

Inclusion & Diversity Policy



Version: 0	Doc Number: POL0072	Issue date: 27/03/2024
------------	----------------------------	------------------------

1. Vision

At Advanced Braking Technology Ltd and related companies ("the Group" or "ABT") we aim to unlock the enormous potential that diverse and inclusive teams bring to the workplace. We recognise that a talented and diverse workforce as a key competitive advantage. Our business success reflects the quality and skill of our people.

Inclusive and diverse teams are safer and more productive because people in the teams feel safe to speak up, share their ideas and different points of view and work together to solve problems and make better decisions.

Inclusive and diverse teams are more engaged as they bring multiple views, backgrounds and experiences to the workplace which are respected and valued by their peers and leaders.

2. Principle

ABT's principle is to respect, value and encourage inclusion and diversity throughout the group:

- (a) We can only successfully attract and keep top talent if we remain open-minded about tapping into a wide and diverse pool of skills and abilities.
- (b) We do not discriminate on grounds of gender, race, age, ethnicity, nationality, sexual orientation, intersex status, physical or mental disability, mental health condition, relationship status, religion, political opinion and industry/union affiliations, pregnancy, breastfeeding or family responsibilities, or other attributes protected at law.
- (c) Work should be flexible, accessible, and inclusive so that everyone feels valued, empowered and excited to be part of ABT.

3. Commitment

At ABT, we are committed to providing a safe, inclusive, and supportive workplace for all. We want everyone to bring their whole self to work. We employ, develop, and promote based on people's strengths and we do not tolerate any form of discrimination, bullying, harassment or victimisation.

Our systems, processes and practices support fair treatment.

Our goal is a workforce that is truly representative of the societies in which we operate, across attributes of indigeneity, gender, age, race, disability, sexuality, carer and veteran status and the intersectionality between them.

Our Inclusion and Diversity strategy defines priorities to accelerate the delivery of a more inclusive work environment and enhanced overall workplace diversity:

- Flexible working - a workplace that helps support our people to achieve the balance they may need at all life stages.
- Uncovering and taking steps to mitigate potential bias - in our systems, behaviours, policies, and processes; and
- Ensuring our brand and industry are attractive to a diverse range of people.

4. Measurable Objectives

The Board has resolved that since it is fully satisfied that:

- a) Current employment, advancement and reward decisions regarding staff within the Group are made irrespective of race, religion, gender, age, etc., no measurable objectives need to be put in place at this time to specifically change or increase staff diversity, and;
- b) The small size of the Board is such that gender is only one of several key attributes that the Board considers at this time, therefore no measurable objectives need to be put in place at this time to specifically change or increase gender diversity on the Board.

The Board has also resolved that it will review paragraphs (a) and (b) regularly, and:

- c) If there is any noticeable decrease in diversity of staff at any level across the Group, or;
- d) The size of the Board increases to five or more members, then; measurable diversity objectives will be put in place

5. Overriding Caveat

Nothing in this Policy shall be taken, interpreted, or construed so as to endorse:

- (d) the principal criteria for selection and promotion of people to work within the Group being other than their overall relative prospect of adding value to the Group and enhancing the probability of achievement of the Group's objectives;
- (e) any discriminatory behaviour by or within the Group contrary to the law, or any applicable codes of conduct or behaviour for the Group and its personnel.
- (f) Any existing person within the Group in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their Diversity attributes at any time may be more, rather than less, common with others