

## Our Diversity pledge - progress report

Rural Bank has a strategic focus on opportunities for inclusive leadership and gender equality across our business and the agricultural sector.

Over the last year, we have implemented our Gender Equality Action Plan which guides our leaders and people to foster diversity.

We are proud to have driven an increase in females in leadership roles over the past year and have again leveraged our own Women in Leadership program this year with three talented participants from within Rural Bank.

We continue to focus on the next generation of talent by investing in our scholarship and graduate programs. We have supported more than 100 women through these programs, with 83% of this year's scholarship recipients being female. Additionally, 50% of the graduates who commenced our 18-month graduate program this year are female.

We became a foundation partner of the ***Diversity in Agriculture Leadership Program*** five years ago and we continue to see the positive impacts for participants, mentors and others connected to the program.

We will continue to engage with women involved with businesses connected to ours, including our customers, partners, and industry leaders.

We know that supporting diversity drives success, and we will continue to strive for progress, ensuring we encourage and provide opportunities for current and aspiring female leaders in agriculture and financial services.

**Hannah Janson**

**GM Operations - Business and Agri**

**Simon Dundon**

**GM Sales, Partnership, Marketing**