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CNH's Pledge to Support the National Farmers' Federation Diversity in Agriculture Leadership Program

CNH, through its brands **Case IH, New Holland, K-Line Agriculture, Flexi-Coil, Horwood Bagshaw and Miller**, is proud to reaffirm its support for the National Farmers' Federation's Diversity in Agriculture Leadership Program (DiALP). This partnership reflects our commitment to fostering a more inclusive and representative agricultural sector — one in which women are empowered to lead, influence, and shape the future of the industry.

We recognise the vital contribution women make to Australian agriculture every day. Their leadership, insight and innovation are essential to the sector's resilience and growth. CNH is proud to support the NFF's goal of doubling the number of women in agriculture's leadership ranks by 2030, and to support efforts that foster a more inclusive and equitable industry.

Diversity and inclusion are embedded in CNH's global values and reflected in our operations across Australia and New Zealand. As a member of the Diversity Council of Australia, CNH ANZ continues to cultivate a workplace culture that values equity, respect and opportunity for all.

CNH ANZ continues to lead by example by recently:

- Introducing **14 weeks of paid parental leave** for primary caregivers in 2023 — exceeding both the national average and industry benchmarks.
- Setting a target to reduce the gender pay gap to **5 percent by 2026**.
- Maintaining **"Great Place to Work" certification since 2021**, with employee feedback highlighting strong perceptions of fairness across gender (84%), race (87%), age (83%) and sexual orientation (89%).

A cornerstone of our inclusion efforts is our Employee Resource Groups (ERGs), including the ANZ chapter of iGLOW — Inclusion, Growth, Leadership, Opportunity for Women — a global initiative dedicated to supporting women in the workplace. Led by Baby Tuapola, with Jeanette Andrade as Chair, iGLOW ANZ has grown to over 100 members and continues to drive initiatives that foster connection, development and advocacy. In 2025, iGLOW led CNH ANZ's International Women's Day celebrations, embracing the global theme of Accelerate Action and encouraging decisive steps toward gender equality. Members also have access to valuable resources, including the National Alliance of Women in Operations (NAWO) and a suite of AIM short courses, supporting professional growth and leadership development.

We acknowledge that progress requires sustained effort. CNH remains focused on creating a workplace where all employees feel valued, supported and empowered to lead. Our continued partnership with the NFF and DiALP reflects our shared vision for a more inclusive and resilient agricultural sector.

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