



nbn-Confidential: Commercial

19 September 2023

Ms Fiona Simson
President
National Farmers' Federation
Locked Bag 9
KINGSTON ACT 2604

Dear Ms Simson

DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM - NBN PLEDGE and PROGRESS REPORT

At NBN Co, we have a continuously evolving culture that seeks and celebrates diversity, equity, and inclusion. We proactively work to enable the full contribution of our people, unleashing diversity of thought to deliver on our purpose of lifting the digital capability of Australia.

We consciously create and maintain an inclusive environment where all our people feel empowered, safe, respected, have a sense of belonging and can thrive and succeed.

From customers, partners, our end-users to our people, we believe in supporting and inspiring each member of our nbn™ community. Our goal is to ensure everyone has the opportunity to flourish and succeed, no matter where they are in Australia.

NBN Co remains committed to playing our part in driving forward gender equality and we are delighted to continue to support the National Farmers' Federation's Diversity in Agriculture Leadership Program. We provide the below update on progress since our submission in June 2022:

- We achieved 35.2% women in leadership as at 31 August 2023, up from 32.6% the year prior. We continue to focus on initiatives to reach our target of 40% females in leadership roles by 2025.
- As at 30 June 2023, total fixed remuneration for females is now 0.85 per cent higher than males. By comparison, total fixed remuneration for females was 1.1 per cent below males as at 30 June 2022.
- We have made progress on our enterprise-wide Diversity, Equity, and Inclusion Strategy, under four pillars: Strategic Focus & Sustainability, Customer & Community Engagement, Inclusive Leadership and Culture of Workplace Inclusion.
- We delivered against the first year of nbn's Gender Equity Strategic Plan implementing key recommendations, and conducting a review and refresh of the plan for FY24.
- Visibility of data (at Executive Council and Senior Leadership Team level) provided through our Gender Dashboard has allowed for informed decision making - particularly through workforce change.



- We continue to build the capability of our Talent Acquisition team and hiring managers to drive equitable and inclusive outcomes for diverse talent.
- Uplifting capability and inclusive hiring practices has led to females comprising 40%+ of all hires for 9 months of the year (compared to 5 months in the previous year).
- Sponsorship and female development initiatives (including our Navigate program) has contributed to higher internal mobility for females at all levels.
- Our internal gender equality network (nbn™ Equals, launched in March 2020) maintains an active membership of over 800 people at nbn and continues to offer a wide range of events and opportunities to support gender equality both internally and within the community (such as through our Australian Business and Community Network (ABCN) high school student mentoring collaboration, celebration of International Women's Day, engaging allies for gender equity).
- We continue to offer great flexibility in where and how our employees work, with our hybrid working model focussing on both employee choice, and opportunities to come together with purpose support our people's work and life commitments.

We look forward to our continued association with the National Farmers' Federation and advancing our shared commitment to achieving gender equality.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Gavin Williams', with a stylized flourish at the end.

Gavin Williams

Chief Development Officer, NBN Co