



DIVERSITY  
AND INCLUSION  
POLICY

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### Version Control

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## 1. Purpose

Turners Automotive Group Limited (Turners) is committed to attracting the most talented group of individuals possible at all levels, encouraging diversity and inclusion throughout the business.

## 2. Policy Statement

The Company is committed to a culture that actively supports diversity and inclusiveness and prevents or eliminates discrimination in any form. We believe that diversity and inclusion of thought enables Turners to better respond to the ever changing environment we operate in and better serve the diverse customer and stakeholder base we are accountable to.

Diversity in Turners includes (but is not limited to) the following:

- Gender
- Race, ethnicity and cultural background
- Disability and physical capability
- Age
- Sexual orientation
- Religious or political belief

We believe diversity and inclusion of background, experiences, thoughts and ways of working lead to greater creative and innovative solutions which ultimately lead to a superior outcome for our stakeholders socially.

The Policy applies to all Turners people and Directors.

## 3. Responsibility

### BOARD

The Board of Turners is responsible for preventing and eliminating any discrimination in the workplace. They will assess management's strategies to champion inclusiveness and diversity within the company. The Board is also responsible for assessing the effectiveness of the approved strategies in attainment of the objectives of this policy.

Turners ensures that all roles that are actively promoted via recruitment companies and/or advertising, promote that Turners is an equal opportunities employer.

### CEO AND SENIOR LEADERSHIP TEAM

Management is responsible for developing and implementing the strategies approved by the Board and reporting to the Board on progress made.

Management provides leadership to promote diversity and inclusiveness in Turners.

## TURNERS EMPLOYEES AND CONTRACTORS

All should be aware of Turners Diversity Policy and adhere to the guidelines in this policy in decision making relating to employment and appointment of suppliers and contractors.

Upholding and promoting the Turners Automotive Group Values, Employment Principles and Code of Conduct.

Supporting managers and employees to promote workplace diversity.

Promoting a workplace that has no tolerance for discrimination.

### 4. Objectives

The board requires management to provide regular reporting and monitoring on diversity within the Turners workforce.

The Board will also use tools such as the annual staff engagement survey to measure diversity and how the business is recognising, valuing and respecting differences to establish benchmark measures and progress.

### 5. Ownership

The policy is owned by the Board of Turners and will be updated annually or as otherwise required. Senior management are responsible for ensuring all employees and contractors are aware of the policy and adhere to its principles and requirements.

### 6. Review

This policy is reviewed by CEO and Senior Leadership Team every 12 months. Additionally where there is significant change in the business of the Company the policy will be reviewed as appropriate.