

Policy Owner	Human Resources
Compliance	Mandatory
Approved by	Managing Director
Document Type	Policy
Effective Date	August 2015
Last Revised	May 2024
Next review	May 2025
Contact	Human Resources / Legal

## Diversity & Inclusion Policy

POLICY STATEMENT	
<b>Who does this policy apply to?</b>	This policy applies to all employees of Meat & Livestock Australia Group of Companies (MLA), including Integrity Systems Company (ISC) and MLA Donor Company.
<b>Policy statement</b>	MLA is committed to providing an environment that respects and promotes diversity and inclusion. MLA recognises that a diverse workforce with a range of different backgrounds and perspectives provides a broader range of skills, experience, ideas and insights that enhance our workplace culture and supports MLA to provide the best service to our stakeholders.
<b>Overview</b>	<p>MLA is an organisation with a global footprint and we need to reflect our customers and the local communities we serve. We strive to create a great place to work by embracing the individual skills, perspectives and experiences people bring to the workplace.</p> <p>We believe that a diverse and inclusive workplace leads to a more engaged innovative and productive workforce enabling MLA to achieve our strategic goals and maximise the value and return for our levy payers.</p> <p>The objective of MLA's diversity initiatives will be to recognise:</p> <ol style="list-style-type: none"> <li>1. Our Stakeholders: diversity will result in us providing a better service and improve long term performance</li> <li>2. Our Industry: to be a leader in diversity in our industry and create a source of competitive advantage and benefit</li> <li>3. Our People: to attract, engage and retain diverse talent</li> </ol> <p>This policy should be read in conjunction with other MLA policies including:</p> <ol style="list-style-type: none"> <li>1. EEO and Fair Treatment Policy</li> <li>2. Bullying, Discrimination, Harassment and Sexual Harassment Policy</li> <li>3. Recruitment Policy</li> <li>4. Learning and Development Policy</li> </ol>
<b>What is Diversity and Inclusion?</b>	<b>Diversity</b> is about acknowledging our individual differences and can include characteristics such as age, caring responsibilities, cultural background and ethnicity, disability, gender, gender identity, sexual orientation and religious beliefs. Diversity also includes education, professional skills, work experiences, location and life experiences.

	<p><b>Inclusion</b> is creating an environment of equal opportunity where people feel valued, respected, connected and accepted in the work environment. An inclusive culture is one where everyone feels empowered to contribute their skills and perspectives for the benefit of our organisation and the stakeholders we serve.</p>
<p><b>Measurement, monitoring and reporting</b></p>	<p>The Board will establish measurable objectives for achieving diversity, including gender diversity, at both the Board and employee level. The Board will assess annually both the measurable objectives for achieving diversity and the progress in achieving them.</p> <p>At a Board level these objectives include:</p> <ol style="list-style-type: none"> <li>1. Diversity of experience, thought and skill set on the Board</li> <li>2. Gender equality in the governance of the MLA Group</li> </ol> <p>The MLA Leadership Team will continue to monitor the organisational objectives set and endorsed by the Board around:</p> <ol style="list-style-type: none"> <li>5. Diversity of experience, thought and skills in leadership</li> <li>6. Adaptable, supportive and flexible work practices</li> <li>7. Pay equity (including gender pay equity)</li> <li>8. Parental leave</li> <li>9. Rural background or affiliation</li> <li>10. Diversity support</li> <li>11. Fostering a culture conducive to respect and substantive equality</li> </ol> <p>The Board will ensure that appropriate disclosures are made in the MLA Annual Report about the company’s diversity practices and measures. MLA also participates in the Workplace Gender Equality Agency report each year and reviews the gender analysis on a yearly basis.</p>
<p><b>Principals</b></p>	<p>This policy will provide MLA with a framework for new and existing diversity related initiatives and policies within the company. MLA encourages employees to provide feedback on this Policy and MLA’s Diversity and Inclusion practises.</p>
<p><b>Important Information</b></p>	<p>This Policy does not form part of the terms and conditions of your employment with MLA. To the extent that this policy requires you to do or refrain from doing any act, it represents a direction from MLA with which you must comply. Failure to comply may cause MLA to take to further disciplinary action, up to and including the termination of your employment.</p> <p>This Policy is subject to review and amendment from time to time, at the discretion of MLA. It is your responsibility to keep up to date with this Policy.</p>

Approval		
Version Number	Approved by:	Effective Date:
V1.0	Remuneration Committee	April 2017
V2.0	Remuneration Committee	February 2019
V10	Managing Director	May 2024