



Australian Government



Workplace
Gender Equality
Agency

Employer Public Report

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Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

1.2a Do the formal policies and/or formal strategies include any of the following?

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)

1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Gender is a key focus within our Inclusion and Diversity Action Plan (iDAP), which sets out our strategic, values-aligned approach to building a more inclusive workplace at GrainCorp. As part



of this commitment, we have conducted a comprehensive review of our policies and procedures to ensure they are free from all forms of bias, including gender bias. Our iDAP is a living strategy that drives inclusion in every decision, guided by our corporate values. A key objective is achieving balanced gender participation of 40/40/20 by 2030, supported by incremental representation targets across the organisation. For all roles, we are targeting female representation of 31% by FY26, 34% by FY28, and 37% by FY30. This includes leadership-focused targets: Non-Executive Directors and Executive Leadership Team: 30% (FY26), 35% (FY28), 40% (FY30) People leaders across the business: 35% (FY26), 37% (FY28), 40% (FY30) Achieving and sustaining a neutral gender pay gap remains a priority. We apply a range of practices to support this, including effective job design, gender-neutral role and pay evaluation, bias-free recruitment processes, annual reviews of remuneration outcomes and access to a range of professional and leadership development options. Our Diversity and Inclusion Strategy underpins a culture that values inclusion, cognitive diversity, and collaboration. It is operationalised through our second iDAP, which outlines tangible actions, initiatives, and measures of success — particularly in increasing the representation of women in roles of influence. This includes targeted development pathways to grow a strong pipeline of female leaders across the business. GrainCorp’s Preventing Bullying and Harassment and Preventing Sexual Harassment and Discrimination policies reinforce our commitment to fair, transparent, and non-discriminatory people practices — from recruitment and work allocation to pay, development, and leave. All new employees undertake comprehensive training to embed these principles early. Finally, our Remuneration Policy clearly states that all remuneration frameworks, processes, and programs must be gender neutral, non-discriminatory, and free from bias. Policies and procedures are reviewed regularly to ensure they support the achievement of these goals and uphold our commitment to an inclusive workplace.



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Graincorp Operations Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

GrainCorp Board of Directors

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	3

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

NA

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2030-03-31

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Gender identity

Organisation: Graincorp Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

GrainCorp Board of Directors

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	3

E. Do you have formal policies and/or formal strategies in place to support and achieve



gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

NA

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2030-03-31

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity

Organisation: Graincorp Foods Australia Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

GrainCorp Board of Directors

C. What type of governing body does this organisation have?



D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	1	3

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

NA

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to increase the representation of women on this governing body

G.1 Percentage (%) of target: 40

G.2 Year of target to be reached: 2030-03-31

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Gender identity



1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

GrainCorp extended its non-executive board with the appointment of two directors. Representation of women on our board is 30%. GrainCorp supports the need for increased female representation on public company boards, and in doing so, will continue to identify suitably qualified women for appointment to the GrainCorp Board when the opportunity arises.



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months



2.2c Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Reviewed talent acquisition processes; Reviewed and implemented performance evaluation processes to ensure no gender bias; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Late in the 2024/25 reporting period, one of the GrainCorp Board of Directors resigned, reducing the representation of women Board members to 20%. In line with ASX Corporate Governance Council Principles (4th Edition), GrainCorp retains a target of at least 30% of directors to be women and supports the need for increased female representation on public company boards. GrainCorp follows a structured and strategic approach to sourcing and appointing Board members, ensuring alignment with the organisation's long-term strategy, values, and governance responsibilities and in doing so, will continue to identify suitably qualified women for appointment to the GrainCorp Board when the opportunity arises.



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

2.4a How did you consult employees?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews

2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.

Ongoing consultation with the GrainCorp People & Culture (P&C) team enables us to identify both opportunities and risks relating to inclusion, equity, and diversity. These insights directly inform the development of our people strategy, the progress of key initiatives, and adherence to relevant policies. This process is underpinned by regular engagement across the business. The P&C team consults with leaders, managers, and employees through multiple channels, including leadership meetings, one-on-one conversations, recruitment and promotion processes, talent reviews, onboarding and exit interviews, and employee listening activities. These touchpoints ensure that the lived experience of our people is reflected in how we shape our culture and practices. Oversight is maintained through the People, Safety and Culture Committee (PSCC), which is regularly updated on progress against our inclusion and diversity goals and related initiatives. Our people data continues to evolve, providing rich, real-time insights into the composition and experience of our workforce—particularly in relation to gender. This data informs business leaders and supports evidence-based decision-making. We also operate a robust 'Voice of Employee' program, which includes an annual all-employee survey and other lifecycle feedback mechanisms. Results are analysed by gender and other demographics to identify any differences in experience across areas such as satisfaction,



leadership, wellbeing, inclusion, autonomy, and work–life balance. These insights inform enterprise-wide action plans to close any identified gaps and enhance employee experience. Our Inclusion and Diversity Action Plan (iDAP) reflects an action-oriented, enterprise-wide approach to diversity, equity, and inclusion. It is brought to life through a network of iDAP Ambassadors, who help drive awareness, engagement, and visibility of activities and events across GrainCorp. The iDAP connects our people as one team—supporting the inclusion, retention, development, and performance of under-represented groups, including women, across the organisation.



Flexible Work

Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee’s commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Leaders are held accountable for improving take up and approval of workplace flexibility; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body; All team meetings are offered online; The ability to job-share is incorporated into job design and advertising of new roles

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	No
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	No	No

3.3 If your organisation would like to provide additional information relating to flexible



working and gender equality in your workplace, please do so below.

GrainCorp recognises that our people have priorities both within and beyond the workplace, and that achieving a healthy balance is critical to wellbeing, engagement, and advocacy. Our Flexible Work Policy and guidelines reflect our commitment to providing flexible work arrangements that align with business needs and individual roles. These may include working from home, adjusted hours, long-term shift planning, or reduced working patterns—depending on the nature of the role. Importantly, our approach to flexibility is not static. The policy was enhanced post COVID-19 and is reviewed annually to ensure it remains relevant and impactful. These reviews consider employee feedback and emerging work patterns to better understand what flexibility means for our people and where it makes the greatest difference.



Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth

Secondary: Birth; Adoption; Surrogacy; Stillbirth

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?



Primary:

Lowest entitlement: 8

Highest entitlement: 14

Secondary:

Lowest entitlement: 1

Highest entitlement: 2

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees

Secondary: Permanent employees

4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?

Primary: Yes a qualifying period is required

How long is the qualifying period (in months)?

12

Is the qualifying period the same as the probation period for new employees?

No

Secondary: Yes a qualifying period is required

How long is the qualifying period (in months)?

12

Is the qualifying period the same as the probation period for new employees?

No

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Anytime within 12 months

Secondary: Anytime within 12 months



**4.1h Does your organisation have an opt out approach to parental leave?
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

Primary: No

Secondary: No

4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable); Yes, on employer funded secondary carer's leave (if applicable)

4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

GrainCorp provides unpaid leave for Stillbirth parents if the pregnancy ends after 12 weeks. The parental leave provisions within GrainCorp's Leave Policy and Procedures enables all genders to take paid primary and secondary carers' leave. For primary carers parental leave can be taken at full or half pay to be determined by the employee to enable an increased level of flexibility to fit the individual's preference and situation. Superannuation continues to be paid on all forms of paid parental leave with up to 14 weeks counting towards an employee's continuous service.



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave

4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	No
Targeted communication mechanisms (e.g. intranet forums)	Yes



Support mechanism	Answer
Breastfeeding facilities	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	Yes
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes



4.6 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

GrainCorp provides both paid and unpaid carers leave to all permanent employees, as outlined in our Leave Policy and Procedures. This supports employees with increased caring responsibilities, enabling them to care for a member of their immediate family or household who requires support. Unpaid carers leave is also available to employees who have exhausted their paid personal leave, with access determined on a case-by-case basis. In addition, all employees and their immediate family members have access to confidential, no-cost support through our Employee Assistance Program (EAP). GrainCorp is proud to have recently received Family Inclusive Workplace certification from Family Friendly Workplaces (Parents at Work and UNICEF Australia), recognising our commitment to carer support and inclusive workplace practices.



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women’s workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment; Other

Provide Details: see additional details below

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

	Answer
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	Yes	Yes	No



All non-managers	Yes	No	Yes	No
The Governing Body	No		Yes	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; Other

Provide Details: see additional details below

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

;More often than annually

Chief Executive Officer or equivalent

Yes

;More often than annually

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident



management effectiveness and outcomes, trend analysis and actions

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train staff on mitigation and control measures; Implement other changes (provide details)

Provide Details: Values Launch, GNC way & leadership expectations. see additional details below

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (E.g. EAP); Other (Please specify)

Provide Details: see additional details below

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

Multiple times per year



CEO or equivalent

Yes

Multiple times per year

Key Management Personnel

Yes

Multiple times per year

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

GrainCorp is committed to a safe, respectful, and inclusive workplace, free from all forms of discrimination, harassment, and bullying—including sex-based harassment and discrimination. This commitment is embedded in our Code of Conduct, Prevention of Bullying and Harassment Policy, and Preventing Sexual Harassment and Discrimination in the Workplace Policy. All new employees are required to complete online training modules on the Code of Conduct and Prevention of Bullying & Harassment within their first 90 days. Managers must also complete a leadership-specific version of the training to reinforce their role in maintaining a safe and respectful culture. Existing team members promoted into leadership roles are also assigned the leadership module on day one of their new role. For our seasonal workforce, targeted training on Acceptable Workplace Behaviours is delivered, emphasising GrainCorp's zero-tolerance approach to harassment and discrimination. These expectations are further reinforced through our company values - We Care, We Stay Safe, and We Do What's Right - which clearly articulate the behaviours we expect from all employees.

5.1a As part of our commitment to fostering a respectful and inclusive workplace, GrainCorp strengthened its approach by separating a single policy into two distinct documents: • Prevention of Workplace Bullying and Harassment Policy, and • Prevention of Sexual Harassment Policy. This change provides greater clarity for employees and leaders regarding expectations, reporting pathways, and available support. Both policies clearly outline GrainCorp's zero-tolerance stance on sex-based and other unlawful conduct, how employees can report concerns, and the support mechanisms in place for those affected. They also detail the company's response to reported incidents, including procedures for investigation, resolution, and the prevention of victimisation.

5.2a All employees and leaders at GrainCorp are required to complete training that clearly outlines the conduct and behaviours expected of them, in alignment with our corporate values. Completion is mandatory, tracked, and reported. The training provides clear context—not only around overall behavioural expectations—but also on the specific forms of inappropriate workplace behaviour, their impact, and potential consequences. It also highlights the support available for employees who need assistance or



wish to raise concerns. This formal training is reinforced through localised Toolbox Talk sessions, which focus on acceptable workplace behaviours. These sessions are led by leaders to support understanding and accountability at a team level. 5.4b GrainCorp has placed increased focus on raising awareness and understanding of bullying and harassment, including sex-based harassment. This includes a combination of formal education and in-the-moment coaching to reinforce expectations in real time. We recognise that generational differences can sometimes lead to misalignment between intent and impact. This has been proactively addressed through targeted awareness initiatives that promote respectful behaviour and accountability, aligned with our corporate values. 5.5 & 5.6 GrainCorp is committed to supporting individuals impacted by sex-based unlawful conduct and ensuring they have a voice in how issues are managed, with consideration for their preferences wherever possible. All parties affected are provided with access to appropriate support, including our Employee Assistance Program (EAP), peer support, or specialist services. We ensure that suitably qualified and experienced personnel are engaged to guide and support both managers and employees through any process related to identifying, addressing, reporting, investigating, or preventing sex-based unlawful conduct. Where appropriate, formal investigations are conducted by experienced HR professionals into reported incidents to ensure accountability and resolution.



Harm Prevention

Family or Domestic Violence

5.10 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Offer change of office location	Yes
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

No

How many days of paid domestic violence leave?

10



Access to unpaid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer unpaid family and domestic violence leave by negotiation or as needed?

No

How many days of unpaid domestic violence leave?

5

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.

GrainCorp is committed to supporting all permanent and casual employees who may be experiencing family or domestic violence, with a focus on protecting their employment, health, and wellbeing in a respectful and confidential manner. Our Leave Policy and Procedures include provisions for Family and Domestic Violence leave, purchased annual leave, and enhanced parental leave. Additional paid or unpaid leave, including authorised leave of absence, may also be considered based on the individual's specific circumstances. Each situation is assessed and managed with care, flexibility, and discretion. Support materials are readily available, and the confidential nature of our Employee Assistance Program (EAP) is regularly communicated to ensure employees know how to access help when they need it. While GrainCorp does not track Family and Domestic Violence leave in our core people systems, appropriate records are maintained confidentially by HR Delivery and Business Partners to ensure individual support needs are met.

