

Australian Mushroom Growers' Association Limited

ABN 30 001 491 461

Inclusion and Diversity Policy

2023

1. Preliminary

1.1 Introduction

- (a) The Australian Mushroom Growers' Association Limited (the **Association and we, our, us**) is a national peak industry body dedicated to driving value for our Members, Australia's mushroom growers. Our vision is to ensure mushrooms are a vital, unique part of the Australian diet.
- (b) We provide a range of services to our Members and the broader industry to foster growth and development, and our Members comprise of Mushroom farmers, associated businesses and people in the industry.
- (c) The Association works with all parts of the supply chain, from production through to the consumer. By working together, we seek to continually improve our growers' ability to provide a healthy, profitable and safe product for all consumers.

1.2 Adoption and Constitution

- (a) The Board of the Association hereby adopts this Policy.
- (b) To the extent of any inconsistency between this Policy and the Constitution, the provisions of the Constitution shall prevail.

1.3 Definitions

- (a) **Constitution:** means the Constitution of the Association, as amended from time to time.

2. Workforce inclusion and diversity

2.1 Overview

Valuing and managing diversity means that the Association will:

- (a) promote and encourage a diverse and inclusive workforce, by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and different perspectives;
- (b) attract and retain a Board whose composition reflects a diversity of backgrounds, knowledge, experience and abilities; and
- (c) seek to ensure that the structure of membership committees appointed by either the Board or Management will reflect a diversity of backgrounds, knowledge, experience and abilities seek to ensure that its business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.

2.2 Board Inclusion and Diversity

We are committed to attracting and retaining a Board whose composition reflects a diversity of backgrounds, knowledge, experience and abilities. Board appointments will be based on merit. However, the Board will consider issues of diversity in developing its recommendation, criteria, skills mix and process for recommending candidates for appointments to the Board.

2.3 Inclusion

We are committed to recognising and celebrating the diversity of the Association through creating an environment that values, respects and encourages a diverse range of views, knowledge and experience. When hiring and promoting candidates, management will consider diversity in the selection and appointment processes to ensure there is no intended or unintended bias or discrimination throughout the processes to ensure that talent management decisions are made consistently, fairly and equitably across the organisation. Management will endeavour to ensure that there is no intended or unintended discrimination towards or against employees of diversity dimensions concerning the remuneration that they receive for their work. We will invest in the physical, mental and emotional wellbeing of our people through ongoing education around inclusion and diversity initiatives, ensuring our policies and processes support and encourage equal opportunity for all individuals and create a culture of inclusion.

3. Review

This Policy is to be reviewed by the Board as required and at least every three years.

4. Publication

The latest version of this is made available on the Association's website

5. Amendment

This Policy may be amended, varied, modified, or waived at any time by resolution of the Board.

6. Policy

If employees, directors, or officers have any questions about this Policy generally or any questions about reporting a suspected violation of this Policy they may contact the Board.

Policy details

Policy owner: Relationship & General
 Manager

Effective dates

Date policy was made: 14 June 2023

Commencement date of this version: 14 June 2023

Review Every 3 years or sooner as required.

Revision history

Version	Date	Description
1.0	14 June 2023	

Amendments to, and operation of, this policy

AMGA reserves the right to amend this policy at any time. This policy does not operate contractually and is not intended to be contractual in nature.