



1 June 2021

OUR PLEDGE

Australian Agricultural Company (AACo) has heightened its focus on diversity within the workplace over the last 12 months and is proud of the progress and achievements made.

AACo has more than 430 employees, with females representing 40% of the total workforce. This achieves our goal of maintaining or growing the female representation in our workforce, which was set in 2019 and reported in our 2020 Diversity Pledge. 30% of the Executive Team are female and 30% of AACo's people leaders are also female.

AACo commits to maintaining the level of female representation in the workforce over the next 12 months, and will make a determined effort to grow the number of women in leadership positions.

In 2021, 42% of our first year employees are female and 100% of the participants in our graduate program are female, demonstrating a trend that will see improving diversity numbers over the longer term.

AACo's graduate program has played an important role in our broader diversity program over several years, with female graduates now working in a variety of roles across the organisation, including our finance team, legal team, in breeding and genetics, processing, feedlots and the pastoral side of our business. It's a significant indicator of progress, not just at AACo, but also the beef sector more broadly and shows the growing number of roles that are available to women in the industry.

AACo launched the *Women of AACo* series in 2020, bringing together all women from across the company to learn from, support and inspire each other. And in 2021 AACo will have two women involved in the National Farmers Federation Diversity in Agriculture Leadership Program.

AACo will continue to build on the solid foundation that we have established and will work towards ensuring our workplace provides for a culture of inclusion and belonging for all employees.

We pledge to continue our commitment to diversity.

Hugh Killen
Managing Director & CEO
Australian Agricultural Company Limited