

1. Introduction

- 1.1. TI Fluid Systems (the “Company”) is committed to developing, maintaining and supporting a culture of equity, diversity and inclusion in its workforce. We aim to treat all associates with dignity and respect, on a fair and equitable basis, taking into account the skills and experience required to perform each role. We strive to ensure that our policies and practices do not disadvantage any individual or group.

2. Reference Documents

- 2.1. The Equality Act 2010 (UK)
- 2.2. CP-06-ALL-10 – Code of Business Conduct
- 2.3. GP-06-ALL – Anti-Harassment Policy & Acknowledgement of Responsibilities

3. Scope

- 3.1. This Policy applies to all associates of all the TI Fluid Systems group of companies.
- 3.2. Gender note: unless the context otherwise requires, a reference to one gender shall include a reference to the other genders.

4. Policy

- 4.1. The Company does not discriminate on the grounds of gender, age, ethnicity, sexual orientation, religion or belief, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, color, nationality, political affiliation, socio-economic or veteran status.
- 4.2. Associates are provided equal opportunities for recruitment, remuneration, access to benefits, training and promotion.
- 4.3. The Company is committed to developing a work environment built on the premise of gender and diversity equity and inclusion that encourages and enforces:
 - 4.3.1. Respectful communication and cooperation between all associates.
 - 4.3.2. Teamwork and associate participation, permitting the representation of all groups and associate perspectives.
 - 4.3.3. Flexible work schedules, when possible, to accommodate the varying needs of our associates.
 - 4.3.4. Diversity awareness training.
- 4.4. All recruitment and appointments, including those to the Board of Directors, will be made based on merit against objective criteria, considering the overall balance of skills and backgrounds. The Company’s Board of Directors recognizes the importance of diversity in enabling the Company’s board’s effectiveness and remains committed to ensuring that the Company’s directors bring a wide range of skills, knowledge, experience, background and perspectives.

- 4.5. The Company's Board of Directors recognizes the importance of diversity in enabling the Company's effectiveness and remains committed to ensuring that the Company's employees bring a wide range of skills, knowledge, experience, background and perspectives.
- 4.6. The Company prohibits retaliation against an associate who reasonably and in good faith files a complaint, testifies, assists or participates in an investigation, proceeding or hearing related to this Policy.

5. Complaint Procedure

- 5.1. The Company takes complaints of discrimination, harassment and retaliation very seriously. An associate who believes they have been the subject of discrimination, harassment or retaliation should report the act immediately to their Local HR Manager, who will serve as the Investigative Officer for complaints made under this Policy.
- 5.2. In cases where the Local HR Manager is a party to the discrimination, harassment or retaliation, an associate may contact any HR Director, the Chief IT, HR & Communication Officer (see Intranet for contact information) or raise your complaint through the Vault Platform.
- 5.3. Complaints of harassment, discrimination or retaliation will be investigated and appropriate remedial measures, up to and including termination, will be instituted based on the results of the investigation and the nature and severity of the conduct.