

Diversity, Equity, Inclusion & Belonging (DEIB) Policy

Australia & New Zealand



Status:	Current
Effective Date:	27 May 2022
Owner:	VP, People, Performance and Culture ANZ
Title:	ANZ Diversity, Equity, Inclusion & Belonging Policy

Purpose

Custom Fleet, as a subsidiary of Element Fleet Management, is committed to promoting diversity and providing an equitable and inclusive work environment. We want our people to bring their whole selves to work - to feel safe and be able to thrive.

We recognise 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, inclusion & belonging (DEIB) priorities and supports our DEIB Strategy & Action Plan.

DEIB at Element and Custom Fleet centres on three strategic audiences and objectives:

- People: Attract and develop a diverse workforce and promote inclusive leadership
- Clients: Through our Environment, Social and Governance (ESG) Strategy, promote diversity across our supply chain and enable transparency and reporting
- Communities: Give back to our communities where we live and work

Definitions

"The Company" means Custom Fleet, part of Element Fleet Management.

"Employee" means an Employee of The Company, other than a casual Employee.

"Contingent Worker" refers to those who conduct work for Custom Fleet but are employed by a third party.

Policies, guidelines and procedures do not form part of any employee's employment contract and are not intended to be contractual in nature. The Company may vary, remove, replace or depart from any of its policies from time to time at its discretion.

“DEIB” means Diversity, Equity, Inclusion & Belonging.

“ESG” means Environment, Social and Governance.

Application

This policy applies to:

- The Company,
- Employees; and
- Contingent workers

as those terms are defined in this policy.

Policy

Company Diversity

DEIB is essential to our business and our key stakeholders: our people, clients, suppliers, and communities. Custom Fleet shares the belief that all individuals, from different races, ethnicity, gender, age, ability, sexual orientation, 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 founded on respect, where differences are genuinely embraced and celebrated.

Our people are our greatest differentiator with clients and represent many dimensions of diversity which collectively makes us stronger, more innovative, and responsive.

We are committed to developing 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.

We expect our people to demonstrate appropriate workplace behaviours, as outlined in our [Way 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 behaviour, they should report to a business leader, member of the People Performance and Culture (PPC) team, or utilise the company’s confidential reporting program, [Speak Up](#).

DEIB Network - Intersection

To demonstrate Custom Fleet’s dedication to cultivating a diverse and inclusive working environment, we have introduced our Diversity Network, Intersection. Intersection is made up of self-nominated employees with the mission to foster a safe and unbiased environment for people from diverse, marginalised, underrepresented and intersectional backgrounds to grow and thrive confidently within Custom Fleet. Sponsored by senior leaders in the business, Intersection aims to provide support and advice to the organisation in all aspects of inclusion via feedback, input into culture, policies, benefits, communications, and initiatives. For more information, visit the [DEIB Page on the HUB](#).

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Application and Responsibility

DEIB is the responsibility of every employee at Custom Fleet.

The Director, Talent & Culture is responsible for:

- Identifying and involving all stakeholders
- DEIB strategy + policy development and maintenance
- Communicating the approved policy to key stakeholders
- Policy implementation, adherence, and update(s).

The VP, People Performance and Culture is accountable for ensuring the policy and practices remain relevant and are adhered to across ANZ.

The VP, Legal, is accountable for the company's Environment, Social and Governance (ESG) strategy and reporting. Our DEIB policy is a component of our broader social agenda under our ESG agenda.

Interaction with Other Policies and Procedures

The following Custom Fleet policies support adherence to DEIB:

- [Code of Conduct](#)
- [Bullying, Discrimination, Harassment and Workplace Violence Policy](#)
- [Sexual Harassment & Sex Discrimination Policy](#)
- [Gender Equality Policy](#)
- [Speak Up](#)
- [Whistle Blower Policy](#)
- [Healthy Workplace Policy](#)
- [Workplace Health and Safety Policy](#)
- [Parental Leave Policy](#)
- [Unsatisfactory Performance Misconduct Policy](#)
- [Environment Policy](#)

Consequences of Breaching this Policy

If an employee/contingent worker is in breach of this policy, or other policies and procedures this policy enables, disciplinary action may be taken against that person, up to and including termination of employment/cessation of contractual arrangement.

Document Control

Version No.	Release Date	Approved by Policy Owner	Description of Changes	Next Review Date
1.0	27 May 2022	Lauren Lister	New Policy	27 November 2023
2.0	4 January 2024	Lauren Lister	Included contingent workers in application, add info regarding	4 July 2025

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			"Intersection" and updated list of 'other' policies	
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