



**Diversity, Equity  
and Inclusion  
Group Policy**

Internal Use Only





# Diversity, Equity and Inclusion Group Policy

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# Purpose

**As a global agricultural technology and innovation company with operations in over 100 countries, our business success reflects the quality and skill of our people. Our commitment to Diversity, Equity, and Inclusion (DEI) is foundational to our values, as recognizing and valuing every employee's unique experience and background drive our innovation, performance, and business value.**

**The diversity of our Group is a competitive advantage that enables us to drive innovation, productivity, and growth. However, we also recognize that historical and systemic inequities continue to affect our employees and communities, and it is our duty to address them.**

**This policy aims to establish our commitment to DEI principles, outline our approach to fostering a more equitable and inclusive workplace, and hold ourselves accountable to our aspirations for a more just and prosperous world.**

**Our Diversity, Equity, and Inclusion (DEI) initiatives reflect the following dimensions:**

- **People – Attract, recruit, engage and develop diverse talent.**
- **Customers – Leverage diversity and inclusion through customer-centricity as a business driver.**
- **Industry – Expand our efforts to create a more inclusive industry and agro-community.**
- **Communities – Reflect diversity and inclusion not only in our businesses, but in our belonging, and interaction with a broader community.**

# Definitions

## Diversity:

The presence of a wide range of characteristics, backgrounds, and experiences within a group of people. This encompasses both observable differences, such as age, appearance, ethnicity, gender expression, and physical ability, as well as less visible ones, such as beliefs, sexual orientation, gender identity, disabilities, neurodiversity, values, educational and professional backgrounds, religion, thinking styles, and more. It is important to acknowledge and embrace these differences, as they bring unique perspectives, approaches, and insights that can enhance creativity, innovation, and problem-solving.

## Equity:

The fair allocation of development, career growth opportunities, career advancement paths and pay for employees, regardless of their identities and experiences. This includes ensuring that all employees receive just compensation for their work, have equal opportunities for training and development, and can progress in their careers based on merit and performance without being hindered by barriers related to their identity or background.

## Inclusion:

The act of inclusion involves establishing a work environment that empowers individuals to be their authentic selves, regardless of their differences in experiences, backgrounds, and perspectives. It entails crafting a culture, policies, and practices that embrace diversity, treat individuals fairly and respectfully, and value the uniqueness of every individual. It goes beyond just acknowledging diversity; instead, it aims to promote the full participation and involvement of all individuals through fostering a work culture that values and embraces diversity, equity, and respect. This means creating an environment where people can feel comfortable respectfully expressing themselves, sharing their ideas, feedback, and opinions without fear of judgment or discrimination.

## Scope

The DEI Policy of Syngenta Group applies to all employees and business units, including prospective hires, as well as contractors across all geographies where we operate. While this policy governs our global framework, we comply with local laws, regulations, and country specific policies. Our commitment to diversity, equity, and inclusion is a guiding principle in all aspects of our work.

Diversity and Inclusion Group Policy



# Principles

Our Group DEI policy is guided by four key principles:

**Foster innovation and maximize performance.**

DEI is a critical business imperative that fosters innovation and inclusion while advancing our business objectives. We will leverage DEI to:

- **Attract, recruit, retain, and develop a diverse and talented workforce and continuously provide them with learning opportunities to enable their growth.**
- **Nurture creativity and innovation in our products, services, and solutions through continuous improvement.**
- **Increase customer engagement, satisfaction, and loyalty through consistent delivery of high-quality products and services that meet their evolving needs.**
- **Emphasis employee well-being, mental health, psychological safety, job satisfaction, and productivity through a supportive work environment, policies, and practices.**
- **Strengthen our reputation as a responsible and forward-thinking organization committed to DEI, sustainability, ethics, safety, and innovation.**

**Equal opportunities and growth based on merit and pay equity.**

We are committed to being a more diverse, equitable, and inclusive organization that offers equal opportunities to all employees. We operate on a merit-based system and strive to eliminate any barriers that may hinder employees from realizing their full potential. Our decisions on recruitment, development, promotion, compensation, and resource allocation are based on individual performance and capabilities, as well as the need to establish a fair and equitable workplace.

We want to build a more inclusive business culture by ensuring equity of treatment. As part of this we will target equal pay for equal work. We will accelerate implementation of consistent pay practices to keep narrowing the pay gap on a yearly basis until we achieve pay parity.

We acknowledge that historically marginalized individuals may have experienced obstacles to their career advancement, and we are dedicated to addressing this by implementing initiatives, that promote equity.

## Respect and collaboration

**We strive to create a workplace that is built on equitable treatment, mutual respect, and collaboration, where all team members can flourish. We recognize, appreciate, and harness the diversity of our employees, and cultivate a culture of inclusivity that values everyone's distinct experiences, perspectives, and identities. Alongside this, we aim to foster and promote inclusive partnerships with our customers, suppliers, government agencies, and all business partners.**

**Cultivate a culture of belonging where all employees feel safe to express their identity, share their ideas, concerns, and where unacceptable behaviors such as discrimination, harassment, and bullying are not tolerated.**

## Accountable for measurable objectives

**As leaders, managers, and individuals, we recognize our accountability in developing a diverse, equitable, and inclusive organization. We are fully committed to achieving our DEI Strategic Framework objectives by making determined progress in every area of our work and monitoring it through established key performance indicators (KPIs). We are committed to using data analytics to identify our shortcomings, pinpoint areas for improvement and develop metrics to monitor and regularly report on our success towards achieving our objectives. By integrating DEI strategies into our business reporting, we demonstrate our genuine resolve and lead the way for establishing fair, just,**

**and inclusive workplaces that foster employee growth and organizational success.**



## 5. Responsibilities and Accountabilities

**At the heart of the Syngenta Group's core values lies our unwavering dedication to ethical, respectful, and honest behavior. We acknowledge that creating a diverse, equitable and inclusive environment is a shared responsibility, that extends to all our employees, contractors, and business partners. Our Global Leadership Team sets the tone and acts as a champion of our DEI policy. Each leader is accountable for advocating and embodying our values and encouraging diversity, equity, and inclusion across their respective teams. Employees play a vital role in fostering an inclusive working culture through training, upholding our code of conduct, actively participating in employee resource groups, and engaging in various diversity, equity, and inclusion programs and initiatives. We believe that our collective commitment to fostering an environment where everyone feels supported to do their best work will drive progress towards a brighter future, both for our Group and our communities.**

### **The Syngenta Global Leadership Team (GLT) and Syngenta Group DEI Council**

**The Syngenta Group's DEI agenda is spearheaded by our Global Leadership Team, who are committed to upholding the values and principles of diversity, equity, and inclusion throughout our organization. The GLT and the entire organization is supported by the Head of Diversity, Equity and Inclusion.**

**The Group DEI Council is comprised by a group of senior leaders, representing different business units, regions, and functions, and is led by our Executive Vice President of Sustainability and Corporate Affairs. This council plays an instrumental role in shaping and facilitating the development of our DEI policies, initiatives, and monitoring progress across our organization. They are responsible for rolling out our DEI strategic framework, its levers, priorities, and agreeing on metrics monitor and evaluate progress. The council members also support and participate in group-wide initiatives and, in some cases, lead regional DEI networks, triggering the implementation of key initiatives among our Business Units and Group Functions leadership teams.**

**By working together and fostering inclusivity and diversity, we can better serve our employees, customers, and communities.**

## Managers and People Leaders

**At every level of our organization, our managers and people leaders are accountable for implementing our DEI policy as an integral part of their daily employee management responsibilities. This involves applying our people policies and practices in an equitable and impartial manner, ensuring that all team members understand and adhere to our DEI principles while being equipped with the knowledge and tools to support a diverse workforce. They actively champion the DEI agenda, promote participation in DEI networks, and encourage team engagement in both local and group DEI initiatives.**

**Our managers and people leaders play a pivotal role in cultivating an inclusive and supportive work environment, allowing employees of all backgrounds to thrive and prosper.**

## Human Resources, Talent Acquisition, Compensations and Benefits (C&B)

**Human Resources is at the forefront of our efforts to embed DEI in all aspects of our organization. In addition to developing and delivering Human Resource and Talent Acquisition policies and strategies, HR provides comprehensive guidance to managers and employees to foster a more inclusive and diverse workplace culture. HR actively monitors labor practices to ensure compliance with local laws and regulations.**

**Moreover, HR supports and facilitates initiatives on DEI such as: Employee Resource Group (ERG) formation, programs to reduce bias in recruitment, and training programs on allyship, microaggressions, diversity, equity, and inclusion awareness.**

**Our C&B team is equally committed to DEI and plays a crucial role in ensuring that our pay and benefits are inclusive and equitably delivered. By working together, HR and C&B ensure that all employees feel valued, engaged, and supported in every aspect of their work.**

## Employees and Contractors

**At our organization, DEI principles are at the forefront of our efforts to create a more inclusive and diverse workplace culture. We expect all employees and contractors to not only uphold this policy as an integral aspect of their daily work and interactions with colleagues, external partners, candidates, and customers, but to also seek opportunities to equip themselves and actively participate in DEI initiatives. In pursuit of our goals, employees and contractors are accountable for notifying their line managers, Human Resources, or senior management regarding any concerns related to employee conduct or non-compliance with our DEI policy.**

**Discouraging and prohibiting discriminatory and harassing behavior is of the utmost importance to us, and we firmly believe that fostering respectful and inclusive behavior is key to creating a safe and welcoming work environment. Together, we strive to create a culture where all individuals are valued, engaged, and treated with dignity and respect.**

## Employee and Business Resource Groups

**Our Employee Resource Groups (ERGs) and Business Resource Groups (BRGs) serve as voluntary executive sponsored groups that represent the various communities within our organization, aligned with our values and encouraging diversity, equity, and inclusion. ERGs and BRGs not only create safe spaces for employees, particularly those from marginalized groups and backgrounds, but also create awareness, educate on different perspectives, provide an opportunity for networking, socializing, and engagement in cultural and social activities. In addition, ERGs and BRGs serve as a valuable source of input for identifying better practices and policies for a more equitable and representative workplace. They enable us to tap into the different perspectives of employees, facilitate awareness, and support the implementation of DEI related activities while also influencing the shape and direction of our company's DEI agenda. ERGs and BRGs provide a forum to share stories, experiences, and best practices across different geographies, mobilizing employees and creating a more diverse, equitable, and inclusive culture.**



## 6. Governance

**At Syngenta Group, diversity, equity, and inclusion are ingrained throughout the organization. The Global Leadership Team champions DEI initiatives and approve policies ensuring that they are implemented across the organization. The Global DEI Council, , is responsible for implementing the DEI strategic framework, developing policies and initiatives, defining priorities, strategic levers, monitoring and reporting on progress.**

**Accountability for promoting a diverse, equitable, and inclusive organizational culture rests with the Group DEI Head, Business Units and Group Functions**

**Leadership teams, implement metrics, communicate policies, and monitor progress across diverse geographies. Human Resources and Talent Acquisition collaborate with these teams to ensure that DEI principles are integrated into the company's culture and practices.**

**Employee, Business Resource Groups, DEI champions and ambassadors play a crucial role in promoting the company's DEI initiatives at the regional or country level. Their local perspective and experiences help strengthen relationships with fellow champions and promote the sharing of knowledge and best practices.**

# 7. Conclusion

**In conclusion, Syngenta Group's DEI policy is not just a policy, but a roadmap that guides our values, ethics, and principles into action. By prioritizing diversity, equity, and inclusion, we are not only creating a fair workplace but also contributing to building a sustainable and just society.**

**Syngenta Group's DEI policy reflects our commitment towards embedding DEI principles into every aspect of our operations, decision-making, and talent development programs. Our governance structures, policies, and accountability frameworks ensure that every employee is valued, respected, and supported regardless of their background, religion, gender, or sexuality.**

**Through our proactive and collaborative approach to DEI, Syngenta Group is creating a diverse and inclusive workforce and fostering a culture where every employee can reach their full potential. With this policy we strive to role model and inspire other organizations across industries.**

**In summary, Syngenta Group's DEI policy is a testament to our dedication towards building a fair, just, and sustainable workplace and society. Our commitment to DEI is not only good for our workforce but also for our business and the communities we operate in. By prioritizing diversity, equity, and inclusion, we are creating a more equitable and brighter future for all.**

# Diversity, Equity, and Inclusion Group Policy Summary sheet

<b>Purpose</b>	<b>Provides the principles and guidelines for enabling Diversity, Equity and Inclusion for Syngenta Group</b>
<b>Scope</b>	<b>Applies to all countries, territories, regions, group functions</b>
<b>Personal Scope</b>	<b>General policy</b>
<b>Geographic Scope</b>	<b>General policy</b>
<b>Target Audience</b>	<b>All Syngenta Group employees, Human Resources</b>
<b>Version No.</b>	<b>2</b>
<b>Effective date of original version</b>	<b>16-01-2021</b>
<b>Revision History</b>	<b>August, 2023, January, 2024</b>
<b>Approved by</b>	<b>Syngenta Global Leadership Team</b>
<b>Issued by</b>	<b>Group DEI Head – Group Sustainability and Corporate Affairs</b>
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2021

