



## OUR PLEDGE

Australian Agricultural Company (AACo) is proud to again pledge its ongoing commitment to diversity and inclusion in 2024.

As one of the founding sponsors of the *National Farmers Federation's Diversity in Agriculture Leadership Program*, we have continued to drive this focus both internally and in service of the broader industry. We are proud to again have a mentor as part of this year's Program, further demonstrating our commitment to advancing opportunities for women across the broader agricultural community.

AACo celebrates 200 years of operation in 2024, and this significant milestone has provided an opportunity to reflect on two centuries of achievement and progress. While much has changed over that time, our commitment to people has been a consistent priority. Women have made incredible contributions as employees, leaders and more throughout this period, and this has been a point of emphasis and celebration during key events this year.

Diversity and inclusion are pivotal to our next 200 years at AACo. We know that diversity fosters better ideas, collaboration and decision making as well as helping bring our values to life. Agriculture has traditionally faced challenges attracting and retaining people, particularly women. We continue to evolve how we foster connection, career development and progression for our people to overcome these challenges.

AACo employs more than 500 people, with women representing 42%. This has held from 2023 and with women making up 46% of new employees in 2024 we see an opportunity to increase this number in the future. Our goal is to provide pathways for these women to grow, develop and remain within the business.

We now have three women on our Executive Team and have increased the number of women in our broader senior leadership community. We have strived for continuous improvement in growing our internal people capability and 36% of people leaders and 50% of senior leadership roles are now filled by women as a result. Additionally, women represent 60% of the participants in our Graduate Program.

Our *Women of AACo* Employee Resource Group continues to actively support women within AACo. Following our successful pilot program in 2023 to mentor 12 women from across the business, the program received a 50% increase in applications in 2024.

Our development and retention strategy also includes encouraging operational team members to earn formal qualifications in agriculture. In 2024, 45% of traineeships and apprenticeships were undertaken by women.

Families are the heart of our AACo community and in 2024 we saw an increased uptake in our enhanced Paid Parental Leave scheme to support both women and men on the journey to parenthood.

Through these initiatives and more, we have made considerable progress in the last year. We remain committed to maintaining and further growing the overall representation of women across AACo, while actively promoting their pathways and enabling their opportunities in both the on-station, corporate and commercial environments.

David Harris  
Managing Director & CEO  
Australian Agricultural Company Limited