



EROAD

EROAD

Diversity and Inclusion Policy

At EROAD, diversity and inclusion are not just popular buzzwords. It's part of who we are. Our diverse workforce helps us deliver on our vision to maintain a culture built on our values – safety, trust, integrity, team and innovation.

1.0 DEFINING DIVERSITY AND INCLUSION

At EROAD, we pursue a broader sense of diversity by recognising, valuing and considering our employees' different backgrounds, knowledge, skills, needs and experiences. This means that we focus on differences that go far beyond gender, ethnicity, sexual orientation or age. We do this by:

1. constantly challenging ourselves to suspend judgment on what is "mainstream" or "non-mainstream" - we welcome, encourage and value unique experiences of our people; and
2. creating an inclusive, collaborative and open space where people feel safe and empowered to think differently to create new ideas.

2.0 WHY DIVERSITY AND INCLUSION MATTER TO US

At EROAD, innovation is key to delivering on our vision to lead the market and keep disrupting the industry. Our diverse workforce helps us to better understand our customers and breed new ways of thinking about our products and services. With a workforce that understands the needs of those we serve we can bravely solve our customers' complex transportation problems. We do this by delivering intuitive and innovative solutions that help our customers succeed.

We believe that innovation thrives in a workforce that includes employees with a wide range of backgrounds, knowledge, skills and life experiences. Unifying such people brings a broader range of ideas to the table, allowing creativity to thrive. Our people work together, grow together and leverage diverse perspectives. This is how we turn good ideas into great ideas. This is how we foster innovation. This is how we stay ahead of the game.

3.0 OUR APPROACH TO ENCOURAGING DIVERSITY AND INCLUSION

Our approach to encouraging diversity and inclusion can be summed up as follows:

3.1 *Recruitment and Retention*

At EROAD, we want to hire the best. We have a robust recruitment process in place to attract capable, motivated, engaged, creative and diverse candidates:

1. we write job postings carefully to attract more diverse candidates;
2. we facilitate workplace policies that are more appealing to diverse candidates, such as our flexible working policy;
3. we use diverse sourcing methods – we don't just rely on our existing networks, but also use third party websites (both domestic and overseas) to post open roles;
4. we use personality assessments to recruit more diverse candidates;

5. we promote people internally, wherever possible; and
6. we train our managers on the importance of managing bias and offer strategies to do so.
7. we develop a diverse range of people and promote on merit.

3.2 Culture and Environment

While our recruitment process is set up to attract a wide range of applicants, at EROAD we also continuously strive to support diversity and inclusion through our everyday culture, policies and initiatives. This helps us retain great talent.

The following are just some examples of how we do that:

1. **EROAD's vision and values** – we want to be known for exceptional teamwork and to offer our people an environment that is inspiring, challenging and focussed on empowering our customers to succeed.
2. **Employee survey** – we ask all EROADers to participate in an annual engagement survey to ensure we get feedback on how we can meet our people's needs.
3. **Flexibility** – we recognise that EROADers have a variety of commitments and responsibilities outside of work. We support our team to have flexible working arrangements, wherever possible.
4. **Code of Conduct** – our code of conduct includes our equal employment opportunity policy and explains clearly our expectations regarding personal behaviour, fairness, safety, integrity and professionalism expected in the workplace.
5. **Various annual events** – we host various regular staff events that promote inclusiveness and diversity of thought, such as our famous annual hackathon.
6. **Graduate programme** – we offer motivated graduates an opportunity to join EROAD to further develop their technical, personal and business skills.
7. **Learning and Development** – we offer a range of learning initiatives and encourage an environment which embraces innovation and continuous learning.
8. **Leadership Development** – we support our managers to be successful people leaders.
9. **Inclusion** – we embrace diversity of thought, by involving a diverse group of people from across the business to contribute and participate in key discussions and decisions.

4.0 OUR MEASURABLE OBJECTIVES

To ensure continued focus and prioritisation, each year EROAD sets, reviews and reports on measurable objectives for achieving and promoting diversity across EROAD's business.

5.0 CORPORATE GOVERNANCE

To ensure ongoing compliance with this Diversity and Inclusion Policy, EROAD will:

1. on an annual basis review and approve measurable objectives for achieving and promoting diversity at EROAD;
2. report on progress against measurable objectives in our Annual Report, to the extent deemed appropriate;
3. review this policy and update it as required.

Approved by Board August 2017