

6<sup>th</sup> November 2023**Diversity in Agriculture Leadership Program 2023/2024 Pledge**

At FMC our position is clear – Diversity Equity and Inclusion are important because they are core to who we are as a company. Diversity, equity and inclusion must be valued, embraced, celebrated and encouraged to flourish in every part of our company globally.

Our sponsorship of the NFF Diversity in Agriculture Leadership Program reflects our corporations global commitment to Diversity, Equity & Inclusion and from a more local Australian entity perspective we view it as a key pillar in how we can assist our industry in creating opportunities & remove barriers that build not only inclusive workplaces but an inclusive industry.

Since our first Pledge in 2020 FMC has made the following progress:

- Increased female representation on our senior leadership team: 40% of our leadership team are female, up from 20% since 2020.
- Increased overall female representation: FMC ANZ has seen an increase of 5% in female participation across the Australian based organisation since 2020 and this will continue to increase, globally FMC has set a target of 50/50 gender representation by 2027.
- Inclusion in recruitment: All job descriptions, advertisements and role interview guides for FMC ANZ now incorporate “inclusion” as a required competency as it aligns with our core value of “respect for people”. It also further demonstrates to current and future team members our commitment to having an inclusive work culture where people can, “See yourself at FMC, be yourself at FMC”
- In addition to above FMC ANZ also ensures a diverse interview panel for all roles for internal & external candidates
- Inclusive facilities: in 2023 we built a breastfeeding room at our manufacturing site which has received the Australian Breastfeeding Association accreditation. We also now provide free female hygiene products in our ladies’ bathroom at all Australian FMC sites.
- Training & Development opportunities: FMC commenced global rollout of Inclusive leadership training in 2023 and this will be continued, locally we have plans to expand this training to HiPo’s and future leaders within ANZ in 2024.
- Inclusive policies: FMC ANZ continues to strengthen this through the application of our Global Flexible Work program to increase the uptake of flexible work arrangements for our workforce, hybrid working for office-based roles. FMC ANZ has a gender-neutral Parental Leave Policy and provides 10 weeks paid parental leave as well as paid leave provisions for premature births and stillbirths that are above what is prescribed in the FWA, these benefits are available to all permanent & part time employees.

FMC is a proud supporter of the NFF Diversity in Agriculture Program and welcome any conversations on what we are learning in driving a more diverse workplace in Agriculture.

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