



14 October 2022

Our Pledge

We are proud to be a strategic partner of the National Farmers' Federation, and particularly pleased to be able to support the *Diversity in Agriculture Leadership Program* to help champion the opportunity for greater gender diversity in the agriculture sector.

We want to get gender balance right because it will benefit us all.

A more balanced workforce gives us diversity of thought, which opens our minds to new perspectives, ways of thinking, and provides greater representation of the communities we serve.

WFI, along with our parent company IAG, is concentrating on how we improve gender diversity in our workforce.

Our pledge is to increase the number of women in senior management (WISM) to 40% in Australia by 2020.

We met this pledge in 2020, maintained in 2021, with women holding 40% of senior management roles across IAG. This has increased to 43.30% in 2022.

We still have some way to go but we're working on several initiatives to help get the balance right. This includes recruiting and developing talented women, providing opportunities for our female employees to progress into leadership positions, and exploring flexible work arrangements for both women and men.

A handwritten signature in black ink, appearing to read 'Andrew Beer', is positioned above the name and title.

Andrew Beer

Executive General Manager, WFI