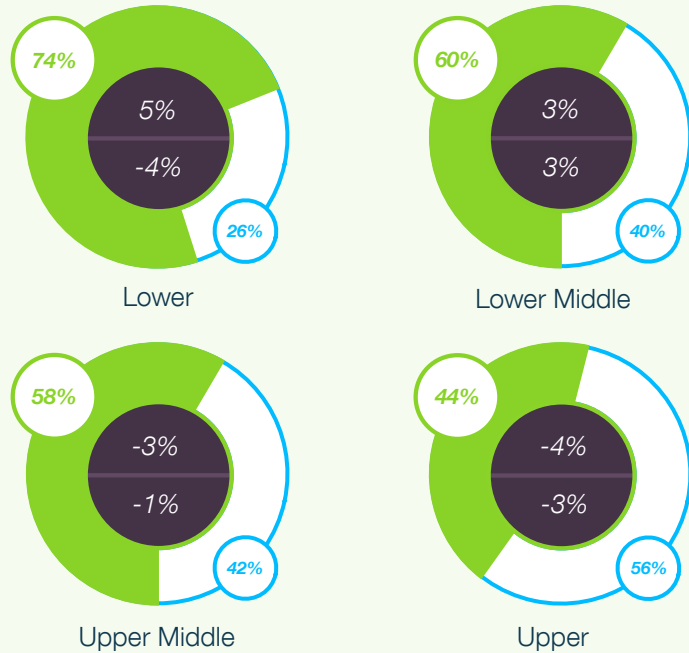
2020  
and beyond



# Our gender pay gap



Percentage of women and men in each quartile of Bayer plc pay structure



Bayer has three companies in its UK & Ireland region. Of these companies, Bayer plc employs 250 or more people, therefore our reporting is based solely on Bayer plc data.

## Bayer plc



### Mean and median pay and bonus gaps



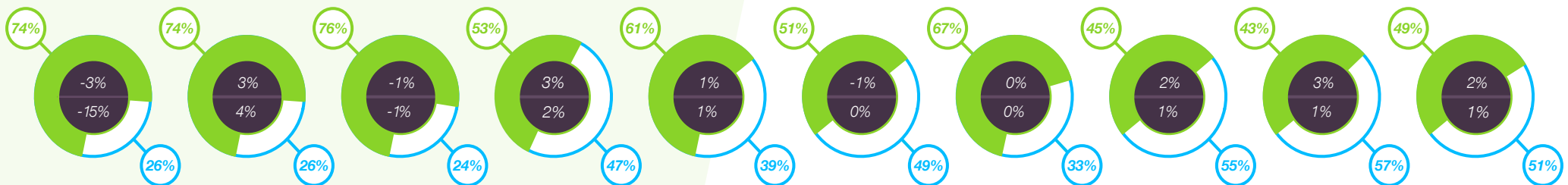
### Proportion of employees receiving a bonus

	Mean	Median	Female	Male
Gender pay gap	18.5%	15.4%	85.3%	86.9%
Gender bonus gap	21.8%	16.7%		

We have provided headline data for the other two companies in the table below.

	Mean and median pay and bonus gaps		Proportion of employees receiving a bonus	
	Mean	Median	Female	Male
<b>Bayer CropScience Ltd</b>				
Gender pay gap	30.9%	23.6%	76.9%	92.2%
Gender bonus gap	46.3%	63.6%		
<b>Bayer Ireland Ltd</b>				
Gender pay gap	2.8%	9.5%	85.0%	76.0%
Gender bonus gap	-6.4%	-14.6%		

Percentage of women and men in each decile of Bayer plc pay structure



This chart shows the proportion of males and females in each pay decile, left to right from lowest to highest paid

- Women
- Men
- Median pay gap
- Mean pay gap

- in favour of women + in favour of men

This data is the percentage of men and women receiving pay and a bonus in the twelve month period up to the snapshot date of 5 April 2019.



# Calculating the gender pay gap



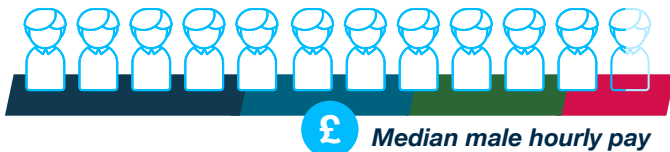
## Calculating the mean gender pay gap



The mean gap of 18.5%

is the percentage difference between £ and £

## Calculating the median gender pay gap



### Pay Quartiles

- Upper
- Upper Middle
- Lower Middle
- Lower

The median gap of 15.5%

is the percentage difference between £ and £



UK national average median pay gap 17.3%\*

## What is a gender pay gap?

UK companies with more than 250 employees are required to publish their gender pay gap, the difference in the average hourly wage of all men and women across a workforce. It is expressed as a percentage of male employee's hourly pay and is reported on a mean and median basis.

Nationally the main reason for the pay gap is that more men are likely to hold senior positions.

The gender pay gap is not the same as unequal pay, which is paying men and women differently for performing the same work. This has been unlawful since 1970.

\*April 2019, Office for National Statistics data



## Calculating the mean and median

Calculations of mean and median pay, and quartile and decile pay bands, are based on data from April 2018 only, including ordinary pay and bonus pay.

The **median gender pay gap** and bonus pay gap, each male and female employee's hourly pay is listed in order from highest to lowest. The median gender pay gap is the difference in pay between the female in the middle of their list and the male in the middle of their list. As illustrated, the median for women falls in the lower middle quartile and for men in the upper middle quartile.

The **mean gender pay gap** and bonus pay gap shows the difference in average hourly rate of pay between men and women.

**Ordinary pay** is not limited to basic pay, but also includes other types of pay including any allowances. It doesn't include pay for overtime, pay relating to redundancy/termination of employment or the value of benefits which are not in the form of money.

**Bonus pay** includes any additional pay relating to profit sharing, productivity or performance, whether this is in the form of money or vouchers. In our case, the vast majority of bonus pay is in the form of our annual Short Term Incentive programme, but we do also have other incentives, such as sales incentives. Calculations of mean and median bonus pay use all bonus pay from the twelve months ending on 5 April 2018.





This report was approved by the Bayer plc Country Leadership Team and is a true and accurate representation of gender pay in Bayer plc.



**Sree Kurdikar**

CFO, Bayer plc  
Inclusion & Diversity Sponsor



**Phil Sharp**

Head of Human Resources



**Great Place To Work**

**Best Workplaces™**

Large Category

UK

2019