



## DIVERSITY AND INCLUSION STANDARD

### Vision

Cotton Seed Distributors Limited and its subsidiaries (CSD) are committed to an inclusive workplace that embraces and promotes diversity. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education.

CSD values, respects and leverages the unique contributions of people with diverse backgrounds, experiences and perspectives to provide exceptional customer service to an equally diverse community. CSD strives to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company. CSD is committed to employing the best people to do the best job possible. CSD recognises that team members will likely experience changing personal situations throughout their careers.

Diversity management benefits individuals, teams, the company, and its customers. CSD recognises that each employee brings their own unique capabilities, experiences, and characteristics to their work and value such diversity across the entire organisation and in all activities undertaken.

### Objectives

CSD has objectives in place to continually work towards our vision. These objectives include

1. Promote an organisation culture that values diversity and inclusion.
2. Ensure CSD is an equal opportunity employer
3. Recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the Australian population.
4. Incrementally grow the number of women performing senior roles through the creation of . programs that prepare women to take on senior roles within the business both in operational and specialist support areas.
5. As part of CSD's ongoing commitment to the reconciliation process, assist indigenous Australians to access employment opportunities through our business.
6. Provide people with a disability employment opportunities and career advancement.
7. Reducing the risk of conflict-of-interest behaviours by minimising the employment of immediate family members (spouse, sibling, child, parent) of existing employees.
8. Provide training in raising awareness about diversity issues and developing diversity and inclusion management.
9. Making diversity values of fair and objective assessment central to performance management processes.

### Principles

This standard provides a framework for new and existing diversity and inclusion related initiatives within our business.

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We reward and promote our team based on assessment of individual performance, capability, and potential and treat all employees, contractors, members, customers and stakeholders fairly and equally.

Our business leaders are committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background.

Our training and performance management processes raise awareness and promote diversity and inclusion values across the company.

### **Measures and accountabilities**

CSD Management are accountable for:

- Creating and maintaining an inclusive workplace by role modelling inclusive behaviours and communicating their commitment;
- Minimising bias in relation to decision making and ensuring consistency of approach in diversity and inclusion initiatives;
- Ensuring their teams adhere to the principles set out in this Standard, and other relevant standards including the Code of Conduct Standard and the Effective Behaviour Standard and the CSD Ways of Working;
- Promptly addressing inappropriate behaviours in relation to diversity and inclusion

All CSD employees are accountable for:

- Contributing to, and maintaining, an inclusive workplace;
- Speaking up if they see inappropriate behaviours in relation to diversity and inclusion; and
- Respecting the diversity of others and demonstrating inclusion through the CSD Ways of Work.
- Adhering to other relevant standards including the Code of Conduct Standard and the Effective Behaviour Standard.

A 5-year Diversity Strategic Plan has been established, with respect to diversity related initiatives, including measurable objectives.

The Chief Executive Officer and Group CFO will monitor the progress and report annually to the Board on the 5-year Diversity Strategic Plan.

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