



## Diversity in Agriculture Leadership Program 2023 Pledge

Elders is proud of our diverse workforce, and we are committed to ensuring our inclusive culture provides a sense of belonging for every person.

Our sponsorship of the NFF Diversity in Agriculture Leadership Program reflects our commitment to Diversity, Equity, and Inclusion (DE&I) and to contributing to gender equality within our industry.

Elders has committed to achievement of four diversity objectives by 2025:

1. Maintain representation of women in non-Executive director position  $\geq$  40% - currently 75%
2. Maintain representation of women in Senior Exec positions  $\geq$  40% - currently at 37.5%
3. Increase representation of women in senior positions  $\geq$  25% - currently at 20%
4. Increase overall diversity of workforce – currently at 33%

Elders will continue to make positive progress towards these objectives by establishing a DE&I Working Group with Executive sponsorship, focusing on building our pipeline of women for leadership roles, and continuing to promote equality in selection processes; equity in learning and development opportunities; and policies and procedures which promote fairness.

A handwritten signature in black ink, appearing to read "Mark Allison".

Mark Allison

Managing Director & CEO