

31 May 2021

Diversity in Agriculture Leadership Program

FMC Pledge and Progress

| Our Commitment | What are we proud of? | What did we learn? | What's next? |
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| <u>Recruitment</u> We are evaluating our 5-year roadmap with targets; focus on a diverse recruiting process | <ul style="list-style-type: none"> Globally FMC has set an ambition to be gender equal by 2027 FMC ANZ female status: 36.45% June 1, 2021 (vs. 33.3% June 1, 2020 and 30% June 2019) Two ANZ LT members promoted to global roles in 2019/20; 54% of 2020 promotions were females and were the most qualified for the role | <ul style="list-style-type: none"> Interviews conducted across APAC have shown that many common barriers occur across cultures A diverse interview panel and a diverse candidate pool takes significantly more time and money; supports awareness of bias and improved alignment around talent management | <ul style="list-style-type: none"> Traineeships and career pathways in manufacturing Continuing to build a pipeline of talent for "export" in global ag Launching a graduate program that will engage inter-generational and gender diversity |
| <u>Collaboration</u> We will be leaders in the industry in D&I and collaborate with customers and partners to build awareness and change | <ul style="list-style-type: none"> Collaboration with Nutrien Diversity in Ag program focusing on regional Australia Launched LEAD Scholarship program in ANZ for aspiring female leaders in the industry Participated in Global/APAC Diversity Panels Launched a WIN ERG internally – leveraging great leaders in ANZ Actively sharing our learnings and experiences via social media platforms for others to benefit and engage with | <ul style="list-style-type: none"> Employee Resource Groups are essential to drive grass-roots change Investment in industry talent pays back in many forms | <ul style="list-style-type: none"> Continuing on the long-term path with partners, share learnings Dialling up the voice of male champions for change Continuing to challenge ourselves when actively recruiting, looking at how and where we advertise and challenge our third parties to do the same |
| <u>Inclusion</u> We reward inclusive leadership at FMC | <ul style="list-style-type: none"> Inclusive leadership training rolling out globally Monthly/annual awards for Inclusive leadership October Inclusion Month Performance includes inclusion as core competence | <ul style="list-style-type: none"> Maintaining a focus on the core competencies of an inclusive leader drives learning and awareness Essential that we hold each other to account on being inclusive and callout and praise people when they demonstrate a change in behaviour or process that supports our D&I mission | <ul style="list-style-type: none"> Continuing to improve workplace flexibility and policies to support parents & families from all walks of life Promoting training internally/externally |

FMC is a proud supporter of the NFF Diversity in Agriculture Program and welcome any conversations on what we are learning in driving a more diverse workplace in Agriculture

Stay safe and aim high,

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Kristina Hermanson

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