



# EROAD

## EROAD DIVERSITY AND INCLUSION POLICY

### PURPOSE

At EROAD, we recognise that diversity and inclusion are fundamental to our long-term success and sustainability. This policy reflects our commitment to fostering a diverse and inclusive workplace culture where all individuals are respected, valued, and empowered to contribute to EROAD's mission.

Diversity and inclusion is core to our EROAD values and means understanding and celebrating the unique backgrounds, experiences, and perspectives that come from operating globally, including varied ethnicities, cultures, gender identities, generations, abilities, and ways of working.

### OUR COMMITMENT

EROAD's Board is committed to continuous improvement in diversity and inclusion, recognising that a robust policy and transparent reporting drive better outcomes for our people, our customers, our investors and wider stakeholder group.

We do this through:

- Embracing the comprehensive diversity landscape present in a global business by ensuring a wide mix of skills, backgrounds, and perspectives at all levels of the organisation.
- Building a culture of inclusion, where discrimination, harassment, and victimisation are not tolerated, and where psychological safety, equality, flexibility and career progression are actively encouraged.
- Integrating diversity and inclusion across our business operations including our values, code of conduct, recruitment, retention, talent and succession planning, supplier partnerships, and recognition.
- Promote accountability through Board set objectives, leadership performance measures against these and regular public reporting of our progress in our annual report.

This Diversity and Inclusion Policy actively seeks to foster inclusion for all EROADers, and to comply with relevant local legislation and best practices. It applies to everyone at EROAD, including directors, employees, contractors, consultants, volunteers, interns, and any other individuals or entities acting on behalf of EROAD. The policy covers all EROAD workplaces, activities, and interactions, ensuring that diversity and inclusion are embedded throughout the organisation.

## **DIVERSITY AND INCLUSION @ EROAD**

At EROAD we pursue a broader sense of diversity where lived experiences are shaped by many things including, but not limited to, race, ethnicity, culture, religion, gender, disability/ability, age, sexual orientation, neurodiversity, status, under-represented peoples and veterans.

We do this by embedding practices into our everyday ways of working and our business operations, including the following areas:

- Culture and values
- Code of Conduct, Policies and practices
- Recruitment and Onboarding
- Learning and Development
- Retention and Succession
- Supplier Partnerships
- Reward and Recognition
- Communication
- Governance and Leadership

We encourage open and honest feedback on how we're going through a number of channels, including our engagement survey and wrong-doing process, to ensure we build on our strengths, and any concerns are investigated and resolved as quickly as possible.

## **MEASUREABLE OBJECTIVES**

To ensure continued focus and prioritisation, EROAD sets, reviews, and reports on measurable objectives each year to advance diversity and inclusion across the business.

These objectives include both qualitative and quantitative goals, enabling us to track progress, identify opportunities, and drive meaningful change in how we support and reflect the diverse communities we serve. Our senior leadership team have key performance indicators relating to these goals, including dedicated questions in our engagement survey.

The Board, supported by the People & Culture Committee, evaluates the company's performance against this policy and confirms whether objectives have been met. We report on progress against measurable objectives in our Annual Report.

## **COMPLIANCE & DISCIPLINARY**

Violations of this policy may result in performance management and/or disciplinary action, including termination of employment/agreement.

## **POLICY ADMINISTRATION**

The policy will be reviewed annually or more frequently as and as needed to reflect evolving best practices and organisational priorities.

- Version: 3.0
- Date of last review: 1 November 2025
- Policy Owner: EVP, P&C
- Policy Approver: EROAD Board

### Related Policies

- Code of Ethics
- Code of Conduct
- Whistleblower Policy
- Sustainability Policy