

# PANEL 1



## DIVERSITY, EQUITY AND INCLUSION: MULTINATIONAL AGRICULTURAL COMPANY PERSPECTIVES

Agriculture faces major challenges globally on issues of diversity, equity, and inclusion, from the farm level through the supply chain. We have assembled a panel with three leaders of major international ag companies to talk about the challenges they have within their walls as well as the challenges their companies face navigating their supply chains. They will discuss the nature of those challenges, programs, and initiatives they run today to address them, and progress being made. We'll end with a perspective on what's most urgently needed to bring greater equity particularly for women and members of underrepresented minorities.

### Panelists:

**Candace Laing**, Nutrien

**Kathleen Shelton**, FMC

**Wendy Sronic**, Corteva Agriscience

### Moderator:

**Neal Gutterson**, Radicle Growth

### Key questions:

1. How would you characterize the current state of diversity, equity and inclusion at FMC? What are your key challenges for improving DEI?
2. What programs or initiatives do you currently use to address these challenges?
3. What commitments have you made on DEI?
4. What progress have you seen in the past 5 years?

# PANELIST: CANDACE LAING



## CANDACE LAING

Sr VP & Chief Human Resources Officer at Nutrien

With deep expertise in organizational development, Candace initially joined Nutrien as part of the company's Human Resources team before transitioning to her most recent role as Vice President, Sustainability and Stakeholder Relations. Candace was pivotal in launching Nutrien's Environment, Social and Governance (ESG) efforts, introducing a new governance structure and leading the organization to improved ESG performance. She also led the development and launch of Nutrien's sustainability strategy and Feeding the Future plan, an ambitious roadmap to meet our 2030 sustainability commitments.

Before leading sustainability, Candace managed Nutrien's organization and talent development efforts, and served on the core integration team that brought together two legacy companies to form Nutrien. Her career has spanned both private and public-sector organizations, with a focus on strategic business initiatives that create long-term value and high-performance cultures. Before joining Nutrien, Candace worked as the Director of People Strategies for the Saskatchewan Polytechnic and the Manager of Organization Development for the Saskatoon Regional Health Authority.

# PANELIST: KATHLEEN SHELTON



## KATHLEEN SHELTON

Executive Vice President, CTO at FMC Corporation

Dr. Kathleen Shelton, Executive Vice President and Chief Technology Officer for FMC Corporation, joined FMC in November 2017. As the global leader of the Company's robust discovery and development pipelines, Dr. Shelton leads an organization of nearly 800 scientists located around the world, with laboratories in India, Brazil, France, Denmark and the United States. The largest site, located in Newark, Delaware, United States, has over 350 employees working in chemistry, biology, regulatory sciences, engineering and analytical science. Under her leadership, the FMC Crop Protection Research and Development organization won the prestigious Crop Science Award for the "Most Innovative Pipeline" in the agricultural industry in 2018 and 2021.

Prior to her current role, Dr. Shelton held several leadership roles in businesses across DuPont, both in Wilmington, Delaware, United States as well as Geneva, Switzerland. Dr. Shelton earned a doctorate in microbiology at Drexel University, and continued her research in a postdoctoral position at the University of Pennsylvania.

Outside of work, Kathy, is married and has a family of three children. She is a strategic advisor to Big Idea Ventures, Generation Food Rural Partners fund, and is a member of the United Way of Delaware Board of Directors, the Delaware State University Foundation Board of Directors, as well as the Board of Directors for Health and Environmental Sciences Institute, Washington, D.C.



# PANELIST: WENDY SRNIC, PhD



## WENDY SRNIC, PhD

Vice President, Seeds R&D at Corteva Agriscience

Wendy Sronic is the R&D Seeds Leader for Corteva Agriscience. She serves as the R&D Seeds business partner to the Business and Commercial teams to drive an aligned R&D strategy and investment. She is accountable for the Seed business R&D deliverables, goals, investment, innovation pipeline, and valuation.

Wendy joined DuPont Pioneer in 2007 as a Research Scientist in Maize Product Development in Cremona, Italy, following five years of agricultural biotechnology research in the United Kingdom and Italy. Since then, she has served in various positions within Corteva in Breeding, Biotech Trait Development, Trait Integration, and Crop Protection Research.

She serves on the Indiana Biosciences Research Institute Board, the NC State Research Foundation Board, and the Board of Trustees for Grand View University, Des Moines.

She earned her B.S. degree in Crop and Soil Science at Michigan State University, an M.S. degree in Weed Science from Virginia Tech and her Ph.D. in Crop Science from North Carolina State University.

Wendy developed a passion for agricultural research growing up on her family's farm in Michigan. She has lived in seven different states and four countries throughout her education and career. She enjoys gardening, volunteering, running, travelling, and being with her 4 children and husband.