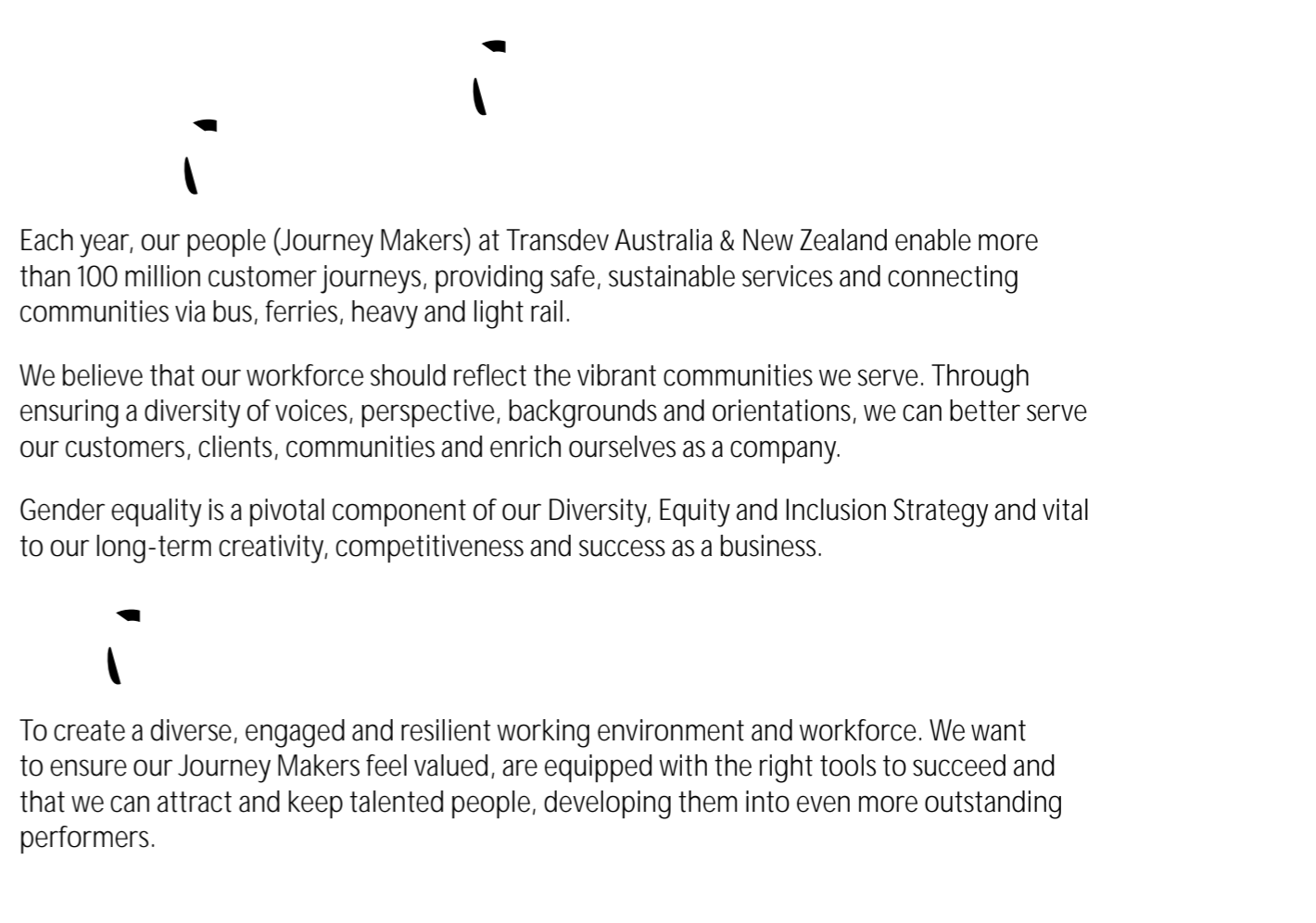
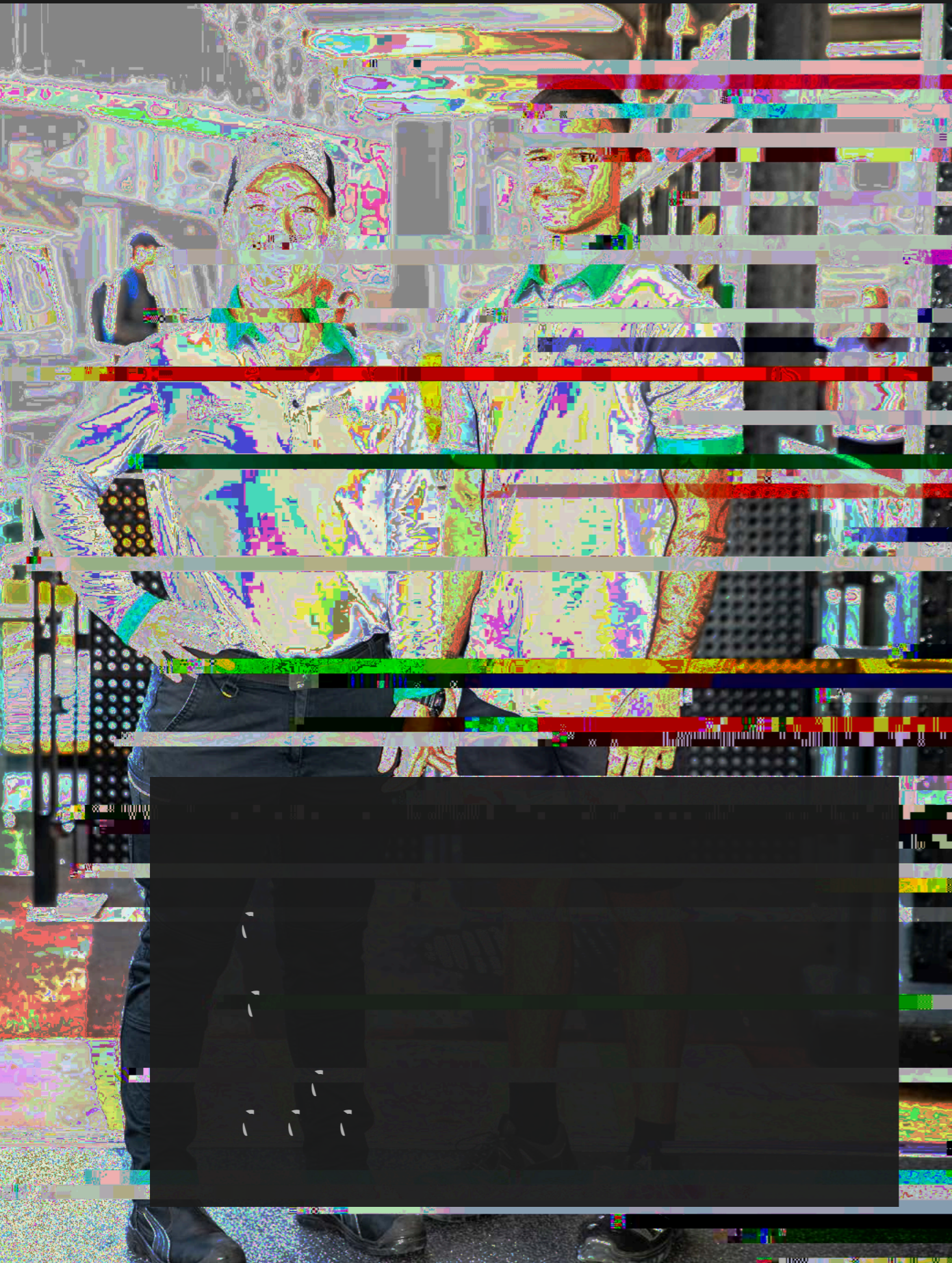


**DIVERSITY  
EQUITY  
INCLUSION**

Transdev acknowledges the traditional owners of the land on which we meet, work, and learn. As a business we recognise that Aboriginal and Torres Strait Islander Peoples are the First Peoples of our country and for over sixty thousand years Aboriginal and Torres Strait Islander communities have been the custodians of the land on which Transdev operates.

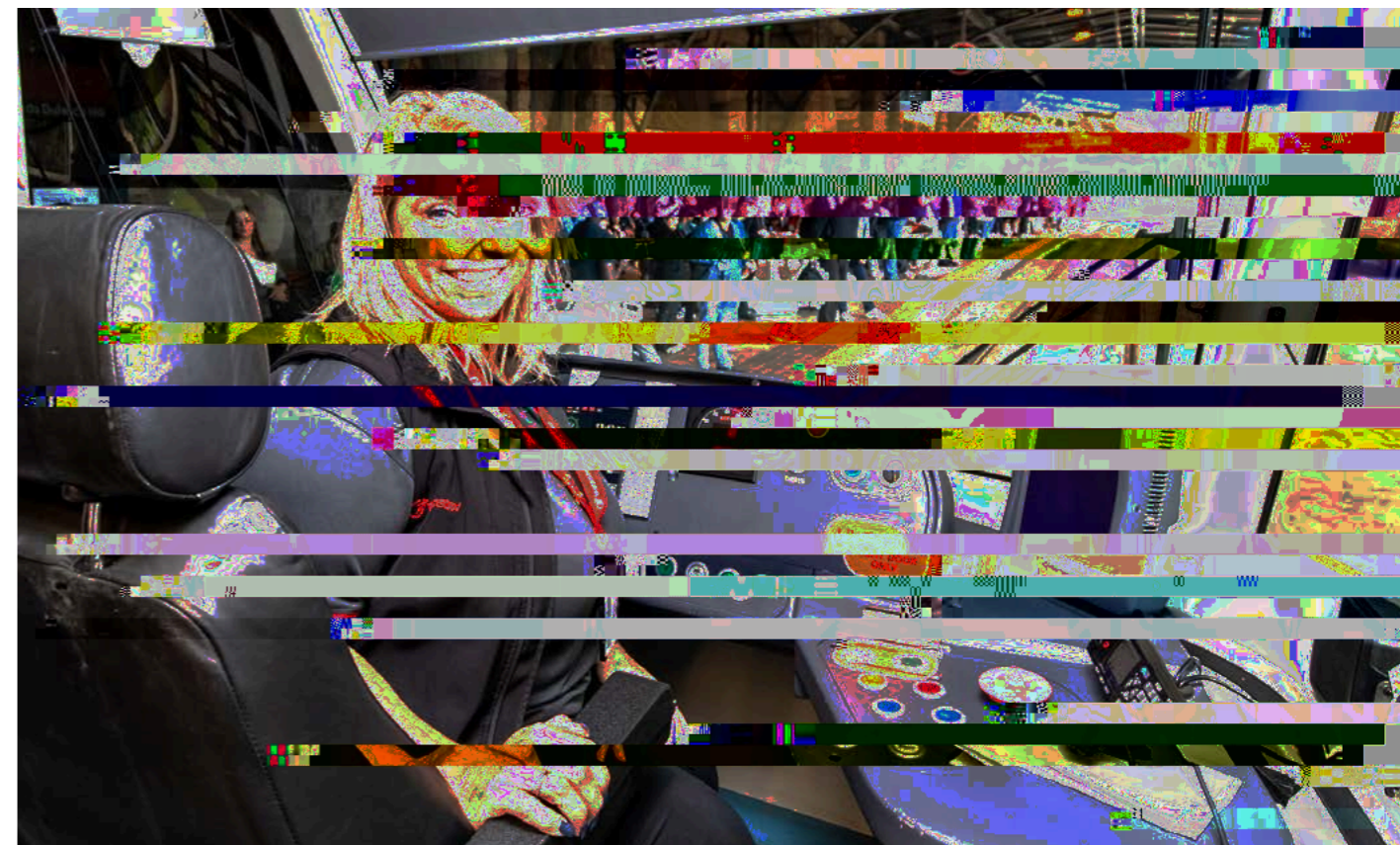


Each year, our people (Journey Makers) at Transdev Australia & New Zealand enable more than 100 million customer journeys, providing safe, sustainable services and connecting communities via bus, ferries, heavy and light rail.

We believe that our workforce should reflect the vibrant communities we serve. Through ensuring a diversity of voices, perspective, backgrounds and orientations, we can better serve our customers, clients, communities and enrich ourselves as a company.

Gender equality is a pivotal component of our Diversity, Equity and Inclusion Strategy and vital to our long-term creativity, competitiveness and success as a business.

To create a diverse, engaged and resilient working environment and workforce. We want to ensure our Journey Makers feel valued, are equipped with the right tools to succeed and that we can attract and keep talented people, developing them into even more outstanding performers.



The following document, 'Achieving gender balance', outlines Transdev Australia & New Zealand's Gender Equality Action Plan for 2024—26.

Our initial Gender Equality Action Plan aims to create an inclusive and accountable internal culture, cultivating a collective sense of social responsibility through robust governance.

We embed our objectives and deliverables across the organisation by focusing our work into three broad areas which will drive gender equality outcomes:

- Supporting gender equity through examining and changing the way we bring people into our business.
- Engaging with and developing our existing and incoming cohort of female Journey Makers with support from our partners.
- Ensuring all Journey Makers are equipped with the tools they need to progress our efforts in gender equality.

Additionally, our Gender Equality Action Plan is strengthened by alignment with our local and global business strategy, with targets informed by goals set at Transdev Group level.

Through a comprehensive analysis of our workplaces using payroll data, metrics and internal dashboards, we have developed a baseline understanding of our workforce. This foundation has influenced our gender equality proposition and will keep us accountable as our Plan is actioned.

Transdev has also benefited from the reporting requirements of the Workplace Gender Equality Agency (WGEA), captured below. The most recent reporting period at time of publishing (2022-23) demonstrated that year on year progress had been made against gender equality goals (when comparing results from the 2021-22 period).

Australia	Female Top Managers	35%	34%
Australia	Female Drivers across all entities	20%	10%
New Zealand	Female Drivers across all entities	20%	15%

While this data is invaluable, a more comprehensive and intersectional approach is necessary to establish the comprehensive understanding of our workforce composition required to thoroughly realise our vision. Accordingly, our action plan includes deliverables intended to confront these gaps in data to expand our understanding.

Simultaneously, Transdev understands gender inequality as a complex challenge. It is compounded by other forms of disadvantage or discrimination that a person may experience, including Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes. As our work continues, we will seek methods of accounting for these variables, increasing the effectiveness of our activity.

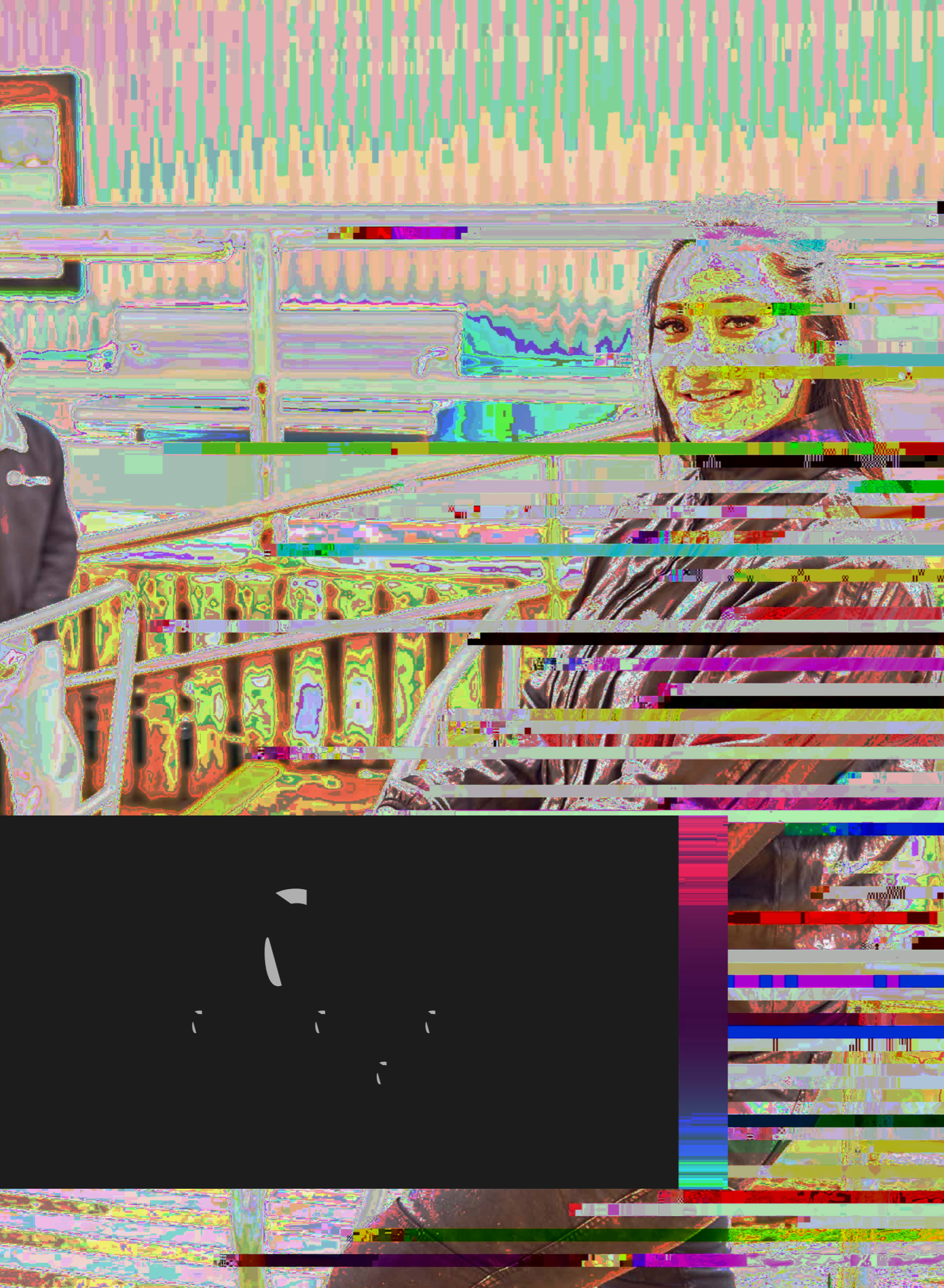
Transdev welcomes the changes introduced by the *Workplace Gender Equality Act 2012* (the Act) and *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023* which require the publication of gender pay gap data and the development of a strategy demonstrating how these results will be continually improved. This document constitutes that strategy and is compliant with Victorian Government legislation requiring a Gender Equality Action Plan.

Production of this Strategy has also been informed by the legal framework provided by the:

- *Gender Equality Act 2020*
- *Safe and Strong 2016: Victoria's Gender Equality Strategy*
- *Fair Work Act 2008 (Cth)*
- *Equal Opportunity Act 2010*
- *Charter of Human Rights and Responsibilities Act 2006*





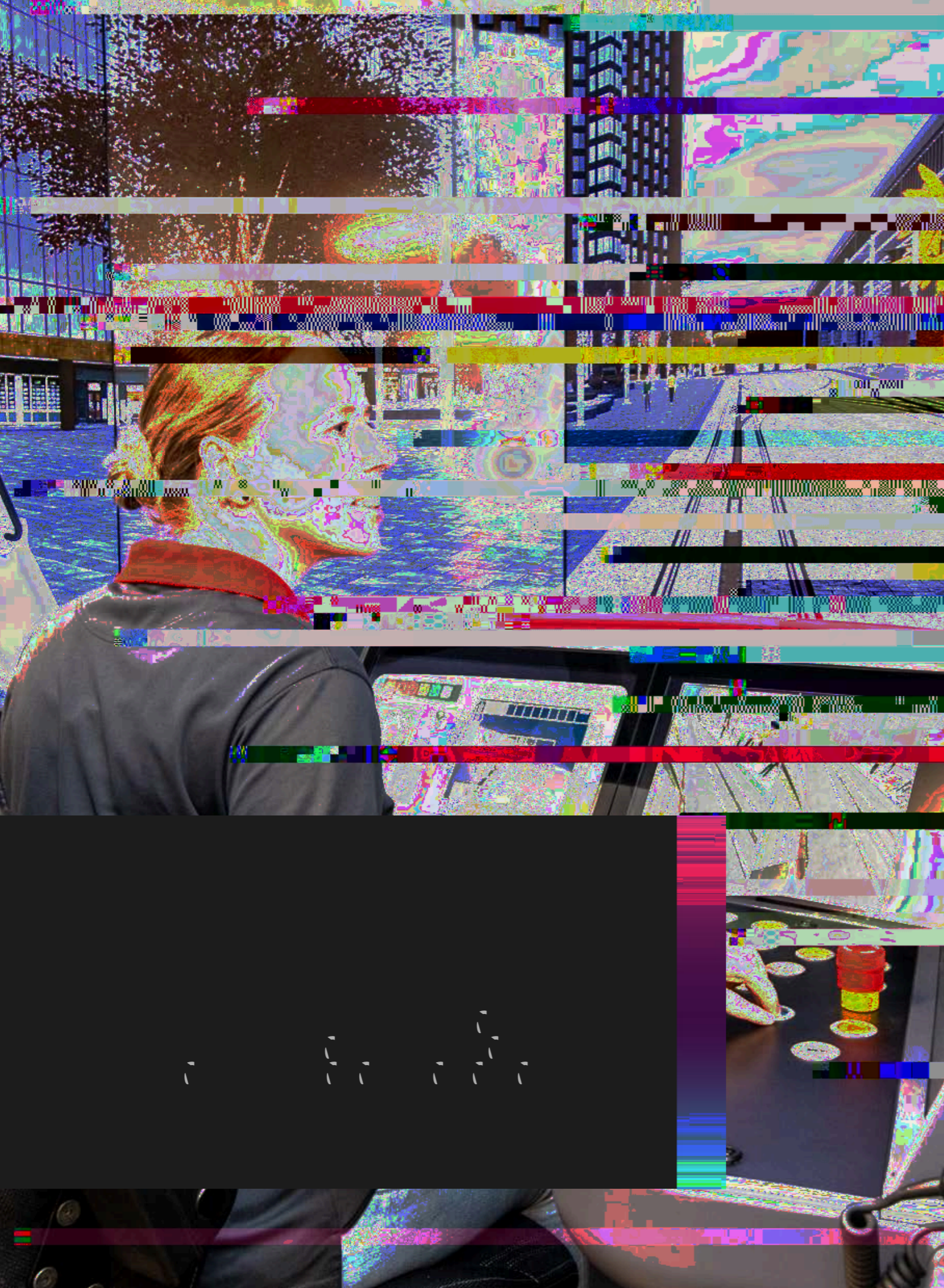


- We will measure the percentage increase in female hires.
- We will measure the success of recruitment campaigns (applications, interviews, hired/placed)
- We will measure the proportion of applicants driven by partnerships.

- We will measure the rate of internal promotion.
- We will measure the leadership training program engagement.

- We will complete a matrix for review of strategies.
- We will do an analysis of pay equity.
- We will complete employee engagement surveys which question sentiment and seek areas for improvement.

- We will measure gender composition in entry programs.
- We will measure conversion rates for graduate to full-time employee.
- We will measure the number of graduates sourced through .1 (ce)n14. 95. 9ship s.)TJ/T111 Tf13 0 0 13 66. 942



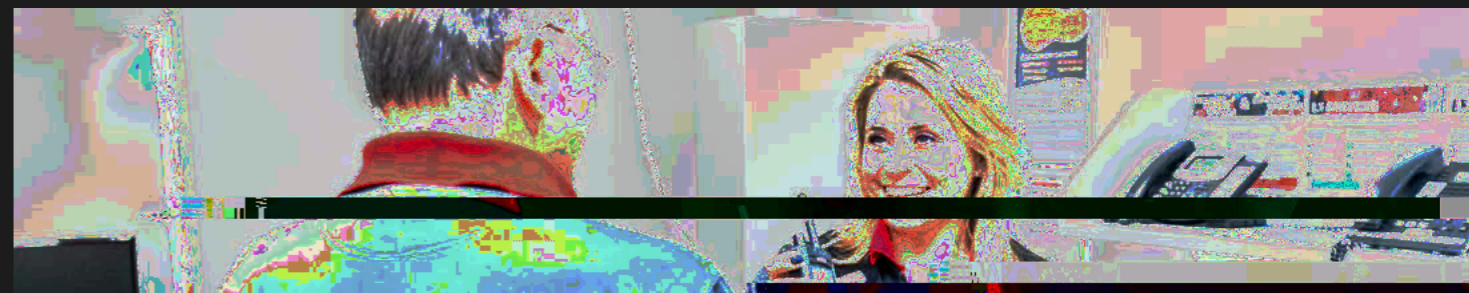
- We will measure participation in leadership programs.
- We will measure the rate of promotion to higher positions.
- Increased numbers of women in senior leadership roles.
- We will measure the effectiveness of and engagement with internal communications.
- We will complete internal surveys seeking satisfaction levels with engagement programs, concepts for further acknowledgment.

- We will measure the expansion of the network to all operations.
- We will measure the volume of networking events held.
- We will gather the feedback from events.

- We will measure the return to work success rates.
- We will measure the uptake of support programs.

- We will measure the engagement metrics on internal communications.









Alongside the assistance of Journey Makers throughout Transdev, the success of our Plan requires collaboration with a wide range of external partners. These partners offer oversight, expert advice and hands-on support in the achievement of our goals.



Work 180 promotes Transdev job opportunities on a specialist Jobs board targeting women. It also partners with and endorses organisations who align with its mission and vision. Transdev has been accredited as an approved employer by Work 180 for the past two years.



As an organisation ARA recognise the importance of supporting greater participation and advancement of women in rail to support the industry's long-term success. Transdev supports employees to participate in the ARA mentoring program and to attend networking and development activities associated with the Women in Rail network.



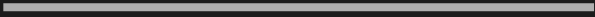
With a view to creating a professional system of support and connections, the Women in Transport network plays a leading role in coordinating activities on behalf of the transport sector, providing peer support, networking opportunities, professional development, social events, training, communications and external activities such as transport site visits. Transdev is an active member of this network.



This organisation offers training and development for high performing and high potential leaders. Transdev has partnered with Athena in the design and facilitation of a program aimed at emerging female leaders across Transdev.



Each year, Transdev will host events for employees, partners and external stakeholders which act as an opportunity to bring peers tog (y t)1



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