

8 October 2021

2021 DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM PLEDGE AND REPORT

Consolidated Pastoral Company (CPC) is a foundation partner of the NFF *Diversity in Agriculture Leadership Program*, beginning in 2018.

At CPC we are proud of our diverse and inclusive team. We continue to have near equal representation of men and women, and have diversity in many other ways, including age, experience, culture, background and education.

CPC is recognised as an equal opportunity employer and is an employer of choice and we continue to see an increasing number of females applying for positions, with over 50% of applications for our Australian pastoral operations coming from women. In fact, throughout 2021 52% of the new members of the CPC team have been women.

We continue to support our men and women in their career development and leadership goals and are pleased to report that 15 of our 30 apprentices and trainees are female.

We acknowledge there is more we can do to support our women into senior management roles within the business and will actively implement initiatives to better understand the type of support required.

The Board and Executive team are passionate about diversity in Australian agriculture with two Directors and the Company Secretary all participating as mentors for the NFF *Diversity in Agriculture Leadership Program*.

We aim to be an employer of choice for indigenous Australians and people from diverse backgrounds. We aim to continue to integrate with our Indonesian team members through an ongoing two-way exchange program once international travel is reinstated, to ensure we are building the best team possible.

CPC is pleased to be a part of the *Diversity in Agriculture Leadership Program*. We support the Program's vision to achieve transformational change in the diversity in leadership positions within Australian agriculture.



Troy Setter

Chief Executive Officer

Consolidated Pastoral Company Pty Ltd