



Make a *Difference*

Diversity and Inclusion

April 2018





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”), develops great tasting and nutritious foods that excite and satisfy consumers all over the world.

POLICY STATEMENT/EXECUTIVE SUMMARY

SunRice Group has a strong commitment to workplace diversity 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.

Diversity for the SunRice Group is about valuing, embracing and harnessing those unique attributes and creating a workplace in which everyone feels valued and can make a difference towards achieving our strategic objectives. Diversity for SunRice Group is also about being a valued corporate citizen, recognising our position in the communities we operate in and serve.

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

PURPOSE

The purpose of our Diversity and Inclusion policy is to express our commitment to a workforce that is positive, inclusive and diverse where all employees have equal opportunity to succeed.

The policy outlines our strategies for achieving a diverse and inclusive workplace 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

SunRice recognises that the wide array of perspectives resulting from a workplace that is diverse in gender, age, ethnicity and cultural background promotes a culture of creativity and innovation and benefits SunRice shareholders, customers, suppliers and other stakeholders.



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.

Setting our agenda:

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

SunRice's current diversity and inclusion priorities endorsed by the Board relate to:

- Diversity in leadership
- Creating flexible, adaptable work practices
- Respectful workplaces

Evaluating and Reporting

Annually, the People and Culture team will report to the Board on the achievement of our objectives. These objectives and initiatives are reported in our Annual Report in the Corporate Governance Statement each year alongwith our achievements against set targets.

SunRice will also continue 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.

DOCUMENT CONTROL

Version	Date	Approved by	Sign-off date
1	April 2018	Allison Salmon General Manager People and Culture	April 2018