



MEAT & LIVESTOCK AUSTRALIA DIVERSITY POLICY

Date approved by Board: 10 March 2011

1. Purpose

MLA is committed to providing an environment which respects and promotes diversity. MLA recognises that a workforce which represents a diverse range of backgrounds, age, ethnicity and gender will enable MLA to provide an optimal service to its stakeholders.

MLA has a strong commitment to diversity which is embedded in its flexible work arrangements and parental leave policies.

2. Objectives

The objective of MLA's diversity initiatives will be to recognise:

- Our Stakeholders: diversity will result in us providing a better service
- Our Industry: to be a leader in diversity in our industry
- Our People: to attract, recruit and retain diverse talent

3. Measures

The Board will establish measurable objectives for achieving diversity, including gender diversity, at both the Board and employee level. The Board will assess annually both the measurable objectives for achieving diversity and the progress in achieving them. The Board will ensure that appropriate disclosures are made in the MLA Annual Report about the company's diversity practices and measures.

4. Monitoring & Reporting

The Executive Committee will develop, implement and monitor a diversity strategy and make recommendations to the Board on measurable objectives. The Executive Committee will report to the Board on the diversity strategy and progress against the measurable objectives which are set.

5. Principles

This policy will provide MLA with a framework for new and existing diversity related initiatives and policies with the company.