



DIVERSITY AND INCLUSION POLICY

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Version Control

Author/Contributor	Version	Date	Comments
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1. Purpose

Turners Automotive Group Limited and its subsidiaries (**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

Turners is committed to a culture that actively supports diversity and inclusiveness and prevents or eliminates discrimination in any form. Turners supports the principle of ensuring that our people have the same access to enter the organisation and grow within it, free from discrimination and biases. 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) diversity of 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 the Board, Senior Leadership Team, employees and contractors of Turners (**Turners Persons**).

3. Responsibility

BOARD

The Board is responsible for preventing and eliminating any discrimination in the workplace. They will assess management's strategies to champion inclusiveness and diversity within Turners, and will strive to cultivate a culture of inclusion where the strengths of every person are recognised and valued. The Board is also responsible for:

- setting appropriate measurable objectives for achieving diversity; and
- assessing annually both the measurable objectives and Turners' progress towards achieving them.

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.

The Board has delegated the setting and running of the annual initiatives to the General Manager People and Culture.

TURNERS EMPLOYEES AND CONTRACTORS

Turners Persons should:

- Be aware of, and adhere to the guidelines in, this Policy in decision making relating to employment and appointment of suppliers and contractors.
- Uphold and promote the Turners Automotive Group Values, Employment Principles and Code of Conduct.
- Support managers and employees to promote workplace diversity.
- Promote a workplace that has no tolerance for discrimination by ensuring we have a culture that thrives and celebrates our diverse workforce.

4. Objectives

The Board has set the following measurable objectives:

- Ensuring that the General Manager People & Culture provides regular reporting and monitoring on diversity and inclusion within the Turners workforce.
- Ensuring that Management will regularly review Turners' diversity metrics at all levels in order to identify levels at which diversity may be improved.
- Utilising 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

This Policy is owned by the Board and will be updated annually or as otherwise required.

The Senior Leadership Team are responsible for ensuring all employees and contractors are aware of this 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 Turners group, this Policy will be reviewed as appropriate.