



01 June 2021

DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM

NBN PLEDGE and PROGRESS REPORT

*At **NBN** Co, we have a continuously evolving culture that seeks and celebrates diversity. We understand the value of a truly inclusive workplace in which everyone can feel encouraged to contribute and reach their full potential. From customers to employees, we believe in supporting and inspiring each member of our **nbn**TM community. Our goal is to ensure equality of opportunity for all to flourish and succeed, no matter where they work in Australia.*

***NBN** Co remains committed to playing our part in driving forward gender equality and we are delighted to continue to support the National Farmers' Federation's Diversity in Agriculture Leadership Program. We provide the below update on progress since our submission in October 2020:*

- We achieved our publicly stated gender target of 33% women in leadership by the end of 2020. Our new target sees us striving for 40% by 2025.*
- We have reduced our gender pay gap to below 1%.*
- We have undertaken a concerted drive to ensure our recruitment processes and systems are equitable and inclusive to attract diverse candidates. This has included introducing new job ad templates and content, website and application portal updates and capability build for our Talent Acquisition team and hiring managers.*
- In the 6 months from October 2020 to March 2021, 90% of our advertised leadership roles had female representation on the short list, and 96% had a female interviewer involved at the interview stage.*
- In this same period, 40% of all internal promotions were women (our current proportion of female representation across the business is 30.8%).*
- Our internal gender equality network (**nbn**TM Equals, launched in March 2020) has grown to an active membership of over 1100 and continues to offer a wide range of events and opportunities to support gender equality both internally and within the community (such as through our ABCN high school student mentoring collaboration).*
- We have continued to take a 'location neutral' approach to talent and where possible advertise our job opportunities as such. We have also continued to offer great flexibility in where and how our employees work, with the majority of the workforce now able to work in a hybrid fashion (part office, part home-based) to better support their work and life commitments.*

We look forward to our continued association with the National Farmers' Federation and advancing our shared commitment to achieving gender equality.

Gavin Williams

Chief Development Officer

NBN Co