

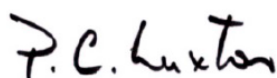
17 October 2022

Syngenta is pleased to be a founding partner of the *Diversity in Agriculture Leadership Program* and to provide an update on our progress on female diversity since 2018. At Syngenta we recognise and celebrate the important role women play in Australian agriculture. We support the Program's vision to achieve transformational change in the representation of women in leadership positions within Australian agriculture.

Since our first Pledge in March 2018, Syngenta has made the following progress:

- **Increased female representation on our leadership team:** 40% of our leadership team are female, up from 18% since 2018.
- **Increased female representation:** Syngenta has seen an increase of nearly 6% in female participation across the organisation since 2018.
- **Remedying gender pay gaps:** Syngenta conducts a gender pay equity review each year and remedies salary inequities identified.
- **Addressing gender bias and stereotypes in our marketing:** Syngenta continues to implement a diversity lens to marketing campaign briefs, to limit any potential gender, cultural or role bias, and a modern image of our industry is projected in all external marketing and communications.
- **Decreasing opportunity for gender bias in recruitment:** Syngenta has reviewed and improved its recruitment processes to ensure females are involved in all interview rounds and in role decision-making.
- **Making our spaces better for women:** Established a mother's room for breastfeeding and providing free female hygiene products in our ladies' bathroom.
- **Respectful and safe workplace:** Syngenta is committed to maintaining a workplace environment free from discrimination, bullying and harassment. We are also committed to fostering an inclusive culture that embraces difference in all its forms, where people feel they belong and can be the best version of themselves. This is supported with workplace behaviour seminars, Line Manager training and surveys.
- **Family friendly workplace:** Syngenta continues to strengthen this culture through increasing flexible work arrangements and new and refreshed policies including the Family and Domestic Violence Policy designed to ensure our people are supported in the event they experience family and/or domestic violence, and superannuation now paid to team members on unpaid parental leave. Syngenta provides 13 weeks paid parental leave.
- **Panel Pledge commitment:** Syngenta ensures that there is female representation on all panels that Syngenta hosts or speaks on.
- **Increased female training participation:** For all training and development for employees and / or customers, Syngenta actively encourages female nomination and participation.

We recognise that there is more work to be done but are pleased with our efforts to date. We welcome feedback on our progress and suggestions on how both Syngenta and our industry can improve the representation and advancement of women.



Paul Luxton  
Managing Director – Australia & New Zealand