



WGEA GENDER GAP STATEMENT

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**CARISMA™
POTATOES**

**LOW
CARB**
POTATOES

GOURMANDINE



COMIT FARM



Blackjack

GEORGINA

CHIPPING
POTATOES

MASHING
POTATOES



Mitolo Group's Commitment to Gender Equality

The Mitolo Group promotes a culture of respect, tolerance and diversity and the right of employees to reach their full potential in the workplace. As such, we are committed to providing all employees and potential employees with fair access to all employment-related opportunities.

In particular, Mitolo Group is committed to increasing the proportion of female employees in our workforce and decreasing our gender pay gap. For clarity, the Mitolo Group does not recruit or pay people differently based on their gender. We provide equal pay for equal work, regardless of gender.

Our gender pay gap is therefore not as a result of equal pay issues, but rather a lower proportion of female employees in senior leadership positions as well as a lower proportion of females undertaking positions where there is higher levels of overtime and shift penalties.

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Mitolo Group's 22/23 Gender Pay Gap (GPG)

The Gender Pay Gap (GPG) is not a comparison of 'like' roles. Instead, the Gender Pay Gap calculates the difference between the average or median pay of women and men across an organisation and Australia's workforce as a whole.

As outlined in the table, Mitolo Group's Median Total Remuneration GPG is 16.2% (compared to the nationwide GPG of 19%) and our Median Base Salary GPG is 10.4% (compared to the nationwide GPG of 14.5%). Whilst it is positive that Mitolo Group's GPG is lower than the nationwide average in both metrics, we are committed to understanding the drivers of our GPG and putting in place actions to continue to reduce our GPG.

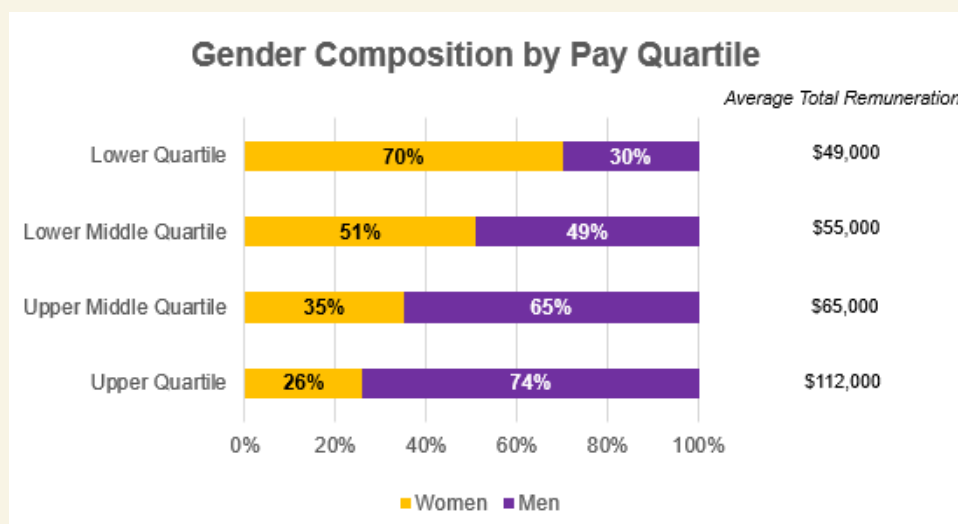
	Mitolo Group	Nationwide
Median Total Remuneration GPG	16.2%	19.0%
Median Base Salary GPG	10.4%	14.5%

Mitolo Group's 22/23 Workforce Composition	
Men	54%
Women	46%



The Drivers of our Gender Pay Gap (GPG)

One of the key drivers of Mitolo Group's GPG is that there are a lower proportion of females in the upper remuneration quartile that are undertaking Management or Key Management Personnel (KMP) roles.



Due to some issues with Mitolo Group's data submission to the WGEA, the percentage proportion of women and men in KMP and Manager positions has been incorrectly reported. The correct figures are outlined in the below table.

	Key Management Personnel (KMPs)		Managers	
	Women	Men	Women	Men
2021-22	22%	78%	10%	90%
2022-23	25%	75%	14%	86%
Feb-24	33%	67%	28%	72%

This table shows that Mitolo Group has increased the proportion of women in leadership positions between the 21/22 and 22/23 reporting periods. Pleasingly, we have continued this trend into 2024. Whilst we are pleased with these improvements, we remain committed to further progress.

A further driver for Mitolo Group's GPG is due to having a significantly higher proportion of males in positions such as Forklift Drivers, Labourers and Machine Operators. These positions by their nature undertake higher levels of overtime and receive allowances due to shiftwork. This results in a higher Total Remuneration value which therefore contributes to our calculated GPG.



OUR ACTIONS

Mitolo Group is undertaking a number of actions to ensure that we continue to attract and retain a diverse workforce and in particular, increase the participation of women in our business.

1. RECRUITMENT	<ul style="list-style-type: none"> • Mitolo Group is an equal opportunity employer and applies a consistent merit-based recruitment and selection process for all vacant positions. Successful candidates are selected on their ability, skills and functional capability for the position, not their gender. • We engage in the Palm Scheme to attract workers from the Pacific Islands into our production facilities within NSW and SA. This scheme promotes female participation in our production roles whilst also diversifying our workforce. • We regularly monitor our workforce demographics against industry benchmarks (where possible) to assess the level of female participation across various classifications, e.g. <ul style="list-style-type: none"> ○ Approximately 43% of our Agronomy team is women which is close to the industry benchmark that 45% of all graduates in the industry are women. ○ Approximately 26% of our tractor drivers, harvester operators and skilled farmhands are women. • We have sponsorship rights under the Designated Area Migration Agreement (DAMA) that enables us to sponsor skilled workers that are not qualified. We utilise our sponsorship rights to further support female participation.
2. FLEXIBILITY IN THE WORKPLACE	<ul style="list-style-type: none"> • Mitolo Group actively supports working parents (and employees with other caring responsibilities) to access flexible working arrangements. We are aware of the difficulties for households and working parents, particularly given the fluctuation of working hours in our industry and the varying start and finish times. We are committed to providing flexibility in working hours to both our female and male employees for the benefit of families and households. • We also provide our female workforce with the ability to upskill and study in other career areas by providing flexible working arrangements. Our employees will often transition to chosen careers outside of the horticulture industry as a result of this support.
3. SUPPORTING EXPECTING PARENTS	<ul style="list-style-type: none"> • Mitolo Group takes a highly proactive approach with employees who are expecting parents by creating a detailed Pregnancy Care Plan. The Pregnancy Care Plan not only considers the support and flexibility required for the employee throughout the pregnancy, but actively plans for the flexible return-to-work-options available. Our Pregnancy Care Plans not only provide a safe and supportive work environment but encourage the retention of our female employees to return-to-work after parental leave.





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