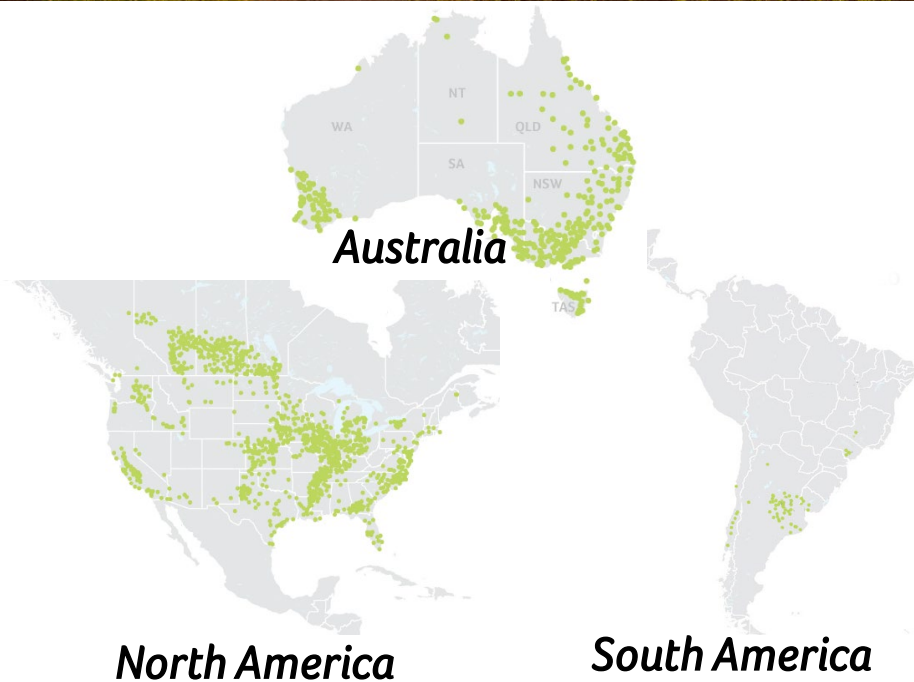




Implementing Onboarding 2.0 for Accelerated Growth

*Therese Munsayac
Business Analyst*

Nutrien has a Unique Global Footprint



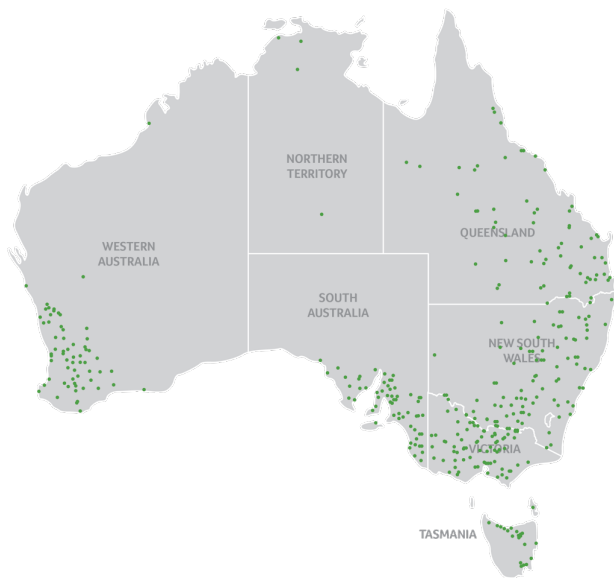
Overall	Mining	Fertilizer Production	Storage and Transportation	Retail
23,500 Permanent Employees	6 Potash Mines	13.8Mmt Potash	>30 Retail Distribution Centers	13.4Mmt Crop Nutrient Sales
13 Countries	2 Phosphate Mines	6.0Mmt Ammonia Gross Production Basis	>90 Retail Terminals	~2,000 Proprietary Products
\$27.7B in Sales	~21% of Global Potash Capacity	1.5Mmt Phosphate (P ₂ O ₅) (Excludes Redwater)	16K Owned and Leased Railcars	>2,000 Retail Locations Worldwide

Feeding The Future

Nutrien



We are passionate about Ag in Australia



With 180 years of history, standing shoulder to shoulder with Australia's farmers, there is now one name that agriculture turns to for the very best in advice, products, support and innovation.



We solve the challenges faced by Australian farmers



FARM INPUTS & MERCHANDISE

- Crop protection
- Seed
- Fertiliser
- Animal Health
- Fencing and farm supplies



WOOL & LIVESTOCK

- Marketing & Sales
- Animal health & Management
- Breeding and stud stock



PROFESSIONAL SERVICES

- Insurance
- Finance
- Real Estate



PRECISION TECHNOLOGY

- Agronomy advice
- Soil testing
- Land planning
- Digital solutions



WATER

- Infrastructure
- Equipment & parts
- Broking

Our numbers speak for themselves

Reaching every corner of rural and regional Australia, our numbers speak for themselves.



*180 years of
experience in Australian
agriculture*



*4000 dedicated
employees*



*A presence in
700 locations across
Australia*



*~340 independent
members including the
CRT network*

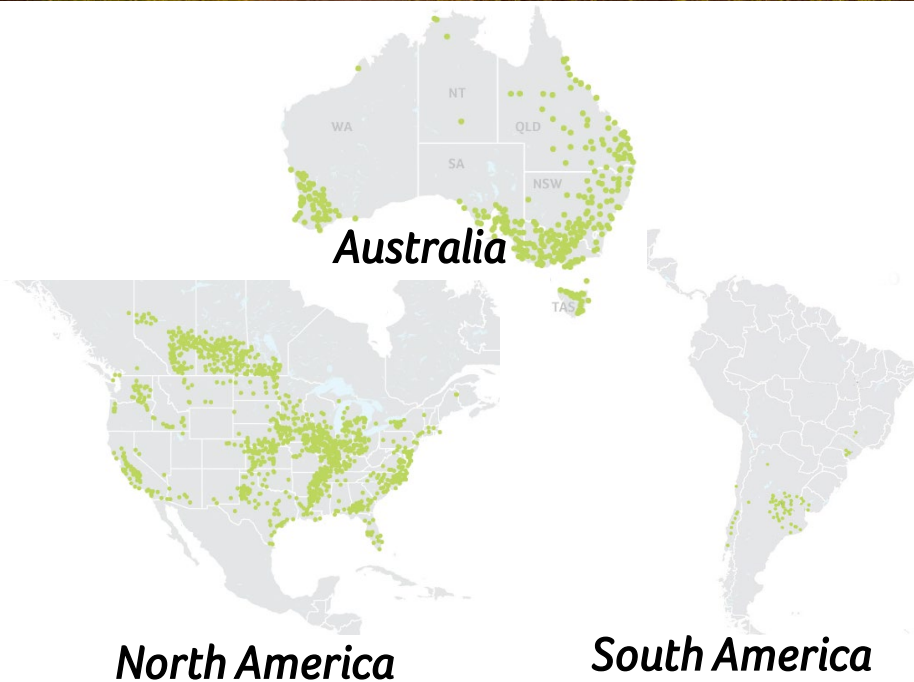


*Two leading crop protection,
plant nutrition and animal
health manufacturing
facilities*



*One goal:
to help Australian
farmers grow*

Nutrien has a Unique Global Footprint



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Feeding The Future

Nutrien

Nutrien SAP SuccessFactors Journey – Key Milestones

Nutrien Global myHR journey

Started in 2018
Planned completion in 2024

Global HRIS

All Employees in one system



Talent NA

PMGM, CDP, Succession

Mar' 20

Talent AUS

PMGM, CDP

Mar' 22

Core HR NA

RCM, RMK, ONB, EC

Sept' 22

Core HR – LATAM & EU

EC

Oct' 23

Dec '19

LMS NA

Sept' 21

Core HR AUS
RCM, RMK, ONB, EC

Apr' 22

LMS AUS

Mar' 23

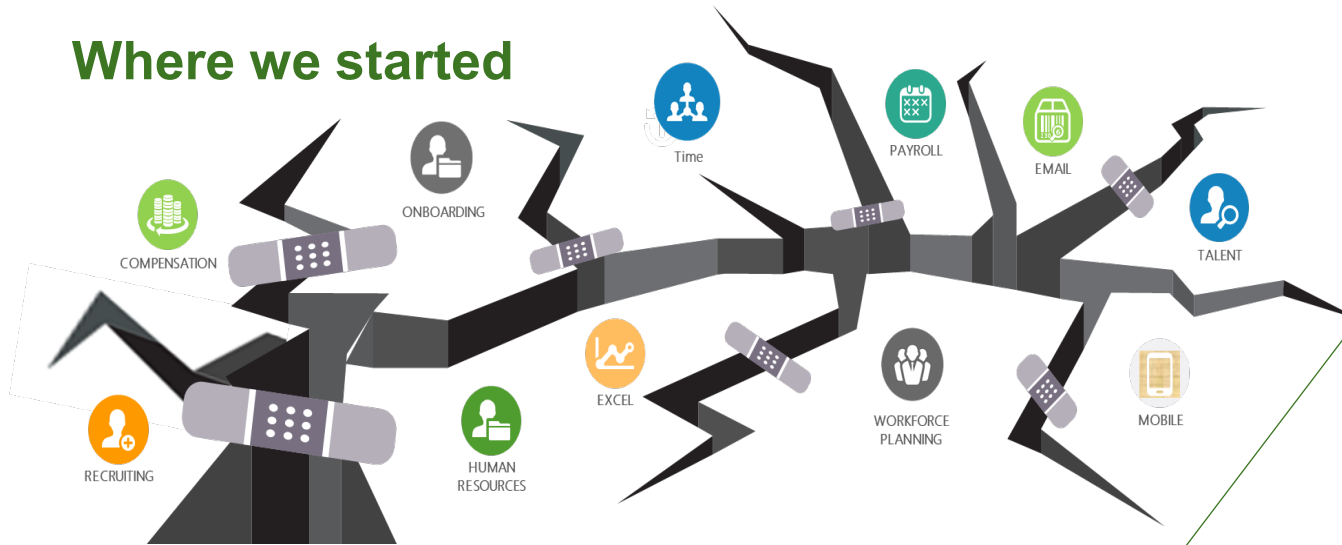
Succession AUS

Mar' 24

LATAM & EU
Talent & LMS



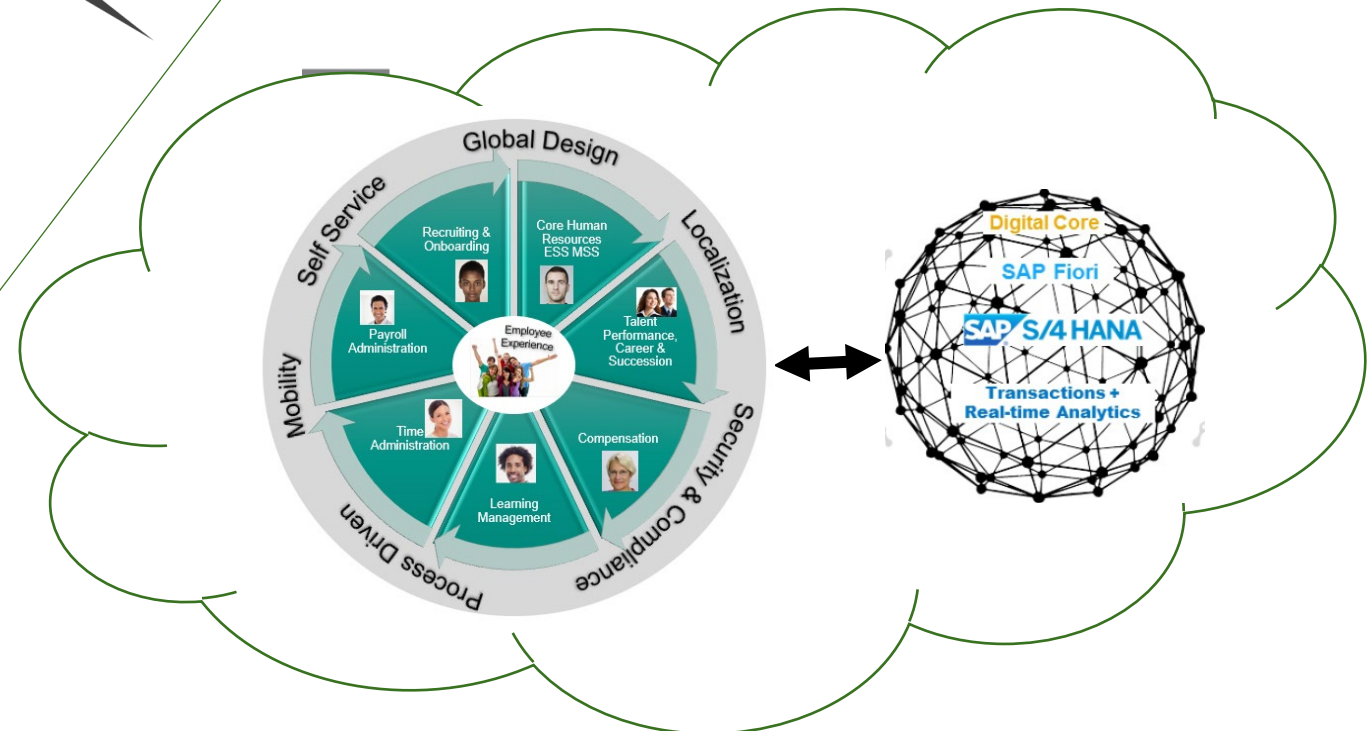
Where we started



- A patchwork of platforms, business processes, systems and tools
- Difficult and expensive to maintain
- Limited cross-org visibility
- **No single source of truth** for employee data

Where we're headed

- A global, integrated platform with harmonized business processes, systems and tools
- Lower cost of ownership
- One place to go for all employee data



- **Reduce reliance on paper forms by 90%**
- **Better** new hire experience to complete their personal information and compliance forms
- **Enabled** Leaders and New Hires
- **Integration** with upstream through Recruiting Module and downstream systems, such as, Identity Management, EC, Payroll
- **Compliance** – Policy Acknowledgement





*Strong Partnerships are
Key to Our Success*

Partnerships Matters!

Nutrien

Global

1. Onboarding Tasks for Managers
2. Training of new managers
3. Seasonal Casuals/Hires
4. Equity Diversity and Inclusion field mapping
5. Visibility of Candidates
6. Confidence in using new digital systems



1. Assistance for Onboarding & Notifications

2. Consolidated Manager Task Reminders

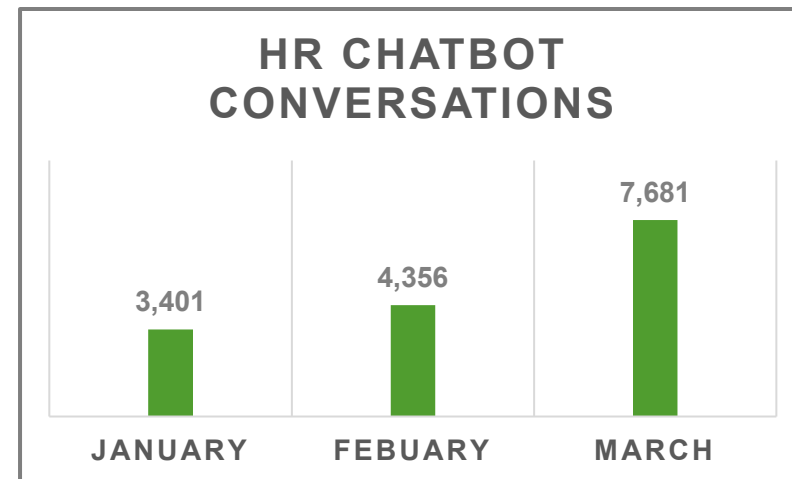
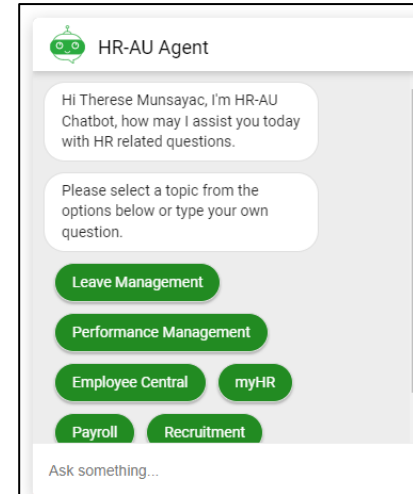
3. Introduced a HR Chatbot

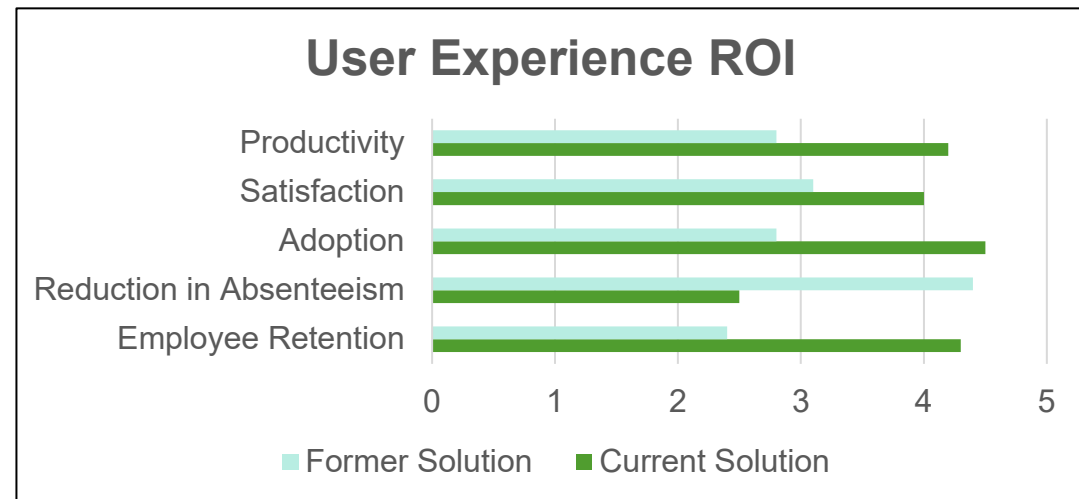
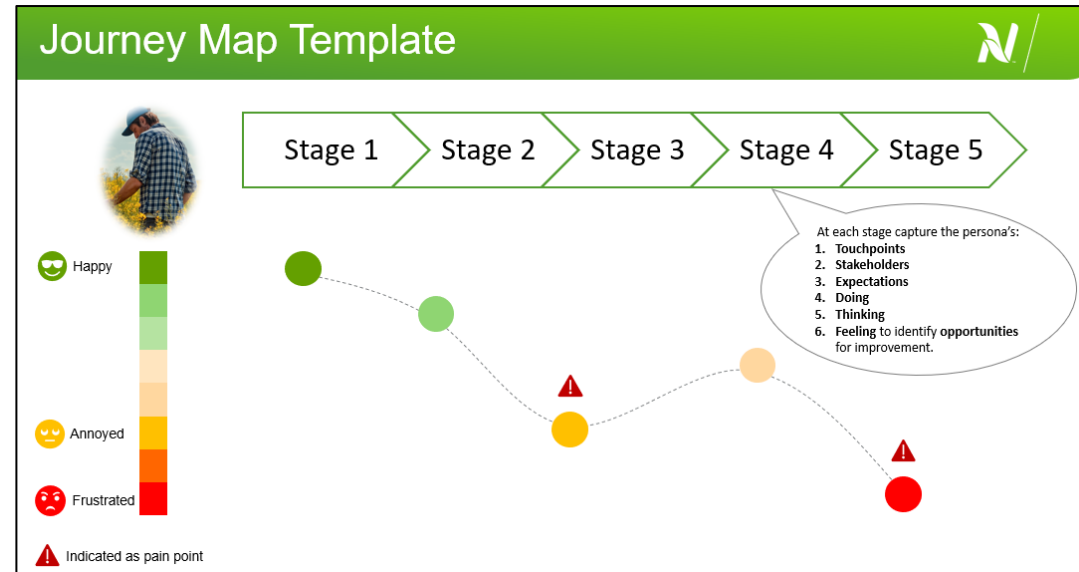
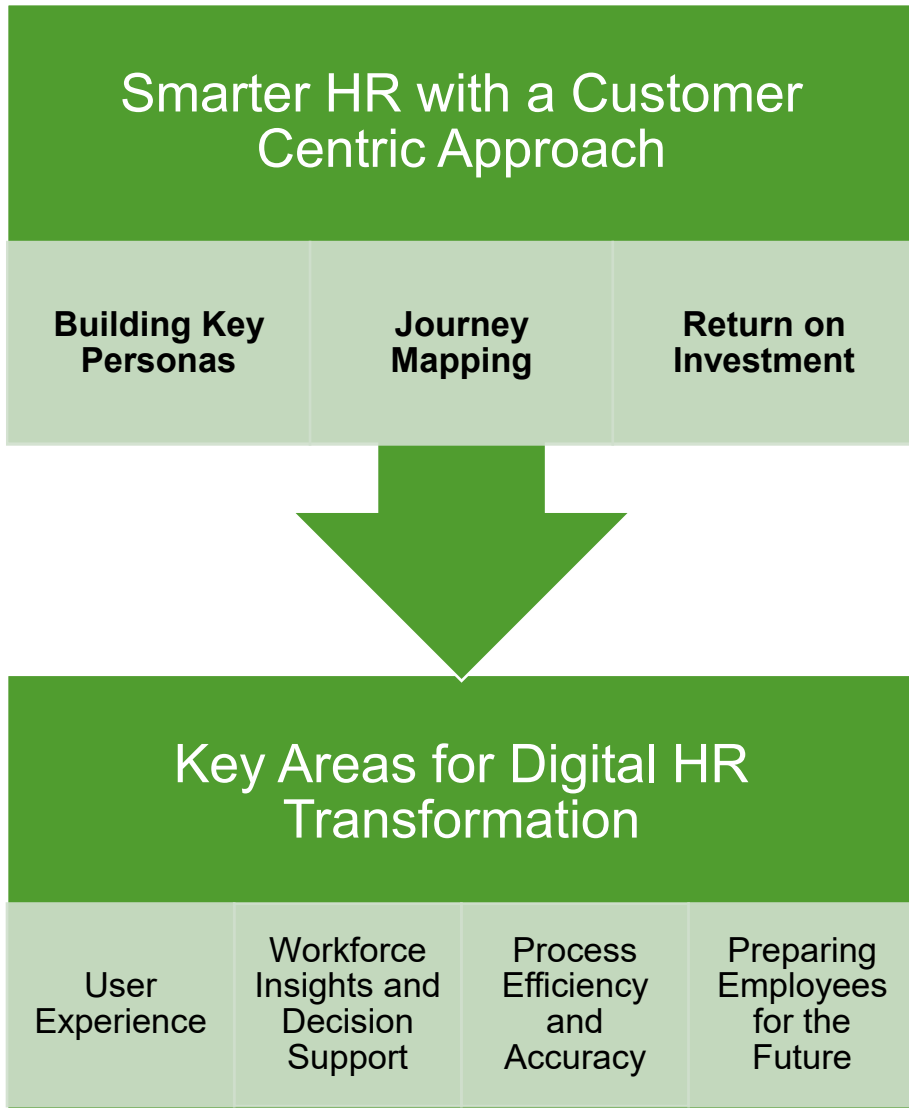
- Answer employee queries in any time zone

4. Investigating Mobile Apps to enhance Season Hiring process

5. SAP Enhancement Request

6. Onboarding Delivery Tracker







Thank You!

For further information, please visit: www.nutrien.com

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 facebook.com/nutrienltd

 linkedin.com/company/nutrien

 youtube.com/nutrien

 [@nutrienltd](https://instagram.com/nutrienltd)

