



JOHN DEERE

John Deere Limited Australia
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Our Pledge

John Deere is proud to sponsor the National Farmers Federations (NFF) Diversity in Agricultural Leadership Program for the 2nd year to strengthen the diversity within the Agricultural industry.

An inclusive culture is paramount to the success of Australian farming and the vitality of rural and regional communities. John Deere is committed to ensuring a culture where everyone has the opportunity to contribute to their fullest potential and are recognised for the value their unique experiences and perspectives bring. To us, it is critical this is reflected in the way we conduct business every day.

As part of this commitment, we established a Diversity, Equity and Inclusion (DEI) Council in 2019 with a key initiative to focus on leading an inclusive culture. As a result of these efforts, John Deere has been awarded an Inclusive Employer Award by Diversity Council Australia.

A core focus of John Deere is promoting diversity across all levels of the organisation. Currently, 45% of our people leaders across the organisation are women. Additionally, as of 2021, 33% of our Australian and New Zealand Executive Leadership identify as women.

On 1st July John Deere introduced its industry leading Parental Leave Policy, providing new moms and dads with 16 weeks paid leave to care for their children. All employees are also entitled to 2 weeks paid domestic leave.

We continue to invest in DEI awareness and knowledge building programs and celebrate a range of cultural events. This includes participating in John Deere's own global 'Women to Women' mentorship' program.

However, there is always more to be done. A genuine commitment to diversity must extend beyond individual workplaces and industries, and ensure everyone, across all segments of the agriculture supply chain, is respected and heard. This is why we are so proud to be part of the NFF's Diversity in Agricultural Leadership Program in 2021, as we join our colleagues and counterparts to collectively strive towards a truly diverse and inclusive farming community.

Yours sincerely,

Luke Chandler
Managing Director
John Deere Limited
Australia and New Zealand

Camilla Kelly
Head of People and Culture
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