



LKQ

Respect and
Inclusivity
Commitment

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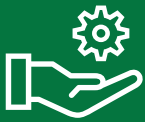
Keeping you moving



Respect and Inclusivity Commitment

At LKQ, we champion a culture of respect and inclusivity, allowing everyone to be their authentic selves. We are committed to maintaining a psychologically safe and inclusive environment, free from bullying and harassment, in alignment with our core values.

This commitment is a stake in the ground to ensure our team members can come to work every day with the peace of mind knowing that we are promoting a kind, inclusive and accessible environment where they can flourish and thrive in a psychologically safe atmosphere created by the knowledge that we will act if that is not the case.



Purpose

This global commitment aims to foster a workplace that is inclusive, collaborative, and conducive to flourishing and thriving. It is not a policy, but specific policies related to bullying and harassment can be accessed through your HRBP.



Psychological Safety

Psychological safety is crucial for our success, enabling team members to express ideas, take risks, and ask questions without fear. It fosters confidence and facilitates open communication and acknowledgment of mistakes.



Our Commitment

We are devoted to encouraging our team members to voice their opinions freely and maintaining a respectful and dignified culture. Any form of harassment will be addressed immediately to uphold our inclusive values.



Call to Action

We urge every team member to actively embrace and uphold this commitment, contributing to a workplace environment marked by respect, kindness, and collaboration.

Inclusivity at LKQ



What is Inclusivity?

Inclusivity means creating a workplace where everyone feels valued, respected, and motivated. It means everyone has a voice that is heard and where their health, safety and well-being is a priority and team members feel comfortable to be their true authentic selves.

At LKQ, we champion inclusion, fostering environments that resonate with the communities we serve. Our backgrounds are the driving force behind innovative ideas, products, and services. We are unwavering in our commitment to every team member's well-being and voice, ensuring everyone feels valued, heard, and free to be their authentic selves. We recognize our differing experiences and perspectives as our greatest asset, propelling us to be a preferred employer where respect and the inspiration to thrive are universal.

Our expectations for respect and inclusivity:

01 Be Kind

Everyone is facing unique challenges; a little kindness goes a long way.

02 Challenge non-inclusive behavior professionally:

Address such behaviors privately, educate, and raise awareness to foster inclusivity.

03 Treat everyone with respect:

This applies to team members, customers, suppliers, and all stakeholders, irrespective of their background.

04 Value and respect others' time:

Be considerate of team members' commitments and avoid expecting immediate responses, especially outside working hours. Recognize everyone's right to manage their time and balance.

05 Be mindful of differences in views:

We all have different perspectives; let's express them in ways that are constructive and foster a positive environment where everyone can thrive.





What is bullying?

Bullying is unwanted behavior that can be offensive, intimidating, or harmful, either as a pattern or a one-off incident. It can occur in person, online, at work, or in other work-related settings and may not always be obvious to others.

It can manifest as:

- Unintentional or intentional acts
- Constant criticism or spreading rumors
- Unfair workload or exclusion from social events
- Humiliating, offensive, or threatening comments or photos online.

Even if the person is unaware or does not intend their actions as bullying, it still qualifies as such. Recognizing and addressing this behavior is crucial to maintaining a healthy work environment.

What to do if you experience bullying or harassment?

Experiencing bullying or harassment is deeply unsettling, and everyone has the right to feel safe and valued at work. If you find yourself in this situation and feel able to do so, consider addressing the individual involved directly. Inform them of the impact of their words or actions, giving them a chance to understand and rectify their behavior.

However, if the situation is severe or if addressing it directly feels uncomfortable, please escalate your concerns immediately to your line manager or HRBP. They will guide you through the next steps and determine if formal action is necessary to resolve the situation and ensure your well-being and safety in the workplace.



Additional support

LKQ prioritizes the well-being of our team members. As part of our “Inspired to Thrive” initiative, we’ve instituted Well-being Champions, trained individuals available to assist team members confidentially with personal or professional struggles. While not therapists, they can offer support and direct you to additional resources if needed.

Our Code of Ethics, Corporate LKQ Values and Speak Up process underpin the way we operate and work together collaboratively, fairly and ethically across our global organization.

For more information, please reference the following:

Code of Ethics - www.lkqcorp.com/codeofethics/

Use lkqcorp.ethicspoint.com to Speak up, on any of the following:

- Disclose conflict of interest
- Raise a concern confidentially.

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