



Diversity in Agriculture Leadership Program 2021

Bayer is pleased to sponsor the Diversity in Agriculture Leadership Program (DiALP) once again in 2021. We're proud to be part of a program that recognises the talented and experienced women of Australia's agricultural sector, and congratulate the National Farmers' Federation on your continuing efforts to promote diversity and inclusion in our industry.

As a company, Bayer has taken a number of commitments globally and locally to ensure our culture is diverse and inclusive. We've also partnered with a number of external partners to celebrate the contribution of women to rural and regional Australia, and to support community and industry engagement programs that champion women and women-led initiatives.

- **Corporate targets:** Within Bayer, we have set ourselves the goal of establishing gender parity at all management levels by 2030. The company has also set inclusion and diversity commitments for LGBTQI+, generation, race and ethnicity, and people with disability.
- **Leadership at Bayer:** Our Country Leadership Team for Australia and New Zealand comprises over 50 per cent women leaders.
- **Superannuation:** Along with 12 weeks paid parental leave, Bayer recently extended superannuation payments for employees on parental leave for up to 1 year.
- **Culture and engagement:** We are committed to Engaging our employees to build an inclusive and diverse culture within our own organisation. This includes supporting listening sessions for women at Bayer which, in turn, has informed our own company approach to gender representation and equity at work.
- **International Day of Rural Women:** Bayer is proud to promote the role of women in agriculture and rural Australia. On 13 October, Bayer hosted an online panel event to celebrate the role that women play in rural and regional Australia. DiALP graduate Dr Kelly Pearce was a great contributor to our panel.
- **Active Farmers:** We are a proud partner of Active Farmers, which provides group fitness services to country towns throughout regional Australia.
- **Big Fish Challenge:** The Bayer Big Fish Challenge is a friendly fishing competition for teams of rural Australians to raise awareness



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Bayer Australia Limited
ABN 22 000 138 714

875 Pacific Highway
Pymble NSW 2073
Australia

Postal Address
PO Box 182
Gordon NSW 2072
Australia

Ph: (61) 2 9391 6000
Fx: (61) 2 9988 3311 |

www.bayer.com.au



and funds in support of rural mental health. In 2021, we committed an additional \$15,000 in 2021 for an AgSpirit Retreat to start quality conversations and support women's mental wellbeing.

- **Youth Ag Summit:** Around the world, Bayer works to nurture future innovator in agriculture. This year, we are proud to host four Australian ag innovators at the global conference on feeding a hungry planet.
- **Global targets:** Bayer has committed to helping 100 million small holder farmers in low- and middle-income countries to produce enough quality food for themselves and others. Worldwide, there are around 550 million smallholder farms, with many of these managed by women. We are helping by improving access to knowledge, products and services.

We look forward to engaging with the National Farmers' Federation and the wider agricultural industry in the future to ensure that we include everyone's voice when we tell the story of our industry.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "J. Ellmanns".

Joerg Ellmanns
Chairman
Bayer ANZ