

Environment and Sustainability Policy

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Version 1.2

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1 Introduction

1.1 Background

Environmental preservation and sustainable business practices are viewed by FleetPartners Group Limited (the Company) as integral to its objectives of creating and maintaining shareholder value, and to the successful execution of the Company's strategy.

The Company acknowledges that in its operations of financing and managing vehicles, there will be environmental, social and economic impacts. The Company is committed to minimising and preventing these impacts and pursuing more sustainable outcomes.

Through effective use of resources, and continued education of its employees, suppliers and stakeholders, the Company aims to embed sustainable business practices into its culture.

1.2 Purpose

The purpose of this Environment and Sustainability Policy (Policy) is to:

- (a) facilitate the integration of sustainable business practices into the Company's decision-making process and business operations;
- (b) create a framework for understanding and managing the Company's direct and indirect environmental impacts, risks and opportunities and supporting the decision-making of its leadership team; and
- (c) educate shareholders, directors, employees, customers and other stakeholders of the Company about sustainable and environmentally friendly business practices.

2 Scope

This Policy applies to all directors and employees of the Company, in Australia and New Zealand.

It includes but is not limited to the Company's management of environmental issues such as climate change, waste, as well as social sustainability issues such as human and labour rights, and ethical business practices.

3 Purpose and Outcomes

The Company will continue to evolve its approach in response to changes in the industry and feedback from its stakeholders. The Company aims to be a leader in its industry, driving more sustainable behaviour, minimising products and processes that are damaging to the environment, and increasing its financing of sustainable and environmentally friendly products.

The Company is dedicated to managing its environmental and sustainability impacts through the following:

Energy and Climate Change

Actively pursuing opportunities to provide financing for energy efficient products and technologies, in order to assist in the reduction of energy use and greenhouse gas emissions from the Company's operations as well as its supply chain. The Company has implemented a strategic, fit-for purpose approach to supporting and guiding its customers on the application and rollout of electric vehicles. This includes a unique funding model, which supports customers in the transition from petrol to electric vehicles.

The Company also provides employees and members of its supply chain education on energy reduction and the impacts of Climate Change. Through these practices, the Company has achieved carbon neutral status, and has received Climate Active certification under the Climate Active Carbon Neutral Standard. The Company is committed to continue to implement these initiatives, to further its efforts for carbon neutrality, and to remain Climate Active certified.

Waste

The Company aims to promote and encourage its suppliers to avoid unnecessary waste, by conserving resources, and reusing and recycling where possible to help reduce wastage along the Company's supply chain. The Company is also committed to educating and encouraging its employees to do the same, and ensuring its offices have appropriate recycling systems in place to ensure a reduction in waste.

Modern Slavery and Human Rights Awareness

The Company is committed to combating the risks of modern slavery and ensuring we conduct business with suppliers who demonstrate ethical business practices and values, including in relation to human rights. The Company only conducts business in countries who have a low incidence of modern slavery as defined by the Global Slavery Index. The Company's commitment to modern slavery and human rights awareness is outlined in the Company's Modern Slavery Statement available on the Company website.

Diversity and Workplace Equality

The Company respects the diversity of its employees and encourages and supports collaboration and diversity of thought.

The Company is committed to building and maintaining a diverse, equitable and inclusive organisation that is free of discrimination, harassment, bullying and victimisation. The Company acknowledges the importance of maintaining a diverse workplace culture is critical to its success and future growth and in achieving its strategic goals.

The Company's commitment to diversity in the workplace, is outlined in the Company's Diversity, Equity and Inclusion Policy available on the Company's website.

Employees

The Company is committed to ensuring employees are provided opportunities to maintain and support their wellbeing and development both at work and at home. The Company takes its responsibility to care for its employees health and wellbeing seriously and will continuously

search for ways to ensure the employees have access to tools to support a healthy work-life balance, such as the Company's Employee Assistance Program.

The Company is also committed to continuously improving the experience and capability of its employees, through the implementation of Companywide leadership and development programs to optimise employee performance and create a high performing culture. In addition, the Company conducts quarterly employee engagement surveys, to ensure appropriate feedback is provided to the Company.

4 The Company's Commitment

The Company, where possible, is committed to:

- identifying the environmental, social and ethical impacts of the Company's business activities;
- continually improving the overall sustainability of its operations;
- communicating and promoting a culture of environmental, social and ethical sustainability among the Company's employees;
- advancing the Company's initiatives to support the uptake of electric and hydrogen powered vehicles, and other fuel-efficient technologies;
- designing and maintaining a risk register to identify and control the Company's environmental, social and ethical sustainability risks;
- incorporating sustainability considerations in decision-making processes regarding the Company's premises wherever practicable, including the environmental impact of building design and utilisation;
- where appropriate, seeking to positively influence key stakeholders to minimise the environmental, social and ethical sustainability impact of the Company's operations;
- complying with all relevant legislation and regulation relating to environmental, social or ethical risks, including workplace equality and modern slavery practices; and
- collaborating with its customers, suppliers and employees to encourage participation in the community and develop knowledge and skills to facilitate the fulfilment of its environmental responsibilities and goals to ensure that the Company's business is sustainable.

5 Managing sustainability in the Company's supply chain

The Company aims to work with suppliers who share its commitment to best practice and continuous improvement and who demonstrate standards of sustainable business practice. In particular, the Company will strive to engage suppliers that:

- maintain policies and systems to identify, monitor and review their performance in relation to environmental, social and ethical sustainability issues and risks, including management of modern slavery and human rights risks;

- manage environmental and sustainability risks by applying best practice principles;
- comply with their legal and regulatory obligations in relation to their environmental, social and ethical sustainability performance; and
- identify, assess and take steps to reduce the environmental and sustainability hazards which arise from their products and services.

6 Governance and Reporting

Responsibility for the Company’s environmental and sustainability performance rests with its Executive Committee, Chief Executive Officer and Board. The Company’s management teams have responsibility for the day-to-day management of environmental and sustainability impacts, risks and opportunities, with issues raised through the Non-Financial Risk Committee.

The Company will report on its environmental and sustainability practices and commitments annually. The Company will also keep up to date and maintain the “Corporate Sustainability” section on the Company’s website which outlines the Company’s Environmental and Sustainability activities.

7 Other Matters

7.1 Amendment of Policy

This Policy can only be amended with approval of the Board.

7.2 Adoption of Policy and Board Review

This Policy was adopted by the Board on the date specified in the table in paragraph 8 and takes effect from that date and replaces any previous Policy in this regard.

The Board will review this Policy periodically to ensure that is operating effectively and in accordance with applicable environmental legislation and best practice principles.

The Company Secretary will communicate any amendments to employees as appropriate.

8 Document control

Version	Management Approval	Board Approval
1.0	Julian Russell / Matt Sinnamon	23 July 2021
1.1	Julian Russell / Matt Sinnamon 26 October 2021	1 November 2021
1.2	Damien Berrell / 25 November 2022	25 November 2022