



12 October 2022

## OUR PLEDGE

Australian Agricultural Company (AACo) pledges its ongoing commitment to diversity in 2022. As one of the founding sponsors of the National Farmers Federation's Diversity in Agriculture Leadership Program, we are proud to continue driving this focus internally and in the broader industry.

At AACo, our purpose is *To Evolve Together to Benefit Future Generations*. We recognise that this purpose is about more than just producing the best quality beef. In a historically male dominated industry, it's important that our evolution include doing what we can to create more pathways for diverse careers and leadership opportunities in agriculture.

To enable and accelerate progression in this area, AACo re-launched the *Women of AACo* network in 2022, led by an Employee Resource Group, with a purpose to facilitate opportunities to support, empower and educate all AACo Women. This group will partner with the senior leadership team to further develop AACo's ongoing key commitments and shaping the agenda around diversity, equity and inclusion within AACo.

AACo employs a workforce of more than 430 employees, with females representing 41% of this. 40% of the Executive Team are female, 38% of people leaders are female and, 45% of new employees for 2022 are female; each of these represent increases on the numbers we reported in our 2021 Diversity Pledge.

AACo commits to maintaining and further growing this representation over the next twelve months and actively promoting the pathways and enabling the opportunities that exist for women in agriculture in both the on-station and corporate environments.

Additionally, AACo is committed to ensuring our workplaces are safe and free from harassment, bullying and discrimination. AACo has renewed our policies that underpin this, and conducted training and behaviour awareness workshops across our properties which will continue in the year ahead.

We will continue to build on the solid foundations established and strive towards ensuring our workplaces provide for a culture of inclusion, equity and belonging for all employees.

David Harris  
Managing Director & CEO  
Australian Agricultural Company Limited