



ASTRAL FOODS LIMITED

DIVERSITY POLICY

Astral is committed to actively manage diversity as a means of enhancing the group's performance by recognising and utilising the contribution of diverse skills and talent from its directors, officers and employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives, including persons with co-existing domestic responsibilities. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. Astral values the differences between its people and the contribution these differences make to the group.

Role of the board

It is the responsibility of the board to foster an environment where:

- Individual differences are respected.
- The ability to contribute and access employment opportunities is based on performance, skill and merit.
- Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

Objectives

Astral encourages diversity in employment, and in the composition of its board, as a means to ensuring the group has an appropriate mix of skills and talent to conduct its business and achieve Astral's goals.

Specifically, Astral will provide equal opportunities in respect to employment and employment conditions, including:

1. Hiring

The board will ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff, including board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. The board is empowered to engage professional consultants to assist in the hiring process by presenting diverse candidates to the group for consideration.

2. Training

All internal and external training opportunities will be based on merit and in light of the group and individual needs. The board will consider senior management training and executive mentoring programmes to develop skills and experience to prepare employees for senior management and board positions.

3. Career advancement

All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the group's needs and will be determined on skill and merit.

Achieving diversity

Astral will focus on the long term goal of improving representation across all levels of the organisation. The board may set measurable objectives for achieving diversity that are appropriate for the size of the company, which will be disclosed in Astral's integrated annual report.

These measurable objectives may include: Procedural / structural objectives; initiatives and programmes and/or targets in respect of: the number of women employed by (or who are consultants to) the economic group controlled by the company; the number of women on the board; the nature of the roles in which women are employed, including on full time, part time or contracted bases, and in leadership, management, professional speciality or supporting roles; and the relative participation of men and women at different remuneration bands.

The board may also set measurable objectives in relation to other aspects of diversity that are appropriate for the company. These objectives may also include procedural / structural objectives; initiatives and programmes and/or targets in respect of: the number of persons employed by (or who are consultants to) the economic group controlled by the company; the number of persons on the board; the nature of the roles in which person are employed, including on full time, part time or contracted bases, and in leadership, management, professional speciality or supporting roles; and the participation of persons at different remuneration bands, each by reference to age, ethnicity and cultural background.

Work environment

Astral will ensure that all officers, employees and contractors have access to a work environment that is free from harassment. The company will not permit unwanted conduct based on an officer, employee or contractor's personal circumstances or characteristics.

The board and senior managers are required to ensure that the work environment is harassment free, and to ensure that complainants or reports of

sexual, racial or other harassment are treated seriously, confidentially, and sympathetically by the company.

Reporting responsibility

It is the responsibility of all directors, officers and employees to comply with Astral's Diversity Policy and report violations in accordance with the policy.

The board will proactively monitor the company's performance in meeting the standards and policies outlined in this Policy. The Social and Ethics Committee will conduct an annual review of any diversity objectives set by the board, and its progress in achieving them.

The board will consider setting key performance indicators for the board, the Chief Executive Officer or Chairman, as appropriate and if required. Anyone breaching this Diversity Policy may be subject to disciplinary action, including termination of employment.

SUMMARY OF DIVERSITY POLICY

The board has adopted a Diversity Policy which describes Astral's commitment to ensuring a diverse mix of skills and talent exists amongst its directors, officers and employees, to enhance the company's performance. The Diversity Policy addresses equal opportunities in the hiring, training and career advancement of directors, officers and employees. The Diversity Policy outlines the process by which the board may set measurable objectives to achieve the aims of Astral's Diversity Policy. The board is responsible for monitoring company performance in meeting the Diversity Policy requirements, including the achievement of any diversity objectives set by the board.