

Diversity and Inclusion Policy

We're people first.

True to ourselves, we respect and trust each other as we work for our customers. And we strive to go home at the end of each day better than we came to work.

Built on respect, reflective of our diverse communities and accommodating of difference, our inclusive environment makes for better ideas, better customer experiences and a better place to work – for all of us. The success of any organisation is dependent on the individual and collective embrace and demonstration of the organisation's defining values.

We do our best work together, IAL recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. IAL is committed to seeking out and retaining the best employees to ensure business growth and future performance.

Inclusion is about creating an environment where team members can bring their whole and authentic selves to work to do their best. It's about respecting and valuing the differences that exist within our workforce and making reasonable adjustments where required.

Diversity means difference in all forms, visible and non-visible. It covers all aspects of difference, such as gender, ethnicity, marital or family status, religion, culture, language, sexual orientation, gender identity, disability and age, as well as differences in background and life experience. At IAL, we're committed to equal employment opportunity and treating people with respect.

Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

IAL strongly believes in the value and contribution all employees are capable of and we continually encourage teamwork & collaboration amongst our workforce. At the core of our company culture is **The Isuzu Way, our Corporate Values**.

1. We're people first.

True to ourselves, we respect and trust each other as we work for our customers. And we strive to go home at the end of each day better than we came to work.

2. We're customer obsessed.

We work tirelessly to earn their trust by solving their problems, boosting their profits and lowering their costs. We make doing business with Isuzu 'easy' for them. We don't look for short-term gains; instead we focus on building lifelong loyalty.

3. We do the right thing. Every time.

We take ownership, we are proactive in resolving issues and we are honest when we can't achieve what we promised. We comply with all laws at all times. We understand and uphold The Isuzu Way.

4. We're leaders.

We do what needs to be done, not what others do. And we do it before anyone else (and better too).

5. We're reliable.

We do what we say we'll do, when we say we'll do it.

6. We're innovative.

We find new ways to solve problems (and new problems to solve).

In setting out The Isuzu Way, we are defining who we are as 'Isuzu People', against the many varied backgrounds and experiences we bring with us when we come to work each day. As 'Isuzu People', we are committed to a common set of principles and shared aspiration to the highest standards of conduct.

IAL believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible.

We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions IAL to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality products/services.

IAL is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education.

We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

We treat everyone equally. We will not tolerate:

- Harassment
- Discrimination
- Bullying
- Injustice
- Intolerance

A Diverse and Inclusive Culture

IAL recruits or promotes people based on their qualifications, experience and suitability for the role.

We're committed to fostering an inclusive culture that reflects a diverse workplace, where team members openly share their unique perspectives, challenge the status quo, and contribute their experience to achieve the best possible business outcome. To achieve this, IAL's goal is to:

- attract, engage, and retain unique talent so we can achieve our strategic objectives and meet the diverse needs of our customers;
- leverage individual strengths to harness greater innovation;
- treat all team members fairly and with respect, and foster an environment free of discrimination, harassment and bullying;
- lead the market in gender equality and advocate for inclusion and diversity;
- ensure all people-related decisions are made free from bias; and
- continuously work to integrate leading inclusion and diversity practices into our operations, to ensure diversity of thought and drive commercial success.

Expected Behaviour

It's important when we go to work each day, we know that there's an accepted and expected type of behaviour and standard in the execution of our jobs.

It's up to all of us to live up to these expectations and to provide support and counsel to one another if we can see an area that needs improvement or where we aren't quite hitting the mark yet.

This can be done either informally, or formally, as the circumstances dictate.

IAL strongly believes in the value and contribution all employees are capable of and we continually encourage teamwork and collaboration amongst our workforce.

Where a shortfall or behaviour that conflicts with The Isuzu Way is identified, we expect that where possible, this would be addressed in the moment and rectified.

If you feel that you have something to report, you can do so with your immediate supervisor, manager, departmental manager or via the People and Culture Team.

IAL is a proud company with an esteemed corporate history and industry reputation. We expect the behaviour of our employees to live up to this standard and we will address any shortcomings against The Isuzu Way in a timely and unbiased manner.

IAL appreciates that it takes courage to report a violation of The Isuzu Way and guarantees that it will not take any action against you as a result of raising an ethical issue in good faith.

Additionally, IAL will not tolerate any negative action by any IAL staff member against an employee for reporting a concern.

Diversity and Inclusion – a key success factor

Diversity and inclusion benefits individuals, teams, our company as a whole, and our customers.

We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work.

Here at Isuzu Australia Ltd, we value diversity at all levels of the company in all that we do and it is an essential ingredient of our companies past and future success.

References:

Diversity Policies and Guidelines

HR 06-01

Equal Opportunity and Diversity Policy

HR 06-02

The Isuzu Way - Corporate Values

HR 03-19

Sexual Harassment Policy

HR 06-03

Workplace Bullying and Violence Policy

HR 06-04