



# Namoi Cotton Limited

## Diversity Policy

# Table of Contents

<b>1.0</b>	<b>Purpose .....</b>	<b>3</b>
<b>2.0</b>	<b>Scope.....</b>	<b>3</b>
<b>3.0</b>	<b>What is Diversity .....</b>	<b>3</b>
<b>4.0</b>	<b>Diversity Strategy.....</b>	<b>3</b>
<b>5.0</b>	<b>Measurable Objectives .....</b>	<b>4</b>
<b>6.0</b>	<b>Gender Diversity .....</b>	<b>5</b>
<b>7.0</b>	<b>Reporting.....</b>	<b>5</b>
<b>8.0</b>	<b>Responsibility.....</b>	<b>5</b>
<b>9.0</b>	<b>Recruitment.....</b>	<b>5</b>
<b>10.0</b>	<b>Recognition of Domestic Responsibilities &amp; Training .....</b>	<b>5</b>
<b>11.0</b>	<b>The Role of the Nomination and Remuneration Committee.....</b>	<b>6</b>
<b>12.0</b>	<b>Review of Policy .....</b>	<b>6</b>
<b>13.0</b>	<b>Publication.....</b>	<b>6</b>

## 1.0 Purpose

The purpose of this Diversity Policy is to set out the Namoi Cotton Groups approach to diversity in the Namoi Cotton Group's workplace.

For this policy Namoi Cotton Limited and its subsidiaries, joint ventures including Namoi Cotton Alliance, Wathagar Ginning Company and Moomin Ginning Company for the purpose of this policy are collectively known as the "Namoi Cotton Group".

The Board and Management has a commitment to diversity within Namoi Cotton Group. The Namoi Cotton Group recognises the value of recruiting and retaining employees with different gender, backgrounds, experience and abilities.

## 2.0 Scope

This policy applies to all Directors, Management, Employees, consultants and contractors of Namoi Cotton Group.

## 3.0 What is Diversity

The Namoi Cotton Group is committed to creating a diverse workplace which recognises and values the contribution of people with different backgrounds, experiences, gender and perspectives.

Diversity for the Namoi Cotton Group includes factors such as religion, race, ethnicity, gender, disabilities, age, cultural background, socio-economic background, sexual orientation, perspective, experience and other areas of difference.

The Namoi Cotton Group has an inclusive workplace and discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

## 4.0 Diversity Strategy

The Namoi Cotton Group is committed to a diversity strategy aimed to promote the appointment of qualified, experienced and diverse Directors, Management and Employees to achieve the Namoi Cotton Group's objectives on diversity.

In respect of the diversity strategy the Board and Management will:

- (a) promote diversity in the Namoi Cotton Group workplace;
- (b) support equal opportunity in the recruitment, selection and promotion of employees from different backgrounds, knowledge, gender and experience.
- (c) The Namoi Cotton Group recruitment process is protected to provide equality in recruitment and unbiased selection and promotion decisions;
- (d) reward excellence on agreed goals to remove bias and promote equality; and
- (e) identify and implement initiatives that encourage development of careers and enhance skills.

The Namoi Cotton Group's existing diversity policies include the recruitment policy, paid parental leave, carers leave, flexible work arrangements and mentoring programs.

## 5.0 Measurable Objectives

The Board in consultation with the Nomination and Remuneration Committee will set measurable objectives for achieving diversity, in particular gender diversity.

The Board will assess the diversity levels and diversity strategy on a regular basis.

Measurable diversity metrics may include:

- (a) representation of roles by age and gender for Management and Board levels;
- (b) gender salary comparison in same role and same level positions;
- (c) gender representation in talent and succession planning; and
- (d) setting diversity targets.

The measurable objectives should identify (where applicable) benchmarks to assess the achievement of diversity levels.

The Namoi Cotton Group at present have the following Diversity Measurable Objectives:

Objective	Details	Timeframe to Achieve
Recruitment and Selection	<p>Ensure employees are selected from a diverse pool:</p> <ul style="list-style-type: none"> <li>• Ensure that a minimum of 30% women are represented in interviewing panels and shortlisted candidates for all Management, Executive and Non-Executive Director positions</li> <li>• capture information in the application and interviewing process in relation to cultural diversity</li> </ul>	<p>Ongoing</p> <p>Ongoing</p>
Flexible Work Practices	<p>Provide flexible work practices and develop a culture of support for flexible work practices where possible and required</p> <p>Educate, Executives and managers on strategies for managing and providing flexible work practices and arrangements;</p> <p>Report to the Board on the % of part/time and with flexible work practices</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
Gender Objectives	<p>Set goals and timeframes to improve the number of women in management and Team Leadership roles within the Namoi Cotton Group</p>	



The Namoi Cotton Group is committed to providing training to its employees for the development of their skill base and qualifications.

### 11.0 The Role of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee will review and report to the Board, at least annually the proportion of men and women employed in the Namoi Cotton and Namoi Cotton Group business.

### 12.0 Review of Policy

This policy was last reviewed during April 2019 to 20 June 2019 by the board and will be next reviewed during May 2020 by the Board.

The Nomination and Remuneration Committee will review this policy annually and provide recommendations to the Board.

### 13.0 Publication

A copy of the policy is available on the Namoi Cotton website.