

Our diversity pledge

Australians have faced another challenging year, with bushfire or flood recovery dominating the year in some regions, mouse plagues to manage, trade disruptions to plan around and the evolving nature of the global pandemic reminding us how forces beyond our control can profoundly shape our lives.

Yet amid this disruption many diverse voices continue to emerge. Their insights and perspective lead to better performance and resilience – across industries, companies, businesses and communities – and this value should not be ignored.

We believe the need for quality connection, and sharing knowledge and expertise is more important than ever before, and we know that effective and inclusive leadership – through usual and unusual times – will bring about the best outcome for all.

Rural Bank has a role to play in growing diverse talent across the agricultural sector, including gender, background, age, experience and outlook.

So since being a foundation partner in 2018, we continue to proudly participate in the National Farmers' Federation ***Diversity in Agriculture Leadership Program in 2021***. We have seen the positive impacts of this program for participants, Rural Bank mentors and many others connected to the program.

We pledge to continue to engage with women involved with businesses connected to ours, including our customers, partners and industry leaders. We pledge to elevate women's voices, facilitate these to be heard in decision making, and foster career and growth opportunities.

We continue to support gender diversity and leadership within our own business. We're proud that one in every two employees are women, and amongst Rural Bank leaders, three in every five are women. As part of our commitment to diverse and inclusive leadership, we will turn words into action to realise our Gender Equality Action Plan. We continue to celebrate the Women in Leadership program and the achievements of its 12 Rural Bank participants.

We will continue to support the next generation of talent, with more than 100 women exploring their potential via our graduate and scholarship programs.

60% of our 2021 scholarships to support studies that contribute to the agriculture industry, were awarded to young female talent. We continue to invest in developing graduates with a curated 18-month experience, with a commitment that at least 50 percent of each intake will be offered to female applicants.

Supporting diversity drives success, and we pledge to strive for progress, continue to encourage and provide opportunities for current and aspiring female leaders in agriculture and financial services.



Alexandra Gartmann

CEO, Rural Bank

On behalf of the Rural Bank leadership team, October 2021