



# Diversity and Inclusion at Element

## Our Commitment

Element Fleet Management Corp. (“Element”) and its subsidiaries are committed to promoting diversity and providing an inclusive work environment. We recognize and value that the differences our people bring to the workplace add to our strength and help us achieve the best outcomes for our business, our clients, and the communities where we work and live. The purpose of this document is to outline key priorities and actions supporting our Diversity & Inclusion strategy.

Refer to the [Diversity & Inclusion Policy](#) for more information.

## Priorities, Objectives and Actions

Our priorities are focused on gender equality, racial equality, people with a disability and LGBTQ2+.

### Priority Area Recruitment

*Attracting, and identifying, diverse talent*



### Objectives

- Seeking opportunities to increase the representation of people from diverse backgrounds in our workplace.
- Establishing protocols to source and hire candidates from diverse talent pools, including diverse backgrounds, ethnicity, working and thinking styles, sexual orientation, and abilities.

### Actions

- Partnering with educational institutions that serve diverse populations.
- Posting job opportunities on diverse job boards.
- Educating recruiters and hiring managers and providing resources and tools to support equitable hiring practices.
- Ensuring equitable hiring practices by incorporating inclusive language in all job postings, posting jobs in accordance with Element policy, and requiring diverse candidate slates for manager roles and above.

### Priority Area Workplace Culture



### Objectives

- Supporting flexible work arrangements.
- Accommodating differing abilities.
- Working mothers friendly.
- Volunteer opportunities supporting D&I priorities.

### Actions

- Enabling remote work.
- Providing disability accommodations in our facilities as well as through accommodating technologies.
- Mother’s rooms in our major facilities to accommodate nursing mothers.
- Through our Business Resource Groups, including CARE (Communities, Activities, Recreation at Element), we offer group volunteerism with paid time off to volunteer for eligible non-profit charities.

## Priority Area Leadership



### Objective

- Promoting and modeling diversity and inclusion in our workplace.

### Actions

- Role model, teach, mentor and reinforce inclusive behaviors.
- Actively engaged as executive sponsors with Business Resource Groups.
- First to complete Diversity & Inclusion learning.
- Modeling flexible ways of working.

## Priority Area Learning



### Objective

- Diversity learning for everyone.

### Actions

- Offering Conscious Inclusion as part of the core learning and development offerings.
- Providing diversity and inclusion-focused learning opportunities to foster growth and understanding demonstrated through behaviors and practices.

## Priority Area Engagement and Retention



### Objective

- Engaging and retaining diverse high-potential and high-performing talent.

### Actions

- Identifying high-potential and high-performing employees through annual talent review and succession planning activities.
- Utilizing Business Resource Groups to empower employees to create cultural awareness, help employees develop skills and increase understanding.
- Providing competitive total compensation packages including pay, bonuses, incentives, time off and health and wellness benefits.

## Priority Area Talent Development



### Objective

- Developing diverse talent.

### Actions

- Providing mentoring and sponsorship opportunities.
- Identifying diverse employees through talent reviews.
- Leveraging our Business Resource Groups as diversity and inclusion ambassadors.
- Focusing on development planning and growth as a critical path to talent success.
- Holding leaders accountable for exemplifying our Ways of Working and for rewarding behaviors demonstrating those values in action.