

18 October 2021

At Nufarm we recognise the important role women play in agriculture. We are committed to gender diversity within our business and providing an environment where everyone is valued for their diversity and empowered to reach their full potential.

Nufarm has a clear Global Inclusion and Diversity Strategy led by our Executive Team. We pledge to continue executing in line with this Strategy through the following actions:

Continuous reinforcement through an Inclusion and Diversity communication plan that articulates our Inclusion and Diversity vision, commitment, and the value it will deliver to all employees.

We aim to consistently show how we are creating an inclusive work environment where individuals are valued for their diversity, can bring their whole self to work and can be empowered to reach their full potential. This is demonstrated through frequent communications delivered across a variety of channels to engage employees and embed this commitment. Unconscious bias awareness training has been rolled out to all Australian-based employees.

Increase leadership accountability for creating an inclusive workplace and progressing diversity by placing an ongoing focus on leadership and talent development and succession management.

We continue to promote the work undertaken by our Inclusion and Diversity Council and enable inclusive leadership through our Company Leadership Principles. Our annual talent cycles are structured to ensure that we are identifying and developing a diverse pipeline of talent.

Enhance our recruitment and selection processes to reduce bias, attract and select more diverse talent, enable internal promotions, and modernise role design.

We have recently been certified as a Work180 employer of choice for women in Australia. Our global commitment is to have at least one female on the recruitment panel for all senior leadership appointments and eighty percent of all other roles. At least two female candidates are required to be on the shortlist for all senior leadership roles and eighty percent of all other roles.

Nufarm is pleased to be a part of the *Diversity in Agriculture Leadership Program* and we pledge to continue to support women to develop their leadership skills and experience.

We support the Program's vision to achieve transformational change in the representation of women in leadership positions within Australian agriculture.

A handwritten signature in blue ink, reading 'Peter O'Keeffe'.

Peter O'Keeffe
Commercial General Manager – Nufarm Australia