



6 March 2018

Dear fellow rice growers,

RE: Expressions of Interest for Grower Reference Group

SunRice and the RGA would like to invite you to consider submitting an Expression of Interest (EOI) to join a Grower Reference Group to help inform SunRice's thinking on key grower issues.

The Group is intended to facilitate frank and robust feedback and as a result, we consider a diverse mix of views and members to be critical. Items for discussion may include Capital Restructure options, grower-related programs and processes such as PayRice, communication tools and tactics, and other issues arising. Given the nature of these topics and the purpose of the Group, it's important to understand that all members will be required to read and sign confidentially agreements and may be restricted from trading their SunRice B Class Shares for certain time periods.

Expressions of Interest are open to all growers, including those who don't hold an A Class Share, and the RGA will support the nomination of five of the 10 members. In selecting participants, a range of factors will be considered, including the need to ensure diverse views are represented and that any conflicts of interest are manageable.

We encourage you to consider adding your voice to the Grower Reference Group and helping shape SunRice's thinking on matters that count for our growers. If you're interested, please complete the attached EOI Form and send it to Company Secretary Mandy Del Gigante by 5pm, 13 March 2018. An online version of the form, along with the Group's Terms of Reference and Selection Criteria can also be found on the SunRice Grower Services website (<https://growersweb.sunrice.com.au>). We encourage you to access these materials and to contact either of us if you have any questions.

We look forward to your participation.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Laurie Arthur".

Laurie Arthur
Chairman
SunRice Group

A handwritten signature in black ink, appearing to read "Jeremy Morton".

Jeremy Morton
President
Ricegrowers' Association of Australia Inc.

Expression of Interest: SunRice Grower Reference Group Membership



Purpose: SunRice intends to form a Grower Reference Group (GRG) to help inform our thinking on key grower issues. The Group is intended to facilitate frank and robust feedback and as a result, we consider a diverse mix of views and members to be critical. Items for discussion may include Capital Restructure options, grower-related programs and processes such as PayRice, communication tools and tactics, and other issues arising.

Membership: Approximately 10 growers, Chairman of SunRice Grower Services Committee and other Directors and managers as required.

Eligibility: Expressions of Interest are open to all growers, including those who don't hold an A Class Share. In selecting participants, a range of factors will be considered, including the need to ensure diverse views are represented and that any conflicts of interest are managed.

Commitment and tenure: The initial term will be for 12 months, with recommendations on future operation and tenure to be made once the group is established. Frequency of meetings is likely to be monthly to start. All dates to be communicated in advance.

Confidentiality requirements: Members will be asked to sign a legally binding agreement covering materials and discussions. Trading restrictions may also apply for those members who hold B Class Shares.

Other important documents: Please ensure you read the Terms of Reference and Selection Criteria on the SunRice Grower Services website (<https://growersweb.sunrice.com.au>) prior to submitting your EOI.

Reimbursements: For applicable travel to attend meetings at ATO rates. Please note not all meetings will be face-to-face.

Key dates:

- | | |
|-------------|--|
| MARCH
13 | EOI closing date. |
| MARCH
15 | EOIs assessed and final membership confirmed. |
| MARCH
16 | All applicants advised of outcome. GRG Members issued with confidentiality and other agreements and a telephone induction scheduled. Agenda distributed following completion of induction and signed agreements. |
| MARCH
20 | First GRG meeting held. |

Interested? Please complete the EOI form overleaf.

If you have any questions about the process, please contact SunRice Company Secretary, Mandy Del Gigante, on 02 6953 0404 or via email mdelgigante@sunrice.com.au.

CONFIDENTIAL EXPRESSION OF INTEREST

Please complete below. An online EOI is also available at <https://growersweb.sunrice.com.au>.



Name: _____

Mobile: _____

Email: _____

Address: _____

Grower number of the business you are affiliated with: _____

I am available to attend the first GRG meeting on 20 March.

Please note answers to the following questions can be provided in a separate attachment if preferred or submitted online via the SunRice Grower Services website (<https://growersweb.sunrice.com.au>).

Outline your experience in the rice industry and/or with SunRice.

Tell us why you want to join the GRG.

If selected, what perspective and/or skills will you bring to the group?

Is there any other relevant information you'd like us to note?

Do you have any conflicts of interest (actual or perceived)?

Please complete and return this form to SunRice Company Secretary, Mandy Del Gigante, by **5pm, Tuesday 13 March**. Forms can be emailed to mdelgigante@sunrice.com.au, faxed to (02) 6953 0436 or completed online as noted above. Please note your EOI will be kept in strict confidence.



SunRice Grower Reference Group: Selection Criteria

You'll find the key selection criteria for all applicants interested in joining SunRice's Grower Reference Group (GRG) below. Please consider these criteria when developing your EOI and contact SunRice Chairman Laurie Arthur or Company Secretary Mandy Del Gigante if you have any questions.

Rice growing experience: New or established rice grower, we want to hear from you. We're not concerned if you're a SunRice shareholder or not, what matters to us is that you have an interest in the rice industry, SunRice and our future. Ideally, you'll have a crop in the ground and be across the commercial realities of growing rice in the Riverina. If you don't have a crop in this year, but you've grown previously and are clear on your contribution to the group, you're also welcome to submit an EOI for consideration.

Communication skills: We're looking for diverse views, so being comfortable to share your perspective in a group setting and speak up on matters that count is important to us. We're looking for frank and fearless feedback from our growers. You might be right behind an initiative or have major misgivings – we want to hear all perspectives. However, no matter how robust the discussion gets, we'll be able to count on you to participate constructively and respect both fellow members and differing views.

Diversity: A broad cross-section of growers is what we're after, so we hear all possible sides. We're looking for the right mix across a range of factors, spanning age, gender, experience, region and rice growing business size. We're also interested in different life stages, from those starting out in the industry alongside family and those operating established farm businesses, to those who are transitioning into either retirement or other enterprises.

Other skills and experience: While not essential, you may have other skills that you'll bring to the GRG. These might be technical or business skills, appointments to other committees or groups, or experience in different organisations or industries. You're welcome to include any of this information in your application where you feel it's relevant.

Confidentiality: As a member of the GRG, you'll be asked to sign a legally-binding confidentiality agreement, which will restrict you from sharing any GRG materials, conversations or outcomes with other growers, family members or associates. If you hold B Class Shares you may be restricted from trading at certain times. We know this is a significant undertaking and you will too. It's a commitment you'll respect at all times, even when under pressure.

Conflicts of interest: We understand that sometimes conflicts of interest arise. As a GRG member, you will need to declare any conflicts – with SunRice, the GRG or in relation to the matters on the agenda – at the start of each meeting to ensure they're managed. For now, however, we need to understand if there are any existing conflicts – perceived or actual – and whether or not they're manageable. Transparency and open communication is integral to the group and its purpose.

Contact details:

Laurie: 0428 500 232

Mandy: 0429 043 033 or mdelgigante@sunrice.com.au