



SELECT HARVESTS

SELECT HARVESTS DIVERSITY POLICY

Select Harvests recognises that a diverse workforce supports its goals to achieve business success through the quality and skill of our people. Select Harvests is committed to seeking out and retaining the finest human talent to ensure sustainable business performance.

Diversity management benefits individuals, teams, our company and our customers. We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company.

Select Harvests believes in treating all people with respect and dignity. We are committed to employing the best people to do the best job possible. We recognize the importance of reflecting the diversity of our community, customers and markets in our workforce.

Select Harvests diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Recruitment

As a leader within our industry, we believe that employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets. Balanced gender mix is an important aspect of our workforce and our recruitment processes include open and competitive processes that reduce the potential for discrimination.

Select Harvests is an equal opportunity employer and is committed to diversity through our Recruitment Policies and Processes.

Career development and promotion

Select Harvests rewards excellence and all employees are promoted on the basis of their performance and skill development. All managers are encouraged in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Social responsibility

Select Harvests recognizes that there are distinct demographic groups within our community that have long been disadvantaged. We recognize that racism, ageism, sexism and other forms of discrimination are problems both for our organization and society as a whole. Select Harvests is committed to supporting the disadvantaged groups both within and outside our organization. We have clear policies and procedures for the reporting of any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

Diversity practices

Select Harvests has a Code of Conduct which is published on the Company Website. This Code of Conduct requires all employees to treat one another with respect, recognising the diversity of our workforce.

Supporting policies and procedures at the operational level not only ensure that we pursue diversity as a corporate ethos, but also assist management to focus on our legal obligations in relation to the fair treatment of employees, customers and service delivery providers.

Diversity reporting is included in monthly Board reporting. There is an annual review by the Board's Remuneration and Nomination Committee. The committee oversees the setting and implementation of Select Harvests' diversity targets..



Paul Thompson
Managing Director