syngenta

Diversity, Equity and Inclusion Statement

Australian agriculture is stronger when the people who lead it reflect the people who work in it and the communities it serves. At Syngenta Australia, we are committed to a workplace where people of every gender, culture, background, age, ability, sexuality and identity can contribute fully and progress.

WHERE ARE WE NOW

Since making our first pledge in 2018, we have continued to strengthen diversity, equity and inclusion across our business.

- Women represent 39% of our Australian workforce.
- We conduct annual pay equity reviews and continue to strengthen transparency and accountability through our DEI reporting.
- Diversity, equity and inclusion performance is reviewed through leadership governance and reporting processes.

WHAT WE HAVE IN PLACE

- **Panel Pledge:** Since 2018, Syngenta has maintained its Panel Pledge, helping ensure women are visible and represented in industry conversations, events and leadership discussions.
- **How we show the industry:** We apply a diversity lens to our communications and marketing activities, aiming to promote inclusive language and representation across the industry.
- **Fair pay:** We conduct regular pay equity reviews and act where unexplained differences are identified.
- **Fair recruitment:** We seek diverse interview panels and candidate shortlists to help broaden opportunity and support balanced hiring decisions.
- **A respectful workplace:** We maintain a zero-tolerance approach to discrimination, bullying and harassment and support inclusive leadership and provide regular learning opportunities that help create a respectful and inclusive workplace.
- **Support for families:** We provide 13 weeks paid parental leave for all eligible parents and flexible working arrangements to support employees transitioning to and from parental leave, balancing caring responsibilities, and supporting family members, including children, partners and elderly parents.
- **Family and domestic violence support:** We provide dedicated support for employees affected by family and domestic violence through workplace policies and support measures.

WHERE WE NEED TO BE

While we have made progress, we know women remain underrepresented in some senior and specialist roles. Building a stronger pipeline of female talent and creating more pathways into leadership remains one of our biggest opportunities.

WHAT WE ARE COMMITTED TO NEXT

Over the next three years, Syngenta Australia will:

1. Actively consider diversity, equity and inclusion in the nomination, selection and participation processes for grower, customer and industry development programs.
2. Strengthen pathways for women into leadership, specialist and commercial roles through recruitment, development and succession planning.
3. Continue annual pay equity reviews, transparently report our progress and learn from our people, customers and industry partners.
4. Maintain our Panel Pledge and inclusive communications approach to ensure diverse perspectives are visible across our industry engagement.
5. Continued strengthening our culture through leadership development, learning and open conversations that promote inclusion, respect and accountability.

As a founding partner of the National Farmers Federation Diversity in Agriculture Leadership Program, we remain committed to supporting the NFF's vision for a more diverse and inclusive agricultural sector. We look forward to continuing this journey with our people, customers and industry partners.

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