



2023 WGEA GENDER PAY GAP STATEMENT

At AACo, diversity and inclusion are important to the way we work, and we remain committed to maintaining and further growing overall representation of women across our business. Through initiatives, policies and frameworks, we actively promote pathways and enable opportunities for women in agriculture in both the on-station and corporate environments.

As reported in the 2023 WGEA Reporting submission, AACo employed a workforce of 482 employees, with women representing 41% overall. This represents an increase of 1% on 2022. Women represented 46% of new employees in 2023. Our goal is to continue to provide pathways for women to grow, develop and remain within the business.

The median pay gap was 10.8%. Whilst this gap is improved on the comparative industry benchmarks, the gap shows opportunity to improve remains.

Gender representation and composition at some levels across the Company is an area of opportunity, and we are committed to ensuring that barriers to entry and progression for women are removed. In the 2023 data reporting period, the Company had two females on the Executive Team and together with the number of women in the senior leadership cohort, the number of women represented at this level is increasing. Additionally, women represent 57% of the participants in the Company's Graduate Program.

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. A key part of AACo's development and retention strategy is encouraging formal qualifications for operational team members in agriculture. In 2023, 44% of traineeships and apprenticeships were undertaken by women.

An initiative that was enhanced as a part of the action planning process was the *Women of AACo* Employee Resource Group. In 2023, 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. Each of these women successfully completed this program.

Families are at 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 additional paid parental leave benefits for secondary carers, paying superannuation contributions on all paid parental leave (Government and Company benefits) and supporting employees through miscarriage, IVF, fostering, surrogacy and adoption.

We remain committed to further progress through proactive initiatives and action.

David Harris
Managing Director & CEO
Australian Agricultural Company Limited