

Friday, 14 October 2022

2022 Diversity in Agriculture Leadership Program

Fulton Market Group (FMG) is proud to be involved in NFF's Diversity in Agriculture Leadership Program and pledge our ongoing commitment to diversity, equity and inclusion across the business in 2022.

At FMG, when we talk about diversity, we're referring to the differences and unique blend of knowledge, skills and perspectives that our people bring to the business. Among other things, these differences include gender, age, ethnicity, cultural background and disabilities, as well as sexual orientation, religious belief, and neurodiversity.

In particular, gender balance remains a priority at FMG. Our aim is to promote gender balance across all levels and areas of the business. We continue to make year on year progress toward our goal of achieving 50 per cent representation of women across the business and 35 per cent representation of women in key leadership positions. Over the last year, we are pleased to have achieved the following:

- The percentage of women in the business increased from 41% in 2021 to 45% in 2022.
- The percentage of women in leadership increased from 25% in 2021 to 31% in 2022. This was the biggest year-on-year improvement in this metric by FMG and was achieved through a focus on developing female leaders in Supply Chain and Analytical roles.

By continuing to participate in this year's NFF Diversity in Agriculture Leadership Program, FMG commits to maintaining and further growing this representation over the next twelve months and to continuing progress by focussing our efforts on three key areas:

1. Recruitment practices

Continuing to recruit, develop and retain a diverse workforce that reflects the diversity of stakeholders and suppliers that FMG works with.

2. Workplace culture

Continuing to foster a workplace culture that promotes inclusion, collaboration and accountability and supports the talent and diversity of our people through equal opportunity for growth and advancement.

3. Inclusive leadership & teamwide accountability

Continuing to breakdown any barriers to full inclusion by embedding diversity, equity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results.

We are committed to building on the solid foundations established and ensuring our workplaces provide a culture of inclusion, equity and belonging for all employees.



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