

DIVERSITY AND INCLUSION POLICY

INTRODUCTION

At Van Mossel Automotive Group ("Van Mossel"), we believe that a diverse and inclusive workplace is essential to fostering innovation, ensuring equality, and meeting our commitment to sustainable, responsible business practices. Our Diversity and Inclusion Policy underscores our commitment to building a workplace that welcomes, values, and respects people from all backgrounds. This policy is aligned with the Corporate Sustainability Reporting Directive (CSRD) requirements, supporting our mission to operate as a socially responsible organization.

POLICY OBJECTIVES

Van Mossel aims to:

- Promote an inclusive culture where every employee feels respected, heard, and empowered to contribute.
- Enhance representation across all (management) levels of the organization to reflect the diversity of our communities.
- Ensure compliance with CSRD-legislation, advancing our commitment to transparency, accountability, and social responsibility (in line with ESRS S1).
- Support sustainable (international) growth by fostering diversity, which drives innovation and aligns with our long-term values.

SCOPE

This policy applies to all employees, contractors, and business partners of Van Mossel. It covers hiring, promotion, performance evaluation, and employee development, as well as relationships with customers, suppliers, and external stakeholders.

COMMITMENT TO DIVERSITY AND INCLUSION

At Van Mossel, we are committed to:

- Equal Opportunity: Providing equal employment opportunities to all, regardless of race, ethnicity, gender, age, religion, disability, sexual orientation, or socioeconomic background.
- Inclusive Work Environment: Building a workplace where everyone feels welcomed, respected, and valued.
- Proactive Recruitment and Retention: Implementing recruitment practices that actively seek diverse candidates and foster an environment where all employees feel motivated and valued.
- Accessibility: Ensuring our physical and digital environments are accessible to all employees, including those with disabilities.
- Equal pay: Ensuring equal remuneration for all employees when in equal positions, despite all above mentioned diversity factors.

STRATEGIC FOCUS AREAS

1. Inclusive Culture Development
 - a. Employee Training: All employees will receive diversity and inclusion

training to increase awareness, encourage respect, and promote an understanding of the benefits of diversity.

- b. Leadership Accountability: Leaders will be held accountable for fostering inclusive practices and behaviours within their teams.
2. Workforce Representation
 - a. Diverse Recruitment: Van Mossel is committed to attracting and recruiting candidates from diverse backgrounds, including partnering with diverse recruitment agencies and networks.
 - b. Metrics and Targets: We will set specific diversity targets, track our progress, and annually publish these metrics as part of our CSRD compliance in our Annual Reports
 3. Equal Development Opportunities
 - a. Career Development: We commit to providing equal access to career development opportunities, including mentoring, training, and leadership programs.
 - b. Promotion Practices: Promotions and advancement opportunities are based on merit, with attention to fair representation of diverse employees in leadership roles.
 4. Engaging External Partners
 - a. Supplier Diversity: Van Mossel prioritizes partnerships with suppliers and contractors who share our values of diversity, equity, and inclusion.
 - b. Community Involvement: We support and invest in initiatives that benefit the communities we operate in, focusing on programs that encourage diversity, educational opportunities, and social equity.

ANTI-DISCRIMINATION AND REPORTING

- Zero Tolerance for Discrimination: Discrimination, harassment, or exclusionary practices of any kind are not tolerated at Van Mossel.
- Reporting Mechanisms: Employees are encouraged to report any concerns regarding discrimination or bias through confidential reporting channels. Retaliation against those who raise concerns is strictly prohibited.

CONTINUOUS IMPROVEMENT

Van Mossel is dedicated to refining our diversity and inclusion strategy in response to employee feedback, changes in our workforce and regional/national presence, and evolving industry standards. Regular reviews of this policy will be conducted to ensure alignment with the CSRD and to continue meeting our commitment to sustainable, responsible business practices.

CONCLUSION

Van Mossel Automotive Group recognizes that a diverse, inclusive workplace is essential to our long-term success and sustainability. We are committed to cultivating an environment where everyone feels valued, respected, and empowered to succeed. This policy underscores our dedication to fostering diversity and inclusion across all areas of our business, ensuring a sustainable, responsible, and vibrant future for Van Mossel.



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