



JOHN DEERE

John Deere Limited Australia
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Our Pledge

Diversity, equity, and inclusion (DEI) are not only priorities, but a mindset at John Deere which is why we are proud to sponsor the National Farmers Federations (NFF) Diversity in Agricultural Leadership Program for the 3rd year running – to help strengthen the diversity within the Agricultural industry.

An inclusive culture is paramount to the success of Australian farming and the vitality of rural and regional communities. John Deere is committed to ensuring a culture where everyone can contribute to their fullest potential and are recognised for the value their unique experiences and perspectives bring. To us, it is critical this is reflected in the way we conduct business every day.

Last year, we introduced our industry leading gender-neutral Parental Leave Policy, which has resulted in an even distribution of genders taking paid leave to care for their children. All employees are also entitled to 2 weeks paid domestic leave.

We have also introduced “How We Work” expectations into our performance management process to clearly define the standards of how employees collaborate with each other to deliver for those who depend on us. These new expectations embed DEI into every aspect of how John Deere does business by requiring everyone — from senior leaders to early career hires — to fully engage with and participate in activities that cultivate a culture where every voice is heard.

A core focus throughout John Deere is promoting diversity across all levels of the organisation. Currently, over 40% of our salaried and wages workforce, as well as our management teams identify as females. Additionally, 33% of our ANZ Executive Leadership identify as females.

We continue to invest in DEI awareness and knowledge building programs, have expanded development and Inclusive leadership programs and opportunities, and celebrate a range of cultural events throughout the year. This includes participating in John Deere’s own global ‘Women to Women mentorship’ initiative.

As a result of our commitment to an inclusive workplace, John Deere has been named as an Inclusive Employer by Diversity Council Australia.

We continue to further interweave DEI into all aspects of how we lead and do business but a genuine commitment to diversity must extend beyond individual workplaces and industries, and ensure everyone, across all segments of the agriculture supply chain, is respected and heard. This is why we are so proud once again to be part of the NFF’s Diversity in Agricultural Leadership Program in 2023, as we join our colleagues and counterparts to collectively strive towards a truly diverse and inclusive farm sector.

Yours sincerely,

Luke Chandler
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Australia and New Zealand

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