

INCLUSION AND DIVERSITY POLICY

1. Purpose

Select Harvests recognises that an inclusive and diverse workforce supports its goals to achieve business success through the diversity, quality and skill of our people. We appreciate that each employee brings their own unique capabilities, experiences and characteristics to their work.

The wide array of perspectives that results from such diversity promotes high performance, innovation, a positive culture and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Select Harvests believes in treating all people with respect and dignity. We recognise the importance of reflecting the diversity of our community, customers and markets in our workforce which include (but are not limited to) the following characteristics:

- Ethnicity
- Gender
- Language
- Age
- Sexual orientation
- Socio-economic status
- Physical and mental ability
- Thinking styles
- Experience and Education
- Religious and cultural beliefs

2. Recruitment

Select Harvests is an equal opportunity employer committed to diversity through our Recruitment Policy and Procedures.

Diversity is an important aspect of our workforce. Our recruitment processes are open and transparent to reduce the potential for discrimination. Our recruitment panel and candidate pools will endeavour to reflect the diverse nature of the local community.

3. Career development and promotion

Select Harvests rewards excellence where employees are promoted on the basis of their performance. Managers are required to encourage diversity within their team and always treat their team fairly, evaluate objectively and promote on merit.

4. Social responsibility

Select Harvests recognises that discrimination can be present within the community. We are committed to supporting people both inside and outside our organisation to discourage and eliminate discrimination occurring. We have clear policies and procedures for the reporting and prevention of any type of discrimination or harassment. We actively support community events to celebrate diversity.

5. Diversity practices

Select Harvests' Code of Conduct requires all employees to treat one another and all stakeholders with respect. Our Diversity Committee leads our company's commitment to building the diversity of our workforce through the activities led by employees from all functions of the business.

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Supporting policies and procedures at the operational level not only reinforce that we pursue diversity as a corporate ethos, but also assist management to focus on our legal obligations in relation to the fair treatment of employees, customers and service providers.

6. Reporting

The Remuneration and Nomination Committee oversees the setting and implementation of Select Harvests' diversity targets. Diversity is reported to the Board Report on a monthly basis, in addition to an annual review by the Board's Remuneration and Nomination Committee.

Select Harvests reports annually to Workplace Gender Equality Agency (WGEA) on the achievement against gender diversity targets, as outlined below, in addition to our Annual Report.

WGEA Category	Target 2018
Board and Senior Executive	30%
Senior Managers	30%
Other Managers	30%
Non Managerial Roles	30%

Select Harvests' Diversity Targets:

	Male	Female	Ethnicity*
Target	At least 30%	At least 30%	At least 30%

**Ethnicity – the fact or state of belonging to a social group that has a common national or cultural tradition (Oxford Dictionary)*

7. Our commitment

Select Harvests is committed to having an inclusive and diverse working environment as founded on the following:

- Understanding the importance of having an inclusive and diverse workforce and its associated impacts on our business, customers and communities in which we operate
- Ensuring all individuals are committed to creating an inclusive and diverse workforce and is accepting of people from all backgrounds, experiences and characteristics through workplace training, procedures and programs and
- Aims to achieve our Workplace Gender Equity Agency (WGEA) targets and SHV targets of at least a third male, a third female and a third from an ethnic diverse background

8. Reference material/other related policies:

- Select Harvests' Code of Conduct
- Select Harvests' Workplace Fair Treatment Policy
- Select Harvests' Recruitment Policy and Procedure
- Select Harvests' Equal Employment Opportunity (EEO), Discrimination and Harassment Policy

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Policy adopted authority & date

Paul Thompson, Managing Director 29/06/18

(Replaces policy dated 16/12/16)

Policy review date

29/06/20

Responsible

General Manager, Human Resources