

Group Inclusion Policy Statement.

November 2025

Policy Details

Group Policy Name:	Inclusion Policy Statement
Group Policy Owner:	Group Chief Executive Officer
Group Policy Custodian:	HR Director
Effective Date:	November 2025
Next Review Date:	November 2026
Policy Version Number:	V3.0
Internal or External Use:	External
Policy Level	2

1. Policy Statement

Who We Are

ZIGUP plc and its group undertakings ('We', 'Us' or 'Group') exist to keep customers mobile. We are the leading supplier of integrated mobility solutions and automotive services to various businesses and customers.

Inclusion Policy Statement

The Group accepts its legal and moral responsibility and is committed to fostering a diverse, inclusive and equitable environment where all colleagues feel valued, respected and empowered. We believe that diversity of thought, background and experience drives innovation and leads to better decision-making.

We're unwavering in our commitment inclusion and are dedicated to eliminating disparities and creating a level playing field, where differences are celebrated and where every individual can thrive and reach their full potential. Our commitment to Inclusion extends beyond our internal operations and informs how we engage with customers, partners and the community at large.

Through ongoing education, training and proactive policies, we strive to eliminate biases and promote equity for all. We recognise the importance of listening to diverse voices, challenging the status quo and continuously improving our practices to create a truly inclusive environment for all.

Inclusion Objectives

- To guard against the discrimination of colleagues, applicants, customers, visitors, suppliers and any others affected by our business activities on the basis of their sex, marital or civil partner status, gender reassignment, sexual orientation, race, colour, nationality, ethnic or national origin, religion or belief, pregnancy or maternity, disability or age (Protected Characteristics).
- Promote a diverse culture throughout the Group and demonstrate inclusive leadership of the highest standards.
- To create a workforce that is reflective of the colleagues we work with, the customers we serve and the communities we operate in, together with our environment and company values.
- Ensure we recognise and support the rights of fixed-term and part-time workers not to be treated less favourably because of their status.
- Identify and implement reasonable adjustments which support colleagues in the workplace and enable them to contribute in an inclusive environment.
- Accommodate the diverse religions, beliefs and cultures of colleagues, whilst striking a fair balance in each case between their needs and the needs of the Group.
- Operate and maintain policies and standards which meet the relevant statutory requirements for inclusion.
- Provide information, education and training to ensure colleagues are properly informed of their responsibilities for inclusion.
- Maintain inclusion data and reporting that is accurate, relevant, timely and informative.

Inclusion Responsibilities

The Group Chief Executive Officer and Executive Committee:

- has collective accountability for promoting and operationalising the Board's commitment to inclusion; and
- is responsible for ensuring our strategic goals and actions reinforce a culture of inclusion that delivers sustainable change.

The Management Boards (UK & Ireland and Spain):

- are responsible for ensuring our operational processes and ways of working reinforce a culture of inclusion that delivers sustainable change.

The HR Directors (UK & Ireland and Spain):

- are responsible for ensuring our people policies and leadership practices meet our statutory obligations and reinforce a culture of inclusion that delivers sustainable change
- provide accessible training and education for colleagues to help eliminate all biases based on personal characteristics, microaggressions and perceptions
- establish and maintain procedures for reporting and recording inclusion data to enable ZIGUP senior leaders to make informed inclusion decisions.

All colleagues:

- are responsible for ensuring they work together to create a culture where others feel they belong and are valued and respected
- behave in a way that is respectful of others and understand their views and opinions may not always be the same as others
- be aware of different cultures and customs and respect the benefits that diversity can bring
- respect the confidentiality of colleagues and customers
- deal with customers, colleagues and suppliers in an ethical and lawful way and with respect at all times
- take responsibility for their own actions; and
- report inappropriate behaviour in line with internal policies.

Martin Ward

Group Chief Executive Officer