



CPC

PROUDLY GROWING VALUE
FROM AUSTRALASIAN KNOW-HOW,
SUNLIGHT, SOIL AND WATER

SAFETY & WELFARE | TRUST | LEADERSHIP | COMMUNITY | VALUE CREATION | SUSTAINABILITY

23 October 2023

2023 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. In 2023, for the first time in the Australian business, we saw an increase in female representation to over 50% plus we have diversity in many other ways, including age, experience, culture, background and education. Our gender diversity has been achieved through a focus on creating the right culture and employing for skill and competency of every individual at CPC.

We continue to see our Australian pastoral operations receive a majority of applications from women with 70% of our entry level applications in 2023 being female.

CPC is consistently recognised as a developer of skilled and competent people; this has been achieved through a deliberate focus on induction and training within the business and 50% of our apprentices and trainees are female.

Our Junior Manager cohort, which meets monthly for both operational and leadership training, includes 73% female members. It is through initiatives such as the Junior Manager program that we are working to assist our women to move into senior management roles within the business. We pledge ongoing support to our women to achieve these senior roles.

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