

# Allied Farmers Group Diversity and Inclusion Policy

## Diversity Statement

We support an inclusive culture where it is accepted that all forms of diversity add real value.

By diversity, we mean acknowledging and supporting all the ways we are different in all its forms, both visible and not visible. It includes differences that relate to gender, age, culture, ethnicity, race, disability, family status, language, religion, sexual orientation, gender identity as well as differences in background, skills, work styles, perspectives and experience.

## How the Board will Champion Diversity

The Board recognises that simply adopting a policy that establishes numerical diversity goals is not the best way to bring about cultural change and can be counter-productive. The Board's objective is to bring about real attitudinal and cultural change, where every individual is accepted for who they are, and where every employee and customer will feel comfortable in the Allied Farmers Group environment.

The Board's priority is to champion and encourage diversity and inclusion by ensuring we operate the business in a way that:

- does not tolerate discrimination of any kind;
- is objective, open-minded and free from discrimination;
- empowers management to cultivate a culture of inclusion in which the strengths of every individual are recognised and valued;
- seeks to ensure that all staff receive equal and fair treatment under our policies and practices, so that success is unhindered by individual differences;
- recognises and values individual diversity, different skills, ability and experiences; and
- complies with the New Zealand Human Rights Act 1993, New Zealand Bill of Rights Act 1990, and all other relevant Human Rights laws.

The Board considers that by championing diversity and inclusion, our stakeholders expectations will be met, which will result in a stronger organisation.

## Employment

When employing staff and appointing directors to fill a vacancy, diversity will be considered as one factor in appointing the best person for a role.

The Board, when assessing the mix of skills required on the Board, will identify areas in which diversity may be improved.

## Scope

This Policy applies to all Allied Farmers Group employees, contractors and related companies such as NZ Farmers Livestock Limited.

## Reporting

Allied Farmers will publish a copy of this Diversity Policy on its website and will include in its annual report a quantitative breakdown as to the actual gender composition of Directors and Officers at the balance date and comparative data for the previous year, and a report of performance against this Policy's objectives, and the performance of the Board in championing diversity as outlined above.