



Driving Toward a Better Future

Element's recently released Environmental, Social and Governance (ESG) strategy reflects our commitment to sustainability and to leading with the transparency and integrity we are known for.



Environmental

Our core sustainability objective is to reduce greenhouse gas emissions through expanding Electric Vehicle offerings and consulting with clients on optimizing fleet efficiency.

- Reduce carbon footprint and invest in green technology
- Expand Electric Vehicle offerings
- Continue to offer consulting services to help our clients optimize fleet efficiency



Diversity & Inclusion

Element acknowledges the reality of ongoing systemic racism and recognizes the vulnerability of other groups including LGBTQ2+. We are committed to being an organization where each of us is respected and has an equal opportunity to thrive.

- Attract and develop a diverse workforce
- Promote diversity across our supply chain
- Give back to our communities



Satisfaction & Safety

Our commitment to employee and driver safety is underpinned by technology solutions that drive a culture of safety, including fostering higher enrolment in safety programs and reducing accidents.

- Foster higher enrollment in safety programs
- Reduce accidents by clients
- Improve employee and client satisfaction



Governance

Strong governance is a key priority and we continue to review our board composition and diversity targets and are committed to increasing our reporting and public disclosures of our ESG initiatives and results. We have set goals to improve our scores with recognized ESG ratings agencies.

- Improve external ESG scores
- Review board composition and diversity targets to ensure they are appropriate
- Increase reporting and public disclosures of Element's ESG initiatives and results

"We are working to integrate ESG as a through line in our business. Aligning our objectives with Element's Balanced Scorecard will create a successful foundation that we can build on."

Jay Forbes
PRESIDENT & CHIEF EXECUTIVE OFFICER

D&I Metrics, Milestones & Awards

KEY METRICS

D&I Index Score of **89%**

Achieved **30%** women on target of our Board

Employee engagement score of **86%** – up 9% from 2019

MILESTONES

- Appointed Element's first **Head of Diversity & Inclusion**
- Took action to **engage employees** on topics of inclusion and systemic racism following social unrest
- Completed a **company-wide D&I diagnostic** to deepen our understanding of priorities and employee sentiment
- **Worked with our clients** to apply metrics that will help them meet their own diversity targets with suppliers
- Joined the **National Minority Supplier Development Council** (NMSDC) and the **Canadian Aboriginal and Minority Supplier Council** (CAMSC)
- Active corporate partner with **Disability:IN Minnesota**

AWARDS



Awarded Johnson Controls Supplier Diversity Partner



Advance Auto Parts 2020 Supplier of the Year



Named among the Best Places to Work in Mexico