

14 October 2022

2022 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 employer of choice and as an equal opportunity employer and we continue to see our Australian pastoral operations receive an increasing number of applications from women. In 2022, 70% of our applicants were female, our new entry level CPC team members for 2023 shows a slight increase to 54% female (up 2% on 2022).

The career development and leadership of our men and women continues and in 2022 we are pleased to report that 55% of our apprentices and trainees are female. Our Junior Manager cohort which meets monthly for both operational and leadership training includes 52% female members.

Our internal transfer program has also seen an 8% increase in females moving through the business to experience new operational areas to further grow their experience.

We have again in 2022 been successful in a CPC female becoming a Nuffield Scholar. We believe it is important for women working in the industry to see that this type of achievement is possible and supported.

We acknowledge that we continue to have more to do with implementing initiatives for our women to move into senior management roles within the business. Our pledge is ongoing to support our women to achieve these roles.

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

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