



**Grow your
career in
agriculture
with Elders**



Who are we?

Elders has been integral to the productivity and profitability of Australian farmers for 180 years.

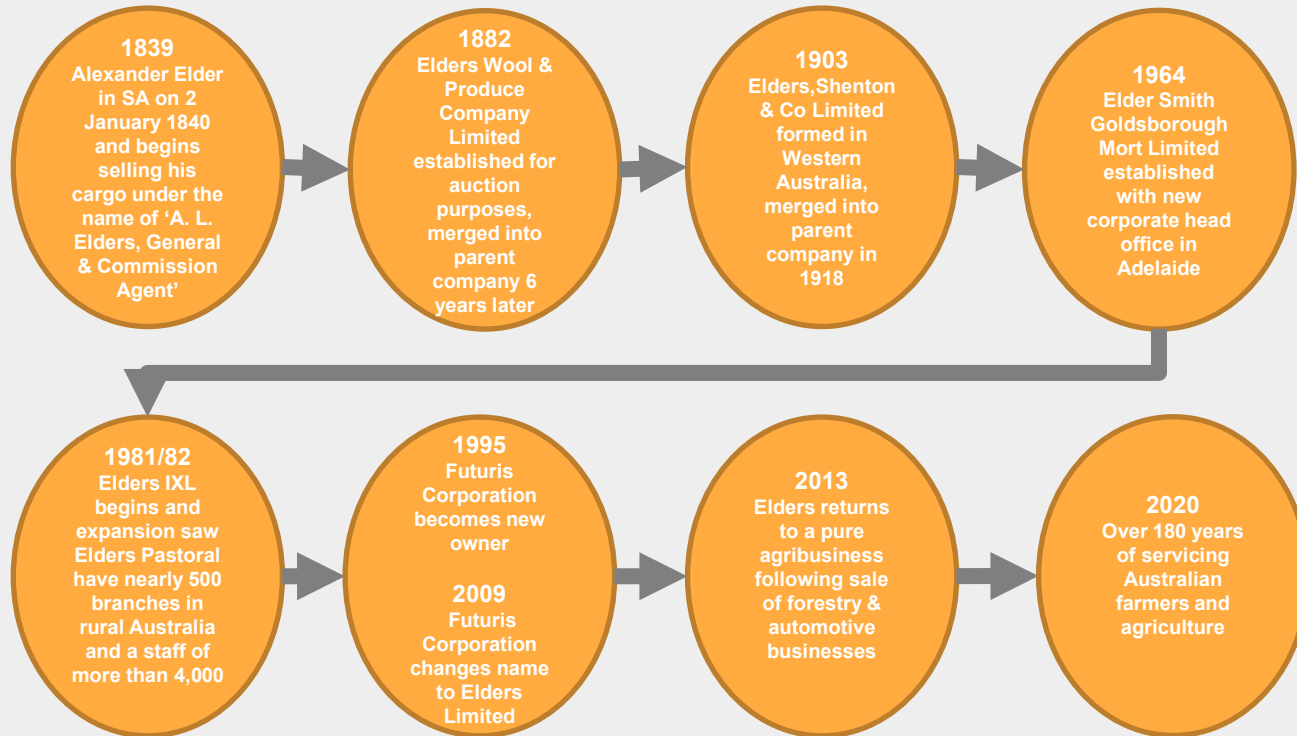
Our people are what drives our success and for our clients, their passion and dedication to agriculture underpin the way we operate.

We invest in the future. We develop and nurture young talent. We want our people to thrive and be proud to put on the pink shirt. When you join the Elders team, you have the backing of an iconic Australian agricultural brand and a team of passionate individuals supporting and challenging you on your journey.

It's our point of difference.



OUR HISTORY



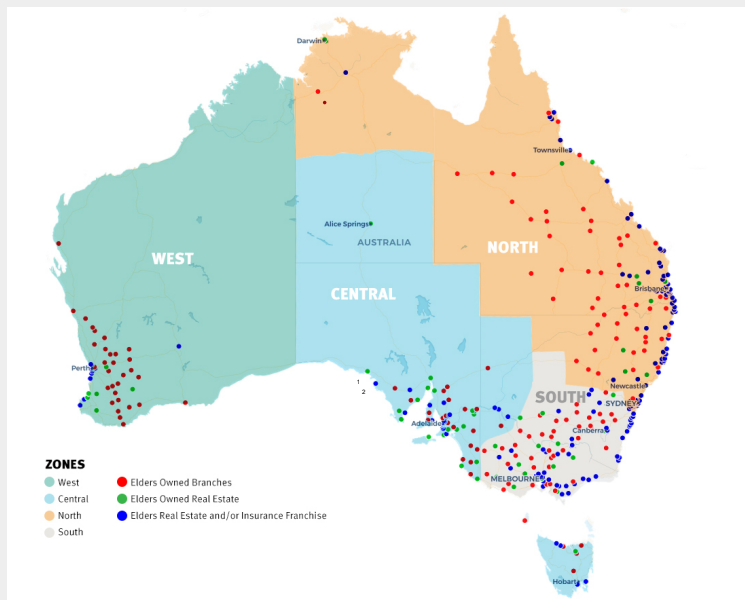
OUR VISION

**TO BE AUSTRALIA'S
LEADING AGRIBUSINESS,
CREATING VALUE FOR ALL
STAKEHOLDERS IN OUR
AUSTRALIAN AND
INTERNATIONAL MARKETS**

POINTS OF PRESENCE

We have approx. 500 points of presence in Australia, catering to the needs of a variety of agricultural regions. We also supply a further 350+ sites with product through our wholesale members

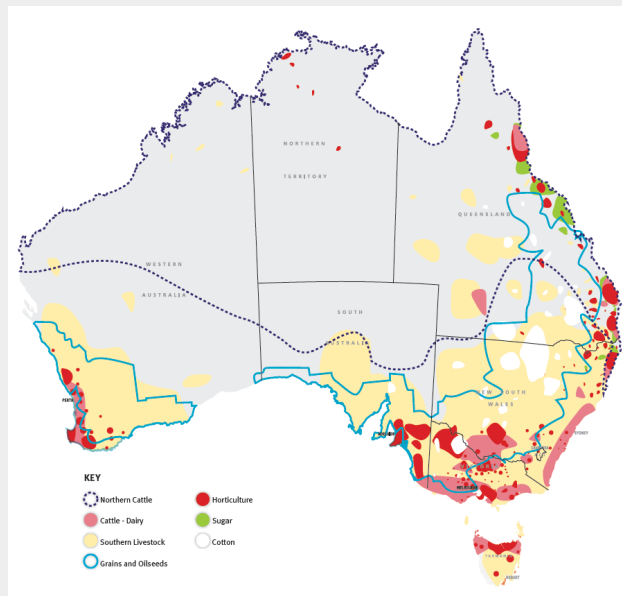
Elders Zones and Points of Presence
















¹ Elders Owned Branches refers to sites that offer Rural Supplies. Many of these sites will also offer Real Estate services (company owned or franchise) and Insurance services (franchise only)

² Elders Owned Real Estate locations may also have Elders Insurance franchise located at the same premises

Agricultural Land Use in Australia



8 POINT PLAN

<div>8 ELDERS EIGHT POINT PLAN</div> <div></div>						
OUR 2023 AMBITION	Compelling shareholder returns 5-10% EBIT and EPS growth through the cycles at 15% ROC		Industry leading sustainability outcomes across health and safety, community, environment and governance		Most trusted Agribusiness brand in rural and regional Australia	
OUR BUSINESS UNITS	 RURAL PRODUCTS	 AGENCY SERVICES	 REAL ESTATE	 FINANCIAL SERVICES	 TECHNICAL SERVICES	 FEED & PROCESSING
OUR STRATEGIC PRIORITIES	1 Win market share across all products, services and geographies through client focus, effective sales and marketing and strategic acquisitions	2 Capture more gross margin in Rural Products through optimised pricing, backward integration and supply chain efficiency	3 Strengthen and expand our service offerings, including Livestock and Wool Agency, Real Estate, Financial and Tech Services	4 Optimise our feed and processing businesses in Killara Feedlot and Elders Fine Foods	5 Develop a sustainability program that is authentic and industry leading	
OUR ENABLERS	6 Systems Modernisation Program – invest in best of breed solutions to improve customer experience, drive process and administration efficiency and better accommodate change		7 Attract, retain and develop the best people in agriculture and provide a safe and inclusive working environment		8 Maintain unflinching financial discipline and commitment to cost and capital efficiency	
OUR VALUES	 INTEGRITY	 CUSTOMER FOCUSED	 ACCOUNTABILITY	 TEAM WORK	 INNOVATION	<div>8 POINT PLAN 2023</div>



Business Overview



AGENCY SERVICES

- » Livestock
- » Wool
- » Grain



REAL ESTATE SERVICES

- » Rural
- » Residential
- » Property Management
- » Franchise
- » Water



DIGITAL AND TECHNICAL

- » Thomas Elder Consultancy and Institute
- » Elders weather app
- » Auctions Plus (50%)



RETAIL PRODUCTS

- » Farm supplier
- » Fertiliser



FINANCIAL SERVICES

- » Agri-finance
- » Insurance



FOOD AND PROCESSING

- » Killara Feedlot
- » Elders China



Graduate Agronomy Program

The Graduate Agronomy program, designed by our leading agronomy experts, provides excellent, innovative and dynamic career opportunities within the only major Australian-owned farm services business.

The two-year program offers:

**Opportunity to work
in multiple locations
across Australia**

**Exposure to a variety
of cropping segments**

**Support from in-field
experts across the
expansive Elders network**

Note, eligible applicants must have a tertiary qualification.

Livestock and Wool Traineeship Program

The Elders Livestock and Wool Traineeship program provides an entry level path into Elders. As an Elders trainee, you will learn practical skills to enrich your career and become part of the next generation of stock and station agents. With a focus on valuable hands-on experience, the traineeship arms our people with the skills for a valuable career with Elders, providing many opportunities for growth and development.

Elders Livestock and Wool Traineeship program graduates are currently working in roles within the Elders network including:

- » Branch Manager
- » Farm Supplies Sales Representative
- » Territory Sales Manager
- » District Wool Manager
- » Livestock Production Advisor



Rural Products Cadet Program

The Rural Products Cadet program is another great entry level pathway into Elders.

You will learn the skills required to become a Rural Products Sales Representative within 12 months. This program sees you based in one of our training branches where you will learn everything from admin through to ordering through to sales and relationships skills needed to be successful in this role as well as others across Elders.

Our previous cadets have moved into roles such as Rural Products Sales Representative, Sales Support Officers and Livestock Production.





Career Pathways



Joining Elders opens up a whole range of opportunities;

- Branch Management roles *such as:*
 - *Livestock Manager*
 - *Rural Products Supply Manager*
 - *Branch Manager*
- Senior Management Roles *such as:*
 - *Area Manager*
 - *State Livestock Manager*
 - *State Rural Products Manager*
 - *State Real Estate Manager*
 - *State Wool Manager*
 - *State Finance and Operations Manager*
- And Beyond....
 - *General Manager*
 - *COO*
 - *CEO*



Elders EVP Video





Benefits





**For more information
and to apply, visit:**

elders.com.au/careers/

