

DIVERSITY POLICY

Purpose

Farm Pride acknowledges and recognises our commitment to a workplace that promotes and respects diversity.

We recognise that our people are all unique and that their differences can include ethnicity, gender, sexual orientation, age, physical abilities, family status and religious belief.

Scope

This policy provides a framework for the Board and individuals for diversity related matters and policies within our business. The Board sets measurable objectives, progress and reporting for reviewing diversity outcomes.

Measurable Objectives

Farm Pride recognises the value of a diverse and skilled workforce and is committed to the following Measurable Objectives;

- leveraging the diverse backgrounds and experiences of our people to reflect the diversity of our community;
- eliminating all forms of unlawful discrimination, harassment, bullying and victimisation;
- include diversity initiatives in talent management processes to support the development of all talent
- health and safety policies and procedures that provide a healthy and safe environment for all our people, visitors, contractors and customers so far as reasonably practicable;
- flexible leave policies that recognise and understand the changing needs of our people during their different career and life stages; and
- adaptable and flexible working arrangements that meet the needs of our people and customers.
- Foster an inclusive culture that involves both men and women.

Reporting

The Farm Pride Board of Directors will annually:

- a) Set Measurable Objectives;
- b) Report on Progress against Objectives; and
- c) Report on the proportion of female employees in the whole company, at senior management and at Board level.

The CEO and Human Resources will monitor and report directly to the Board on the effectiveness of Measurable Objectives outlined above including, but not limited to:

- gender diversity;
- adaptable work practices;
- diversity support; and
- respect and inclusion.