



Diversity, Equity, Inclusion & Belonging Policy

OUR COMMITMENT

Element Fleet Management Corp. (“Element”) and its subsidiaries are committed to promoting diversity, ensuring all our people have access to opportunities, and fostering an inclusive work culture where all feel like they belong. We recognize and celebrate the impact and importance of diverse backgrounds and perspectives to ensure the strength of our business, achieve the best outcomes for our clients and support our people and the communities where we work and live. This policy establishes the framework that aligns and determines the principles and practices of our diversity, equity, inclusion and belonging (DEI&B) priorities.

DEI&B at Element centers on four key stakeholders:

- People: Attract and develop a diverse workforce and promote inclusive leadership
- Clients: Enable our people to engage in and service DEI&B requirements
- Suppliers: Promote diversity across our supply chain and enable transparency and reporting
- Communities: Give back to our communities where we live and work

SCOPE AND POLICY APPLICATION

This policy applies to Element and all its subsidiaries in US, Canada, and Mexico.

GLOSSARY OF TERMS

Term	Definition
Diversity, Equity, Inclusion and Belonging	Element is committed to fostering a diverse and inclusive work culture founded on respect, where differences are genuinely embraced and celebrated. We are committed to a safe environment where everyone feels like belong as an organization wherein mutual respect and mutual trust are absolute and where each of us is respected and has an equal opportunity to thrive.
Diversity	Diversity is an acknowledgement that Element values our differences encompassing the variety of unique dimensions, qualities, and characteristics we all possess. Such differences include, but are not limited to, ethnicity, race, gender, age, ability, sexual orientation, military status, national orientation, language, education, cultural backgrounds, socio-economic background, religion, and beliefs.
Equity	Fair treatment, access, opportunity, and advancement for all. Equity centers on a desire to ensure all our people have fair access to opportunities.
Inclusion	Acceptance and respect for all. Inclusion means creating a culture that strives for equity and embraces, respects, accepts and values difference.
Belonging	Belonging is the outcome, meaning everyone feels that they are treated fairly, accepted, and respected.
Race and/or Ethnicity	Race and/or Ethnicity is inclusive of employees who self-identify as: <ul style="list-style-type: none"> • Canada: Aboriginal/Indigenous, Black, Chinese, Filipino, Korean, Latin American (Non-White), Non-White West Asian, North African, or Arab, Person of Mixed Origin, South Asian/East Indian or Southeast Asian • U.S: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian/Other Pacific Islander, Two or more races or Hispanic or Latino

POLICY

Diversity, Equity, Inclusion and Belonging is essential to our business and our key stakeholders: our people, clients, suppliers, and communities. Element shares the belief that all individuals, from different race, ethnicity, gender, age, ability, sexual orientation, military status, religions, education, cultural backgrounds, life experiences, knowledge, and beliefs, should be respected, treated fairly, and have access to equal opportunities. As such, we strive to foster a diverse, equitable and inclusive work culture environment where everyone belongs, is respected and where differences are accepted and celebrated. Our people - our greatest asset and differentiator with clients - represent many dimensions of diversity, and makes us stronger, more innovative, and responsive.

We are committed to employing a workforce comprised of dynamic and diverse individuals who bring a broad range of experiences and perspectives that uniquely contribute to the growth of our company. As such, we provide Equal Employment Opportunity to all applicants and employees.

Our Diversity, Equity, Inclusion and Belonging strategy is integrated with our Sustainability and corporate social responsibility initiatives. These initiatives help guide our actions to retain and attract talent, manage risk, and grow our business.

We expect our people to demonstrate appropriate workplace behaviors, as outlined in our Ways of Working, and respect for their fellow co-workers. We do not tolerate unlawful discrimination, bullying, any form of harassment, sexual or otherwise. If any employee has experienced or witnessed inappropriate behavior, they should report to a business leader, member of Human Resources, or utilize the company's concern reporting program.

SUPPLIER DIVERSITY

Minority- and women-owned business enterprises (MWBE), including Service-Disabled-Veteran-Owned Small Businesses (SDBOSB), Veteran-owned businesses, LGBTQ- and Disabled-Owned Business Enterprises (DOBE), are providers of a variety of products and services for our clients and Element. By doing business with diverse suppliers, we contribute to the growth of companies that, in turn, help us grow.

The Element Supplier Diversity Program led by Procurement and supported by the DEI&B team. At Element we work to identify and build strong relationships with certified diverse businesses to supply our business with quality products and services.

Our focus is on expanding our diverse supplier network and providing insightful reporting to support our clients in their diversity efforts.

RESPONSIBILITY

DEI&B is the responsibility of every employee at Element. Additional key stakeholders include procurement, communications, learning and development, talent acquisition and analytics.

The Director, DEI&B is responsible for:

- Identifying and involving all stakeholders,
- DEI&B policy development and maintenance,
- Communicating the approved policy to all stakeholders,
- Policy implementation, adherence, and update(s).

The EVP & Chief People Officer is accountable for ensuring the policy and practices remain relevant and are adhered to.

POLICY OVERSIGHT

This policy is subject to annual review by the Director, DEI&B with review and approval by Human Resources and Legal.

INTERACTION WITH OTHER POLICES

The following Element policies support adherence to DEI&B:

- [Code of Conduct and Ethics](#)
- [Concern Reporting Program \(My Element > Company Policies\)](#)
- [Corporate Social Responsibility Policy](#)
- [Employee Environment Health and Safety Program](#)
- [Human Rights Policy](#)

POLICY OWNER

Questions regarding the interpretations of this policy shall be directed to your Manager, HR Business Partner or Director, DEI&B.

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