

**Diversity in Agricultural Leadership program  
Nutrien Ag Solutions Pledge 2022**

***Together we achieve great things***

Nutrien Ag Solutions is very proud to continue the sponsorship of the NFF's Diversity in Agricultural Leadership Program in 2022.

We believe that equality benefits everyone and have set about building an organisation where everyone feels part of the team and our workforce reflects the diversity of our customers and communities.

*Since last year's pledge we have made some in-roads into gender equality in our business:*

- From September 2021 to September 2022 we have increased the percentage of women in our business from 36% to 37% and we have increased the percentage of female leaders from 19% to 23.8%
- We have strengthened workforce planning processes in our regional and rural locations
- We have updated our Recruitment and Parental Leave Policies and our Flexible Working Arrangements
- We have taken 180 leaders through inclusive leadership training
- We have set targets which includes reaching 50% diverse hires and 32% female leaders by 2026
- Successfully started the third cohort of our Women's Mentor Program and introduced a coaching development program for high potential female leaders
- Co-ordinated an alumni for our Women's Mentor Program keeping female leaders connected right across the country
- Partnered with FMC to run events in the regions to discuss the business case for diversity in agriculture

*For the coming 12 months:*

- We will embed inclusive leadership capabilities into all leader roles and will formally measure performance
- We will implement a pay equity audit and processes to build gender parity
- We will establish employee resource groups and champions to create ownership and build greater understanding
- We are building our understanding of disability and inclusion in the workplace and creating an Indigenous Engagement Strategy

We look forward to working with all in the industry to help narrow the gender gap in agriculture.



Rob Clayton  
Managing Director  
Nutrien Ag Solutions