



Make a *Difference*

Diversity, Equity and Inclusion

April 2018

May 2022





INTRODUCTION

Through innovation, initiative and operating excellence, Ricegrowers Limited, together with its associated entities and complementary businesses (collectively, the “SunRice Group”, “we”, “our” or “us”), operate food and animal feed manufacture, storage, and distribution through extensive global supply chains. As one of the largest rice food companies in the world, we are committed to building an inclusive and diverse workplace and promoting fresh ideas, creativity and innovation in line with our core values of integrity, dynamic, innovative, collaborative and community.

EXECUTIVE SUMMARY

The SunRice Group has a strong commitment to workplace diversity, equity and inclusion. We believe that the appointment of a diverse group of well-qualified employees and board of directors (Board) maximises the potential achievement of corporate goals and contributes to resilience of communities where we operate. It enables us to attract, retain and motivate employees from the widest possible pool of available talent.

A diverse and inclusive workplace also affords us a wide array of fresh perspectives regardless of gender, marital or family status, age, ethnicity, cultural background, sexual orientation, gender identity, religious beliefs, physical and mental ability, socio-economic status, thinking styles, education and experience, and promotes fresh ideas, creativity and innovation. Together this benefits our employees, shareholders, customers, suppliers and various stakeholders.

Diversity, Equity and Inclusion (DE&I) for the SunRice Group is about valuing, embracing and harnessing those unique attributes and creating a workplace in which everyone feels valued, is treated equally and can make a difference towards achieving our strategic objectives. DE&I for SunRice Group is also about being a valued corporate citizen, recognising our position in the communities we operate in and delivering on our ambition to be a vital part of the ecosystem of our communities.

The SunRice Group recognises that to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

This policy is designed to supplement SunRice’s Group Code of Conduct and other internal SunRice employment policies.

PURPOSE

The purpose of our DE&I policy is to express our commitment to a workforce that is positive, inclusive and diverse where all employees have equal opportunity to succeed. We are committed to inclusion at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

The policy outlines our strategies for achieving a diverse and inclusive workplace, where everyone is treated equally, and furthermore outlines how we monitor and evaluate these strategies to assess their effectiveness in achieving our overall aim of creating an inclusive and diverse workplace.

SCOPE

All employees of SunRice and its associated subsidiaries.

POLICY

We recognise that our people need to reflect our customers, shareholders and local communities and we know that a diverse, inclusive workplace, that is open to the contributions and ideas of all employees, creates loyalty and engagement in our organisation.

SunRice's diversity, equity and inclusion principles endorsed by the Board:

- We role model inclusive and respectful workplace behaviours always.
- We want our workforce to reflect the communities in which we operate.
- We set our people so they can successfully manage the demands of work, life and family.
- We believe there should be equal representation in leadership roles.

We are committed to:

- Ensuring that recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates.
- Designing and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions.
- Recognising that employees, regardless of gender, at all levels may have domestic responsibilities and adopt flexible work practices that will assist them to meet those responsibilities.
- Providing opportunities for employees on extended parental leave to maintain their connection with SunRice, for example, by offering them the option (without any obligation) to receive all-staff communications and to attend work functions and training programs.

Each year, the Board works with Management to agree to the key objectives, initiatives, and targets to build our diverse, equitable and inclusive workplace.

EVALUATING AND REPORTING

Annually, the People and Culture team will report to the Board on the achievement of our objectives. These objectives and initiatives including our progress to achieve gender diversity in our workforce are reported in our Annual Report in the Corporate Governance Statement each year along with our achievements against set targets.

SunRice also continues to report annually to the Workplace Gender Equality Agency against the standardised gender equality indicators, in accordance with its requirements under the *The Workplace Gender Equality Act 2012* (Cth). A copy of this report is issued to all employees annually.

This Policy is designated a key policy of SunRice and is subject to the periodic review and approval of the SunRice Board to ensure that it is operating effectively.