



Rabobank

Progressing diversity at Rabobank

Rabobank is focussed on enabling a diverse and inclusive workplace that reflects the needs of our people, and the diversity of our clients and the communities we serve. We continue to drive initiatives that are focused on creating greater inclusion and gender equity across all levels of our organisation. Our commitment and progress on diversity and inclusion is highlighted in the following initiatives.

INCLUSION, EQUITY & BELONGING STRATEGY 2022 – 2025

We launched our refreshed Inclusion, Equity & Belonging Strategy in 2022. The IEB Strategy is based on three pillars:

1. Distinct voices: Every perspective matters, and should be heard.
2. Diverse experiences: Our experiences, life stage, and needs differ and we must recognise that there's strength in difference.
3. Inclusive culture: We're all safe to belong here.

In our strategy, we have committed to accelerating gender equity through targeted initiatives to increase female senior leadership representation and pay parity. We aim to achieve 45-55% representation of women in senior roles by 2025.

We continue to have executive level sponsors who support and advocate for our Inclusion and Belonging initiatives across the region. All employees have access to and are encouraged to utilise additional resources via RaboHub that support practical application of the IEB Strategy, including information on performing an Acknowledgement of Country, hosting inclusive meetings, and the use of inclusive language.

LAUNCH OF OUR RAINBOW EMPLOYEE ACTION GROUP

As part of our ongoing commitment to supporting an inclusive and diverse culture, we launched a dedicated Rainbow Employee Action Group in 2022. Open to both members of the LGBTQ+ community and Allies, this employee-led group works collaboratively to develop and support key initiatives that drive greater inclusion for LGBTQ+ colleagues and support the delivery of our Inclusion, Equity & Belonging strategy.

IGNITE – WOMEN LEADING WITH IMPACT

The IGNITE program is a strategic development program designed to promote visibility, build confidence and resilience and provide an opportunity for our female talent to further develop business acumen and leadership skills. Our investment in our female leaders is a tangible sign of our commitment to realising the benefits that diversity of thought and an inclusive workplace can have on Rabobank. The program, traditionally delivered across three modules has been adapted to virtual delivery, and expanded to include Asia. Upon completion of the Ignite program, graduates join the IGNITE alumni that provides continued networking and development opportunities for women across the organisation.

DAYS OF SIGNIFICANCE

Rabobank recognises and celebrates a number of days of significance as important milestones to promote and reaffirm the importance of diversity and inclusion, including:

- International Women's Day
- International Day of Rural Women
- IDAHOBIT
- NAIDOC Week
- International Day for the Elimination of Violence Against Women
- International Day of People with Disability

Our people are spread across Australia, and we are committed to highlighting the importance of diversity in our head office and branches. To ensure we reach our team members across all locations we have regionally based activities that include guest speakers, farm visits and attendance at external events.

OTHER ACHIEVEMENTS AND INITIATIVES

- Enhanced Parental Leave Benefits
- Participation in the PACE Mentoring Program
- Inclusive Leadership Masterclasses

REPORTING & PARTNERSHIPS



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We are committed to tracking and understanding progress in diversity and inclusion through comprehensive reporting provided to our Executive team on a quarterly basis.

Furthermore, regulatory reporting to the Workplace Gender Equality Agency (WGEA) is completed annually to ensure we are contributing to efforts in closing the gender pay gap. In recent years, we have seen a sustained increase in the number of women in leadership roles across the organisation, and have a continued focus on this to achieve greater diversity and balance at all levels.

Rabobank is also a proud member of the Diversity Council of Australia (DCA), Australian Network on Disability, and Pride in Diversity.

OUR CONTINUED COMMITMENT

While we have seen consistent progress in gender equity and inclusion across the organisation, we continue to strive to create opportunities and challenge biases to further our commitment to a diverse and inclusive culture. We are proud to continue to honour this pledge and ensure that diverse voices are represented and respected within our industry and the communities we serve.