



nbn-Confidential: Commercial

5 May 2022

Ms Fiona Simson
President
National Farmers' Federation
Locked Bag 9
KINGSTON ACT 2604

Dear Ms Simson,

DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM - NBN PLEDGE and PROGRESS REPORT

At NBN Co, we have a continuously evolving culture that seeks and celebrates diversity, equity, and inclusion. We proactively work to enable the full contribution of our people, unleashing diversity of thought to deliver on our purpose of lifting the digital capability of Australia.

We consciously create and maintain an inclusive environment where all our people feel empowered, safe, respected, have a sense of belonging and can thrive and succeed.

From customers, partners, our end-users to our people, we believe in supporting and inspiring each member of our nbn™ community. Our goal is to ensure everyone has the opportunity to flourish and succeed, no matter where they are 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 June 2021:

- We achieved 32.5% women in leadership by 31 March 2022. We also reaffirmed our target of 40% females in leadership roles by 2025.
- We have reduced our gender pay gap further to 0.7%.
- We reviewed and refreshed our enterprise-wide Diversity, Equity, and Inclusion Strategy, building on our strong foundations and momentum, under four pillars: Strategic Focus & Sustainability, Customer & Community Engagement, Inclusive Leadership and Culture of Workplace Inclusion.
- We conducted a deep-dive into Gender Equity, comprising external research, over 50 interviews and focus groups internally, data analysis, review of our employee lifecycle and significant stakeholder consultation to develop nbn's Female Gender Strategy and key recommendations, a number of which are already in the implementation phase.
- We continue to build the capability of our Talent Acquisition team and hiring managers to drive equitable and inclusive outcomes for diverse talent.



- In the six months from October 2021 to March 2022 (inclusive), 57% of our advertised leadership roles had female representation on the short list, and 70% had a female interviewer involved at the interview stage.
- In this same period, 38% of all internal promotions were women (our current proportion of female representation across the business is 31%).
- We have committed to ensuring that 100% of interview panels are gender diverse
- Our internal gender equality network (nbn™ Equals, launched in March 2020) maintains an active membership of 990 people at nbn 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, celebration of International Women's Day, engaging male champions, and a very successful Mentor Walks Initiative, engaging in over 400 interactions across our organisation).
- We continue to offer great flexibility in where and how our employees work, with a significant review of our hybrid working model, engaging our people in test & learns and focussing on both employee choice, and opportunities to come together with purpose support our people's 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.

Yours sincerely,

Gavin Williams
Chief Development Officer, NBN Co