

13 October 2022

## Diversity in Agriculture Leadership Program FMC Pledge and Progress

Our Commitment	What are we proud of?	What did we learn?	What's next?
<b><u>Recruitment</u></b> We are evaluating our 5-year roadmap with targets; focus on a diverse recruiting process	<ul style="list-style-type: none"> <li>Globally FMC has set an ambition to be gender equal by 2027</li> <li>FMC ANZ current female status: 40.7% (vs 36.45% June 1, 2021, 33.3% June 2020 and 30% June 2019)</li> <li>Female representation at ANZ LT level increased from 37.5% in 2021 to 55.5% in 2022</li> <li>Our Traineeship program to support career opportunities and pathways within our manufacturing entity went live and boasted a 50/50 gender split. The program has been well received by the local Central Coast community and with our staff.</li> </ul>	<ul style="list-style-type: none"> <li>Interviews conducted across APAC have shown that many common barriers occur across cultures</li> <li>A diverse interview panel and a diverse candidate pool takes significantly more time but is essential; supports awareness of bias and improved alignment around talent management</li> </ul>	<ul style="list-style-type: none"> <li>Traineeships and career pathways in manufacturing to continue to expand in the coming 12-24 months and include apprenticeships and opportunities for not just school leavers but also people with disabilities or who are looking to change career paths and require retraining &amp; upskilling.</li> <li>Continuing to build a pipeline of talent for "export" in global ag</li> <li>Launching a graduate program that will engage inter-generational and gender diversity</li> </ul>
<b><u>Education</u></b>	<ul style="list-style-type: none"> <li>Globally FMC is further investing in its ambition to be gender equal by 2027. FMC has engaged Mathison as its external provider for a companywide rollout of "Unconscious Bias Training Program".</li> </ul>	<ul style="list-style-type: none"> <li>A global framework for Unconscious Bias (UB) training to increase the awareness &amp; understanding of employees &amp; leaders on the key concepts of unconscious bias, i.e. how bias is a barrier in building a more inclusive workplace and equip them with tools &amp; resources to identify &amp; address bias specifically bias towards underrepresented groups is a must have for the evolution of an inclusive workplace culture</li> <li>Further education on inclusion and what a good inclusive workplace culture looks like is key to success and a way to keep the dialogue open for D&amp;I to become more a way we do things than viewed internally as a HR led initiative.</li> </ul>	<ul style="list-style-type: none"> <li>Opportunities will exist for HR &amp; passionate staff members who want to stretch their development to also undertake a train the trainer course so this course material can become a natural part of the employee experience available to all employment levels</li> </ul>
<b><u>Collaboration</u></b> We will be leaders in the industry in D&I and collaborate with customers and partners to build awareness and change	<ul style="list-style-type: none"> <li>Collaboration with Nutrien Diversity in Ag program focusing on regional Australia</li> <li>The FMC LEAD Scholarship program year 2 was undertaken and again provided a platform in</li> </ul>	<ul style="list-style-type: none"> <li>Employee Resource Groups are essential to drive grass-roots change</li> <li>Investment in industry talent pays back in many forms</li> </ul>	<ul style="list-style-type: none"> <li>Continuing on the long-term path with partners, share learnings</li> <li>Dialling up the voice of male champions for change</li> </ul>

	<p>ANZ for aspiring female leaders in the industry</p> <ul style="list-style-type: none"> <li>FMC LEAD networking group has been established with bi-monthly events where we provide industry guest speakers to the network on an array of topics relevant to professional development and leadership. The network group established on behalf of FMC is to further engage, inspire &amp; connect female leaders and future leaders in the industry</li> <li>Participated in Global/APAC Diversity Panels</li> <li>Launched a WIN ERG internally – leveraging great leaders in ANZ</li> <li>Actively sharing our learnings and experiences via social media platforms for others to benefit and engage with</li> </ul>		<ul style="list-style-type: none"> <li>Continuing to challenge ourselves when actively recruiting, looking at how and where we advertise and challenge our third parties to do the same</li> <li>Continue our collaboration with Nutrien and expand to the customer network</li> </ul>
<p><b><u>Inclusion</u></b>  <b>We reward inclusive leadership at FMC</b></p>	<ul style="list-style-type: none"> <li>Inclusive leadership training rolling out globally</li> <li>Monthly/annual awards for Inclusive leadership</li> <li>Globally at FMC October is “Inclusion Month” where at a global, APAC and local ANZ level events are held to educate &amp; celebrate inclusion and its benefits</li> <li>All job descriptions and role interview guides for FMC ANZ now incorporate “inclusion” as a required competency as it aligns with our core value of “respect for people”. It also further demonstrates to current and future team members our commitment to having an inclusive work culture where people can, <i>“See yourself at FMC, be yourself at FMC”</i></li> <li>Performance reviews as per above also include inclusion as a core competency. Demonstration of behaviours and actions aligned to this competency are part of the overall mid and end of year performance review cycle</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining a focus on the core competencies of an inclusive leader drives learning and awareness</li> <li>Essential that we hold each other to account on being inclusive and callout and praise people when they demonstrate a change in behaviour or process that supports our D&amp;I mission</li> </ul>	<ul style="list-style-type: none"> <li>Continuing to improve workplace flexibility and policies to support parents &amp; families from all walks of life</li> <li>Continue to encourage and recognise managers &amp; leaders in our business who challenge the status quo</li> <li>Promoting training internally/externally</li> </ul>

FMC is a proud supporter of the NFF Diversity in Agriculture Program and welcome any conversations on what we are learning in driving a more diverse workplace in Agriculture

DocuSigned by:

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