



We create chemistry

BASF are proud to partner once again with the National Farmer's Federation, so we can continue to make impactful change together towards increasing the gender representation of women both within our organisation, and the Agricultural industry.

Diversity and Inclusion are cornerstones of our corporate values: creativity, openness, responsibility, and entrepreneurial spirit. As an organisation we seek to foster a culturally inclusive workplace encouraging real engagement and trust among all our employees. At BASF, we value the full range of experiences and perspectives that our differences can provide. We are committed to ensuring women can access the right opportunities within the business, and that we are introducing policies that will support their growth, setting them up for long-term success.

Since last year's pledge, we have made progress towards achieving gender parity in several ways:

Gender Targets

Maintain a 50/50 gender split for all external hires

- In 2022, we achieved 54% female external hires overall for Australia.

Achieve a 40/40/20 gender ratio by 2030 (40% Female, 40% Male, 20% Other/Neither)

- Our overall representation of women increased from 31% to 32.5% in the 12 months up to 31 December 2022. As of the end of October 2023 our representation of women is at 34%. This is up from 24% in 2017.
- As of 2023, representation of women in Agricultural Solutions is 31% female, 69% male. This is up from 29% in 2021.
- We have achieved this through proactive sourcing of female candidates, reviewing the selection criteria to ensure we widen the net and including Diversity + Inclusion Council ambassadors on the selection panel for roles.

Flexible Work

- We have had further uptake of flexible working options, which includes working compressed full time hours in four days, which both men and women have exercised.
- We have also seen an increase in male employees taking parental leave longer than the traditional two weeks since offering all employees, regardless of gender, 14 weeks paid parental leave.

Inclusive Policies

- BASF is committed to closing the superannuation gap and highlighting the value of unpaid caring work. To achieve this, in January 2023, we introduced a policy to pay superannuation on unpaid parental leave for up to 12 months.

Educational Agriculture Programs

- BASF's Junior Agronomy Training provides the opportunity for agronomists in their first two years of work, particularly females, to learn and network with peers from their organisation.

The program, which is hosted at BASF's research farm in Tamworth, aims to equip attendees with technical knowledge so they can embark on their career with confidence.

Bold Leadership Beyond Agriculture

- BASF remains an active and engaged member of the Champions of Change Coalition where we continue to lead on achieving gender equality and identifying practical, constructive and disruptive actions to shift systems of inequality. It is our aim that we can significantly and sustainably increase the representation of women in leadership roles, particularly agriculture.
- This year, our Managing Director and Chair David Hawkins participated in a Global Youth Forum where he had the opportunity to talk about BASF's gender equality targets and why encouraging females to study STEM subjects is key to achieving gender equality and empowering young women and girls.
- To celebrate International Women's Day we hosted a customer event based around the UN's theme 'Cracking the Code: Innovation for a gender equal future' that featured a panel discussion with female leaders from BASF and our industry partners to share experiences and learn from peers. The event was a fantastic opportunity to discuss the topic and gain a shared understanding of the challenges and barriers that are in place on the journey to gender equality.
- BASF understand that inequality is a result of many contributing factors, one of which is race. We are therefore committing to empowering Aboriginal and Torres Strait Islander girls in our communities. Next year, BASF will be welcoming students from Girls at the Centre (run by The Smith Family) to our Melbourne office to participate in a day of learning and sharing. Girls at the Centre aims to counteract the high absenteeism and school drop-out rates of teenage Aboriginal and Torres Strait Islander girls.

We are proud to be supporters of the Diversity in Agriculture Program and its vision to achieve transformational change in the representation of women in leadership positions within Australian agriculture.



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BASF Australia and New Zealand



David Hawkins
Chairman and Managing Director
BASF Australia and New Zealand
and Male Champion of Change