

Diversity and Inclusion Statement

Smart Parking Limited's (SPZ) Board and Management are committed to an inclusive workplace that promotes individuals with different cultures, attributes, perspectives and experiences.

We recognise that being a diverse and inclusive employer creates an environment where everyone is safe, productive and engaged. People should feel respected and valued, safe to speak up, share their ideas and opinions, bring their diverse backgrounds and experiences to work together and make good decisions. Everyone should have an equal opportunity to succeed, and we believe this results in a team that is engaged and better equipped to meet the demands of our global customer base.

Our aim is to recruit, develop and retain the most talented people, regardless of their sex, gender identity, race, ethnicity, nationality, disability, age, sexual orientation, culture, religion or beliefs, political opinion, socio-economic standing, relationship status, pregnancy and maternity or other attributes protected by law.

We acknowledge that across the jurisdictions in which SPZ operate, regulatory frameworks are in place to protect people from direct or indirect discrimination in recruitment and/or employment on the basis of background and characteristics.

SPZ is committed to supporting our leaders, managers and employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions. We expect all staff members to share personal responsibility for the application of the policy outlined in this document.

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Diversity and Inclusion Policy

1. Purpose

In our quest for equality and diversity within the workplace, as well as promoting a culture with aligned values, SPZ has created this document to set out our approach and commitment to providing equal employment opportunities from recruitment to employment, training and promotion without regard to anyone's background.

Under this policy, the Company aims to ensure that the:

- recruitment, selection and promotion practices are appropriately structured to attract and consider a diverse range of candidates and avoid any conscious or unconscious bias;
- its programs and processes are designed to develop a more diverse pool of employees that may, over time, become eligible for appointment to senior executive roles;
- programs and processes it puts in place are supportive of the domestic responsibilities of its senior executives and employees generally; and

2. Scope

The rights and obligations in this policy apply equally to any individual employed (or appointed) by SPZ. This includes the Board, senior executives and management, other full time, part time and casual employees as well as contractors employed on behalf of SPZ. The policy applies in all subsidiaries of SPZ in all countries where SPZ operates, including under different legal entities and different brands.

3. Equality, inclusion and diversity at Smart Parking

We are committed to providing a safe, diverse, inclusive and supportive workplace for all. Everyone should feel safe to bring their whole self to work, and be treated with dignity and respect. Everyone is entitled to work in an environment that is free of intolerance, discrimination, harassment, bullying, vilification and victimisation.

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We will not tolerate any form of discrimination, bullying, victimization or harassment against an employee, contractor, applicant or visitor because of a protected characteristic:

- sex
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race (including ethnic origin, culture and nationality)
- disability
- sexual orientation
- religion and/or belief
- age

Our systems, processes and practices support fair treatment. SPZ recognises that a few roles in which we employ people may appear gender biased (e.g. parking wardens or technical staff required to work on street at night). However, this is due to the nature of the work and that people applying for these roles tend to be predominantly men. SPZ treats each application on the person's merits alone, and selects the most qualified candidate out of the available applicants without regard to sex or any other protected characteristic.

All employees are encouraged to take advantage of training and development opportunities. Recruitment for employment and selection for promotion or any other benefit will be based solely on a person's aptitude and ability.

Wherever possible, work should be flexible, accessible and inclusive so that everyone feels valued and empowered at SPZ.

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4. When does this policy apply

This policy applies to all conduct in the workplace, and extends to conduct outside the workplace that is related to work such as meetings, social events and social interactions with colleagues. It also applies to social media where expressions of views are made public and could be linked to SPZ.

5. Roles and Responsibilities

Directors, managers and other employees tasked with recruiting, training and promotion of other staff members will be expected to be familiar with, and actively practice, the principles laid out in this document.

The board is responsible to approve this policy.

The CEO is responsible for overseeing the implementation and embedding of the diversity and inclusion strategy across the Group.

Country Managers and their executive teams are responsible for ensuring implementation of the Diversity and Inclusion Policy and that the policy is included in on-boarding documents.

Everyone included in the scope is expected to read this policy at induction and take personal responsibility for the application of this policy. If you see behaviour that is not consistent with this policy, you are encouraged to speak up, include and protect others wherever possible, and escalate the matter as appropriate.

6. Process for dealing with breach of policy

Harassment or bullying in any form are not tolerated, and SPZ takes any allegation of misconduct based on diversity matters seriously. A thorough investigation is conducted for any complaint, following HR and legal guidelines of the country the incident takes place in.

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Upon employment, staff are made aware of the process/s through which they can make a confidential complaint. They are also informed of the ability to raise a matter through our Whistleblower Policy.

7. Review of policy

This policy will be reviewed at least every three years by the Board having regard to legislation, community expectations and the changing circumstances of the Company.

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