
Silver Fern Farms Diversity, Equity, and Inclusion Policy

Valid Until - December 2026

Adopted: 2022 Reviewed: 2024	Document Name: Diversity, Equity, and Inclusion Policy	Policy Owner: Chief People Officer	Approved By: Chief Executive	Next Review Date: December 2026
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Policy Statement

Silver Fern Farms is committed to enriching people's lives and wellbeing by providing an environment that promotes diversity, equity, and inclusion as an integral part of our daily operations. This policy applies to all ("Company") directors, employees, agency workers, casual workers, consultants, and self-employed contractors.

Silver Fern Farms strives to consistently demonstrate our commitment to valuing our people. We will regularly review this policy to ensure that it remains in line with our values, strategic direction, and legal obligations.

Delivering Enduring Value is at the centre of our strategy. To achieve this, we aim to create safe and inclusive workplaces that encourage diversity and inclusion among our workforce, provide equitable opportunities for all, and address discrimination. Our goal is to have a workforce that is representative of the diversity of Aotearoa, our key markets, customers, consumers, and communities.

Definitions

- Belonging - A sense of place for all
All people feel respected, can be themselves, and are part of the Silver Fern Farms community.
- Culture - The customs and norms that define Silver Fern Farms
Based on our purpose of Creating Goodness from the Farms the World Needs and our values – Always caring our manaakitanga, unstoppable together our kotahitanga and improving tomorrow our kaitiakitanga.
- Diversity - The things that make us unique.
Celebrating the wide variety of qualities and characteristics we all possess.
- Equity - Eliminating barriers to ensure everyone has opportunities to thrive.
It is about each of us getting what we need to survive or succeed—access to opportunity, networks, resources, and support – based on where we are and where we want to go.
- Inclusion – Respecting and actively including all people.
Valuing people of all backgrounds, life experiences, preferences, and beliefs for the unique perspectives they bring and ensuring they have equal opportunities to contribute to business success.

Commitments

We are committed to:

- Fostering a culture that shows respect and care for people's gender and sexual identity, age, ethnicity, cultural background, religious belief, marital or family status, disability, socio economic background, perspectives, and experience.
- Developing inclusivity by ensuring people are valued, seen, and heard by establishing and maintaining mechanisms for staff to provide feedback about their diversity, equity, and inclusion experiences.
- Creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination. Promptly dealing with any concerns about discrimination, harassment, or bullying.
- Taking action to understand and improve diversity, equity, and inclusion outcomes in line with the targets set in our Diversity, Equity, & Inclusion Action Plan
- Encouraging diversity, equity, and inclusion in the workplace because they are good practices and make business sense.
- Recognising diversity of thought, experience, and knowledge as critical success factors for our business performance.
- Creating opportunities for training, development, and progress for all staff, supporting and encouraging staff to develop their full potential.

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- Reviewing employment practices and procedures to ensure fairness and equity and update them when necessary to take account of changes in the law.
- Supporting underrepresented groups to secure and remain in employment. Recognising, enabling, and supporting underrepresented staff to compete fairly for opportunities within the business.
- Recruitment and promotion decisions concerning staff are transparent and based on skills and experience.
- Acting honestly and in good faith and comply with all applicable laws in the countries where Silver Fern Farms operates.
- Monitoring diversity, equity, and inclusion outcomes using appropriate measures and targets.
- Holding ourselves to account for our performance, by monitoring that the policy and supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any gaps and issues.

Roles and Responsibilities

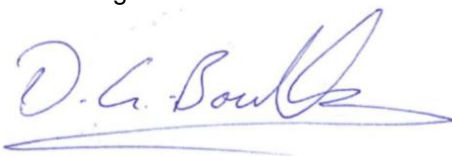
We are focused on embedding diversity, equity, and inclusion throughout our organisation. Silver Fern Farms recognises that the culture of its workplaces is the product of the behaviour and conduct of all team members, leaders, and stakeholders.

All Silver Fern Farms staff should act according to our business values: Always caring, Unstoppable together, and Improving tomorrow.

For diversity, equity, and inclusion, this means:

- Upholding our business DEI commitments
- Valuing diversity in its broadest sense.
- Recognising diversity enables the creativity and innovation we need to be a leading global organisation of the future.
- Sharing collective responsibility for welcoming diversity in our workplace, acting inclusively, and ensuring our practices drive equitable outcomes.
- Leading by example, role modeling positive diversity, equity and inclusion behaviours within our communities, our industry, and business forums.
- Championing diversity, equity, and inclusion ensuring team members feel safe and supported to be themselves.
- Weaving diversity, equity, and inclusion practices into everything we do.
- Promoting and adopting practices that create awareness, appreciation, acceptance, and celebration of diverse cultures, beliefs, abilities, and ideas.
- Ensuring diversity, equity, and inclusion are fundamental elements of all decision-making.

Signed:



Dan Boulton
Chief Executive Officer
December 2024

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