



Our Pledge

Progressing Inclusion, Equity & Belonging at Rabobank

"Rabobank's commitment to Inclusion, Equity and Belonging is unwavering. These principles are the very heartbeat of our organisation, ingrained in our culture and fuel our mission to '*Grow a better world together*'."

- Mark Wiessing, Regional Manager and CEO of Rabobank Australia

At Rabobank, we're committed to creating an organisation where our people can be themselves and make a meaningful contribution to our customers and communities – to *Grow a Better World Together*. We're fostering an environment where every voice matters, the diverse experiences and needs of our people are respected and valued, and our people can confidently be themselves and feel they belong.

Gender equity is a key priority in our Inclusion, equity & Belonging (IEB) strategy. We continue to drive initiatives to attract, retain and develop diverse talent, challenge biases and provide equitable opportunities for our people to thrive and succeed.

We have progressed gender equity through:

- **Employee Networks.** Our recently launched internal gender equity network, **GenEQ**, connects and empowers our people around shared experiences that shape gender equity. Our **Rainbowbank LGBTIQ+ & Friends Network** raises awareness and provides support and guidance on the inclusion of LGBTIQ+ employees and allies.
- Our **IGNITE Women leading with Impact** leadership program and Alumni. In its sixth year, and with more than 130 alumni, IGNITE promotes visibility, builds confidence and leadership skills and provides ongoing development opportunities for our female talent.

- **Executive ownership and commitment** through **sponsorship** of key Inclusion, Equity & Belonging initiatives, including our gender networks and leadership program.
- Continued focus on **gender pay parity** through standardised bi-annual pay equity reviews and targeted actions.
- **Rabo@Anywhere**. Our hybrid way of working which continues to offer greater flexibility and choice to where and how our employees work and how they can balance their work and home commitments.
- **Gender equity in recruitment and advancement**. We have continued to focus on ensuring gender balance within recruitment and promotion activities with over 50% of our new hires and graduates comprising female talent in 2023.
- Refreshed **Parental Leave** benefits offering our employees 14 weeks of paid leave for Primary Carers and 4 weeks paid leave for Secondary Carers. Rabobank also offers a return to work bonus payment and eligible employees are entitled to up to 52 weeks of paid superannuation.
- **Metrics and Reporting**. We have continued to focus on accelerating female senior leadership representation through quarterly Board reporting on progress against internal targets, and have achieved balanced female representation in senior roles in 2023.
- **External Reporting**. We report to the Workplace Gender Equality Agency (WGEA) annually to ensure we are contributing to efforts in closing the gender pay gap; and received their certificate of compliance in for 2022-2023 reporting period.
- We celebrate **key days of significance** within the Inclusion, Equity & Belonging calendar, including International Women's Day, International Day of Rural Women, World Pride and IDAHOBIT.
- **Partnerships**. Rabobank is also a proud **partner** of Pride in Diversity, the Australian Network on Disability and a **member** of the Diversity Council of Australia (DCA).

While we have seen consistent progress in increasing female representation across our organisation, we continue to strive to create opportunities and challenge biases to support gender equity and an inclusive culture. We are proud to continue to honour our pledge with the National Farmer's Federation and further our shared commitment to achieving gender equality.