



OUR PLEDGE

Australian Agricultural Company (AACo) is proud to again pledge our ongoing commitment to diversity in 2023. As one of the founding sponsors of the National Farmers Federation's Diversity in Agriculture Leadership Program, we continue to drive this focus both internally and in service of the broader industry. We are proud to have both a mentee and mentor as part of this year's Program, further demonstrating our commitment to advancing opportunities for women across the agricultural community.

At AACo, diversity and inclusion are important to the way we work. We know that diversity fosters better ideas, collaboration and decision making as well as helping bring our values to life.

Australian agriculture has traditionally faced challenges attracting and retaining people, particularly women in the industry. We are constantly evolving in how we foster connection, career development and progression for our people.

AACo employs a workforce of more than 520 employees, with females representing 42%. This represents an increase on 2022, and with females making up 46% of new employees in 2023, our goal is to provide pathways for these women to grow, develop and remain within the business.

We have two females on our Executive Team and together with our senior leadership cohort, we are increasing the number of women we have represented at this level. We have strived for continuous improvement in growing our internal people capability and 39% of people leaders and 54% of senior leadership roles are now filled by women as a result. Additionally, females represent 57% of the participants in our Graduate Program.

Our *Women of AACo* Employee Resource Group is actively supporting employees. This year the group launched an internal 6 month mentoring program, matching 12 women in a variety of roles from across our supply chain with experienced leaders (men and women) to share knowledge and drive development right across our business.

Another key part of our development and retention strategy is encouraging formal qualifications for operational team members in agriculture. In 2023, 44% of traineeships and apprenticeships were undertaken by females.

Families are the heart of our AACo community, and we are committed to evolving our support in a way that enables more caregivers to remain and thrive within the business. In 2023, we enhanced our Paid Parental Leave scheme to support all parents and those on the journey to parenthood. Some changes included more parental leave for secondary carers, and supporting employees through miscarriage, IVF, fostering, surrogacy and adoption.

Through each of these initiatives, AACo has made considerable progress in the last year. We remain committed to maintaining and further growing overall representation of women across our business 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.

David Harris
Managing Director & CEO
Australian Agricultural Company Limited