



Diversity, Equity, and Inclusion Policy

OUR COMMITMENT

Element Fleet Management Corp. (“Element”) and its subsidiaries are committed to promoting diversity, providing equal opportunities for our people, and 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. This policy establishes the framework that aligns and determines the principles and practices of our diversity, equity, and inclusion priorities.

DE&I at Element centers on three strategic audiences and objectives:

- People: Attract and develop a diverse workforce and promote inclusive leadership
- Clients: 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 of its subsidiaries in all applicable jurisdictions and locations.

GLOSSARY OF TERMS

Term	Definition
Diversity, Equity, and Inclusion	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 being 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 encompasses the variety of unique dimensions, qualities, and characteristics we all possess. Such differences include, but are not limited to, ethnicity, race, and gender, to age, ability, sexual orientation, military status, national orientation, language, education, cultural backgrounds, socio-economic background, religion, and beliefs.
Equity	Equity centers on a desire to ensure all of our people have access to equal opportunities.
Inclusion	Inclusion means creating a culture that strives for equity and embraces, respects, accepts and values difference.
BIPOC	Black, Indigenous and People of Color, which includes Asian and Latin.
ESG	Environmental, Social and Governance. Our four key ESG pillars include Sustainability, Diversity, Equity, & Inclusion, Satisfaction & Safety, and Governance.

POLICY

Diversity, Equity, and Inclusion (DE&I) is essential to our business and our key stakeholders: our people, clients, suppliers, and communities. Element shares the belief that all individuals, from different races, ethnicity, gender, age, ability, sexual orientation, military status, 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 and inclusive work culture founded on respect, where differences are genuinely embraced 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, and Inclusion strategy is integrated with our Environmental, Social, Governance 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 HR, or utilize the [company's concern reporting confidential hotline](#).

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 is co-led by the Procurement and DE&I teams. Collaboratively, we work to identify and build strong relationships with certified diverse businesses to supply Element 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

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

The Head of DE&I is responsible for:

- Identifying and involving all stakeholders,
- DE&I 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 Head of DE&I with review and approval by HR and Legal teams.

INTERACTION WITH OTHER POLICES

The following Element policies support adherence to DE&I:

- [Code of Conduct and Ethics](#)
- [Concern Reporting Program](#) (My Element > Read 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 Head of DE&I.

Original: July 2021

Update/Version Date: February 2022