

Transdev Australasia Modern Slavery Statement 2021

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CEO introduction and purpose of this statement

I am pleased to present Transdev Australasia's modern slavery statement for the reporting year ending 31 December 2021 (this "Statement"), prepared for the purpose of section 16 of the Australian Modern Slavery Act 2018 (Cth) (the "Act").

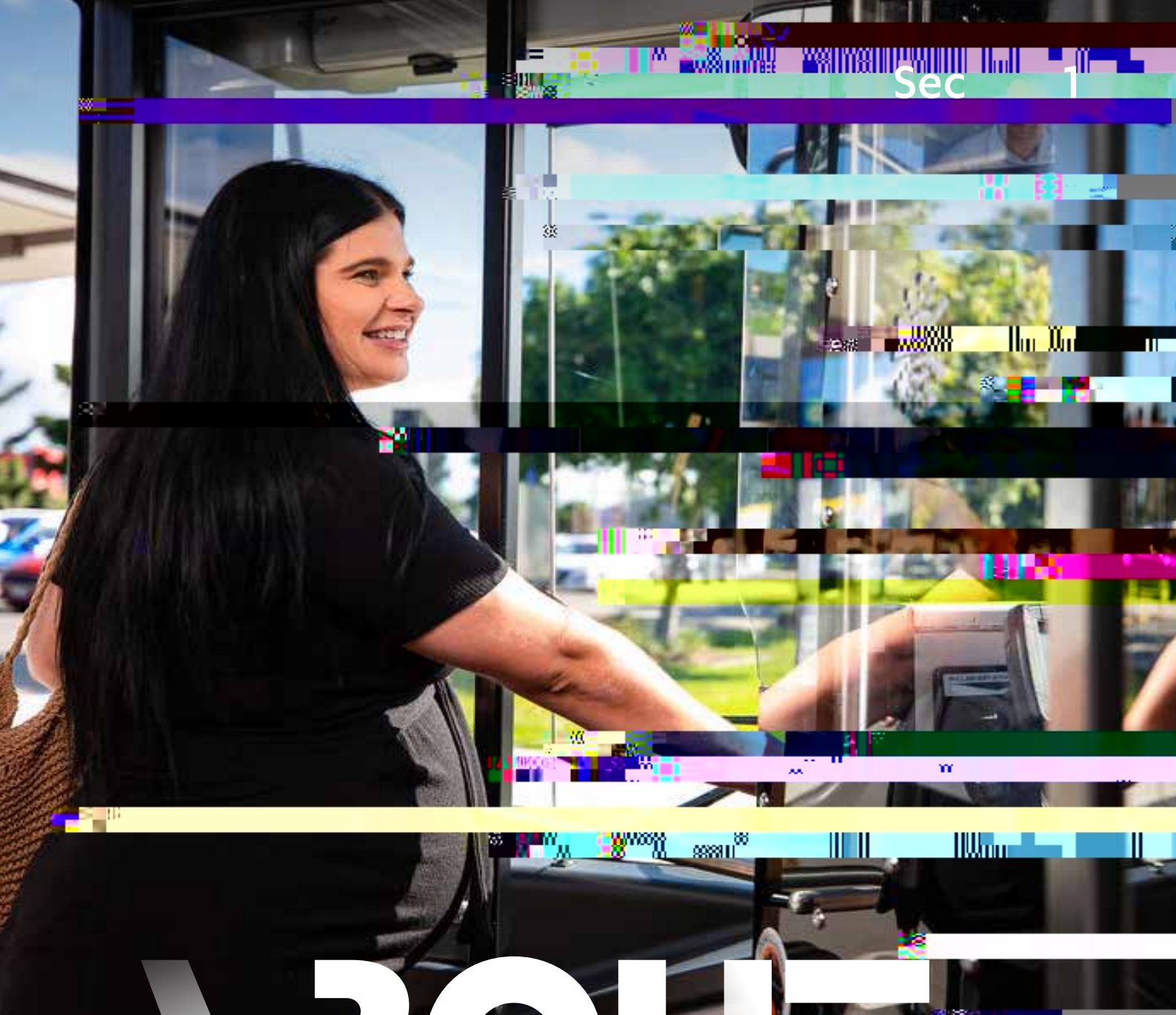
This is a statement pursuant to section 14 of the Act made by reporting entity Transdev Australasia Pty Ltd (Transdev Australasia), a proprietary company limited by shares incorporated under the Corporations Act 2001 (Cth). Transdev Australasia is the parent company and principal governing body of Transdev Australasia's group of entities and has prepared this Statement on behalf of those entities constituting reporting entities as defined under the Act. A description of entities covered by this Statement, their stru.3 Td(Tmm (ove.ds 3lk-1.3

We recognise the potential existence of modern slavery in our operations and supply chains.

Our approach is to manage modern slavery risks as a subset of broader sustainability related concerns important to our business and stakeholders. We are committed to the objectives and principles underpinning the Act and to working with our stakeholders, contractors and suppliers in preventing and mitigating any modern slavery impacts associated with our day to day work.

In the reporting year 2021, we continued our continuous improvement journey to mitigate modern slavery risks across our business and supply chains – our actions are aligned with our purpose, our broader sustainability commitments and the mandatory requirements under the Act.

We continued to implement our Sustainable Procurement Action Plan (SPAP). The three year SPAP was developed with the support of external experts and informed by completing a gap analysis of existing procurement and contract management



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Transdev Australasia

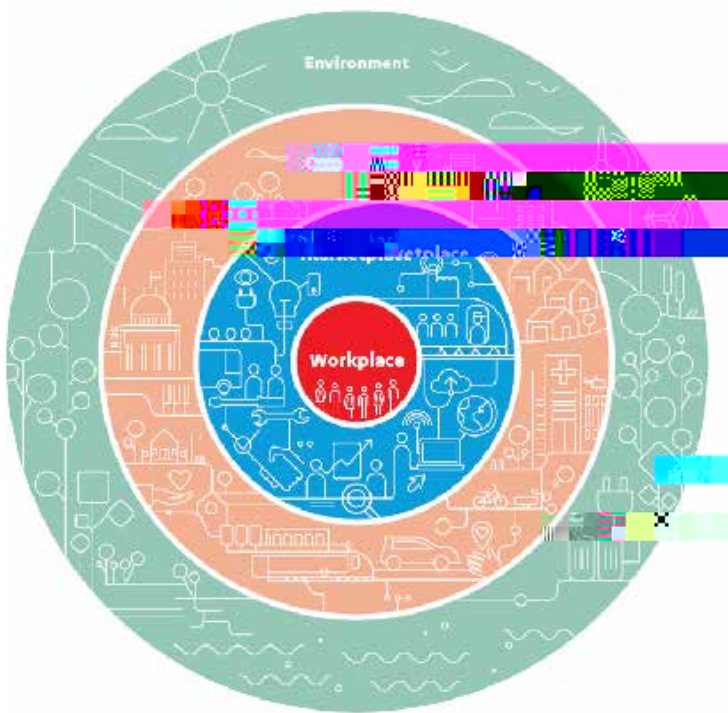
Transdev Australasia is one of the region's leading multi-modal mobility operators employing over **5,650 people at the end of 2021** in Melbourne, Sydney, Brisbane, Perth, Wellington and Auckland.

In 2021 we delivered more than **90 million passenger journeys** connecting people and communities.

Transdev Australasia specialises in the operation and maintenance of several public transport modes including buses, ferries, light rail, trains and new mobility solutions such as on-demand transport and autonomous shuttles.

We are part of Transdev Group S.A. – an international group of over 83,000 people who





Workplace – How we support, engage and motivate our people. This pillar covers 13 topics such as diversity and inclusion (gender equality, employees with special needs, ethnics/cultural background and LGBTQIA+ employees), safety and wellbeing of our employees, governance and work-life balance

Marketplace – How we do business, how we interact and engage with our external stakeholders. This pillar captures 11 topics such as customer satisfaction, business ethics, fair operating practices and sustainable procurement

Community

STRUCTURE

operations and supply chain of Transdev Australasia

Transdev Australasia is the parent company of several entities operating public transport and related services in Australia and New Zealand, and the controlling joint venture partner in Great River City Light Rail Pty Ltd and Transdev John Holland Buses (NSW) Pty Ltd. The table below sets out these entity's structure and operations with further detail on operations provided overpage.

Parent company	Controlled Entities	Operating model	Legal Structure
Transdev Australia 100%	Transdev NSW Services Pty Ltd	Bus, Light Rail, and related services	Private company limited by shares (Australia)
	Transdev NSW Pty Ltd	Bus, Light Rail, and related services	Private company limited by shares (Australia)
	Transdev WAP Pty Ltd	Bus, Light Rail, and related services	Private company limited by shares (Australia)
	Transdev Queensland Pty Ltd	Bus, Light Rail, and related services	Private company limited by shares (Australia)
	Transdev Melbourne Pty Ltd	Bus, Light Rail, and related services	Private company limited by shares (Australia)
	Transdev Sydney Pty Ltd	Bus, Light Rail, and related services	Private company limited by shares (Australia)
	Transdev Sydney Ferries Pty Ltd	Ferries and related services	Private company limited by shares (Australia)
	Transdev Maritime Services Pty Ltd	Maritime services and related services	Private company limited by shares (Australia)
	HCR & Eastern Bus Pty Ltd	Bus and related services	Private company limited by shares (Australia)
	Manacac Services Pty Ltd	Bus and related services	Private company limited by shares (Australia)
Transdev Australia 70%, CAFA 30%	Great River City Light Rail Pty Ltd	Light Rail	Private company limited by shares (Australia)
	Transdev New Zealand Pty Ltd	Bus and related services	Private company limited by shares (New Zealand)
Transdev 70%, John Holland 30%	Transdev John Holland Buses (NSW) Pty Ltd	Bus and related services	Private company limited by shares (Australia)

Transdev Australasia's controlled entities, covered by this Statement

Our operating model

Transdev Australasia's public transport operations are split up into three primary teams and one secondary team. Our Operational team focuses on delivering an ever-improving service to all of our customers and consists of drivers, operational managers and other vital frontline employees. Our Fleet team maintains the condition of our vehicles supports a safe and secure experience for our customers. Our Facilities/Assets team focuses on maintaining non-operating fleet assets. Our Corporate team – including IT, Legal, People & Culture, Communications, Finance, Network Planning and Safety & Assurance among other functions – provides support to all primary teams.

Transdev Maintenance Services Pty Ltd provides professional asset maintenance services and project management advisory services to various internal and external clients.

Great River City Light Rail Pty Ltd is contracted to supply fleet and designated operational infrastructure for the Paramatta light rail network in Sydney, and to operate and maintain services once construction is complete. The team is currently involved in project management and delivery of activities in the construction of depots, stops and supply of light rail fleet.

We have identified 30 supplier categories specific to our operating model, outlined on the following page.

Our supply chain structure

Transdev Australasia actively coordinates with over 1,700 suppliers, ranging from fleet procurement, spares and maintenance to cleaning and security. Our emphasis on long-term strategic partnerships enables us to foster close relationships with our suppliers, and results in the ability to implement a joint approach to tackle sustainability related issues.

Around 231 of our supplier relationships exceed a spend of 100,000 AUD per year. The strength and magnitude of these supplier relationships create increased need and opportunity to collaborate and mitigate risks in the supply chain and strive for continuous improvement and improving sustainability outcomes.

In the reporting period, we improved upon and communicated a supplier charter as a commitment to ethical, sustainable and socially responsible procurement (Supplier Charter). This Supplier Charter applies to all suppliers engaged by Transdev and sets out the minimum requirements for suppliers and their supply chain in the areas of integrity, ethical business conduct, conflict of interest, gifts, benefits and hospitality, corporate governance, labour and human rights, health and safety and environmental management.

Suppliers to Transdev are required to comply with this Supplier Charter in accordance with Transdev's purchase order terms and conditions or the relevant contract for the supply of goods and services; including committing themselves to eliminating human rights related risks and complying with possible audits.





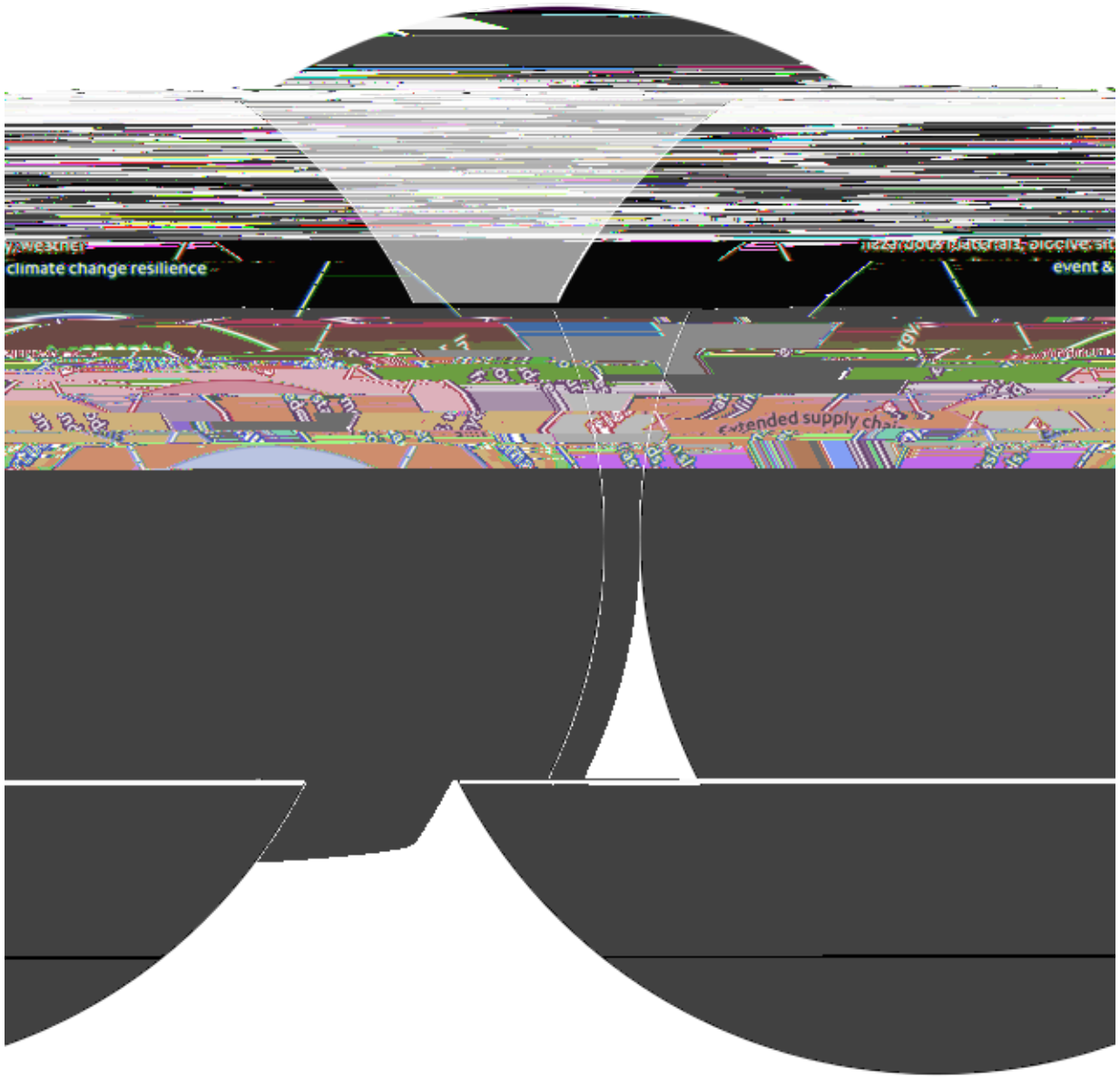
Modern slavery

Risks associated with our operational structure

Transdev Australasia's operational structure is characterised by a high degree of unionisation and a largely local supply chain. Frontline employees working within or for Transdev are subject to enterprise agreements under which they are remunerated accordingly. All of our other employees, including the majority in corporate teams, are subject to employment contracts. Due to the nature of these employment arrangements, the risk of modern slavery directly within Transdev Australasia's workforce is low.

Risk assessment

In 2020 we established a Sustainable Procurement Project Team, including members of our Procurement, CSR, People and Culture and Safety and Assurance functions. This collaborative team worked with reputable external experts to complete a gap analysis



The six key focus areas of Transdev Australasia's approach to sustainable procurement

Risk assessment results

Transdev Australasia has not yet identified any specific instances of modern slavery and so far, has found with high confidence, that we do not actively cause or contribute to



APPROACH

to combating modern slavery
2021 overview

In 2021 we continued the progressive implementation of our Sustainable Procurement Action Plan (SPAP).

The three year SPAP was developed by our Sustainable Procurement team with the support of external experts in 2020. It was informed by completing a gap analysis of existing procurement and contract management practices against ISO 20400:2017 Sustainable procurement and mapping risks and opportunities inherent in our supply chains.

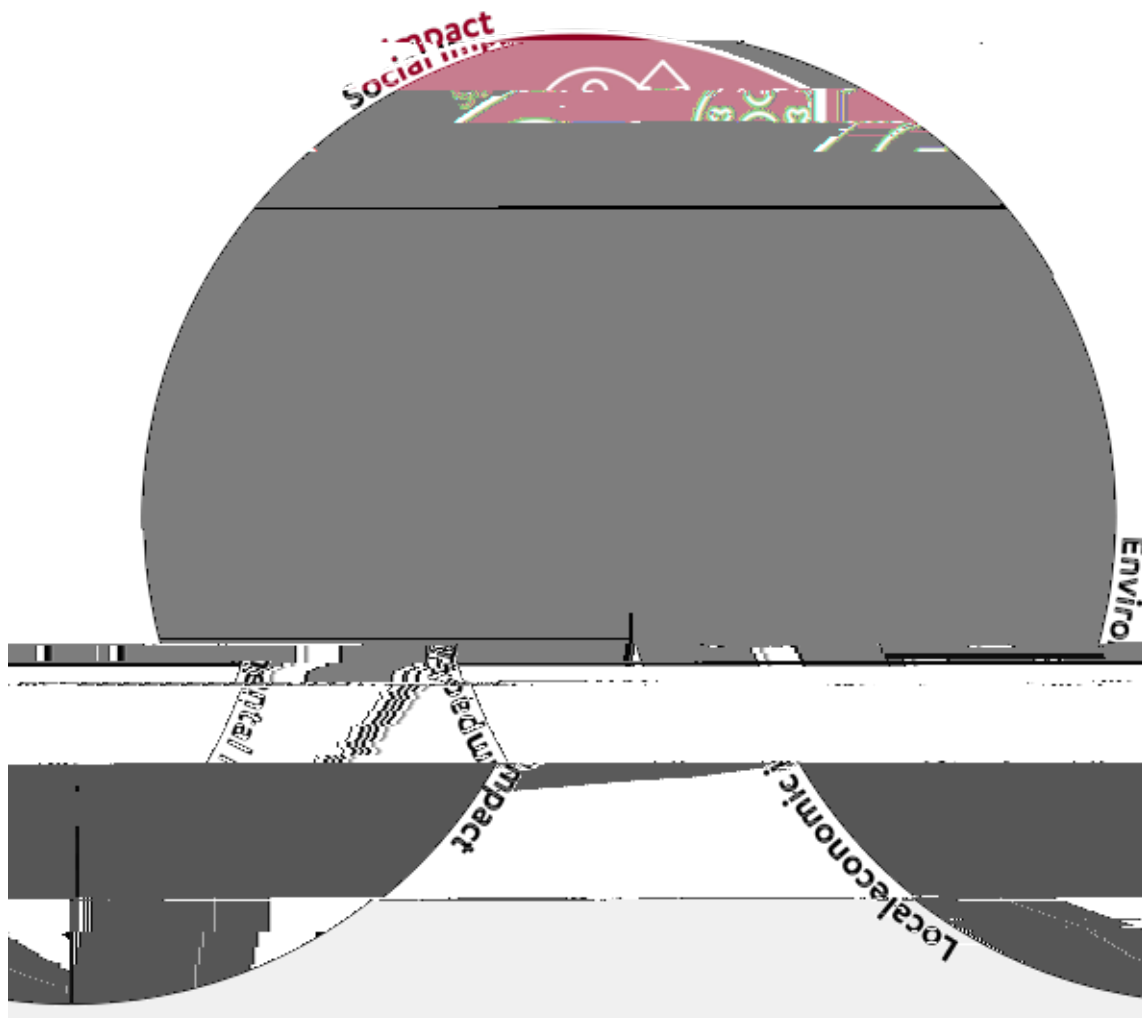
The SPAP it includes a core focus on protecting human rights and combating modern slavery.

Sustainable Procurement Action Plan - Progress made in 2021

The SPAP outlines a three-year path to uplift Transdev Australasia's internal capabilities and processes in line with ISO 20400:2017 Sustainable Procurement, and ensure our procurement processes, policies and fundamentals evolve in line with stakeholder expectations now.

Our SPAP includes engaging key internal and external stakeholders on issues relating to sustainable procurement, and working proactively with key suppliers to achieve continuous improvements in outcomes related to Human Rights (including mitigating the risk of modern slavery) and our five additional focus areas for sustainable procurement: Fair operating practices; Environmental risks; Environmental opportunities; Health and Safety; Diversity, inclusion and community.

More information about the deliverables aligned to the SPAP is included in Section 6 of this statement.



Key objectives of Transdev Australasia's Sustainable Procurement Action Plan

New Procurement Policy and enhanced processes introduced in 2021

In 2021 Transdev Australasia introduced a new Procurement Policy in accordance with our SPAP. The new Policy specifically addresses modern slavery risks and broader sustainable procurement objectives.

Associated process improvements were made to support the Policy, including expanded requirements for sustainability related risks and opportunities to be considered in purchasing decisions and in contractor management. Expanded requirements to conduct Know Your Counterpart analysis and complete external screening, using the Dow Jones Risk Index, for a greater number of potential and existing suppliers were also introduced.

Engaging our people involved in procurement decisions and managing contractors

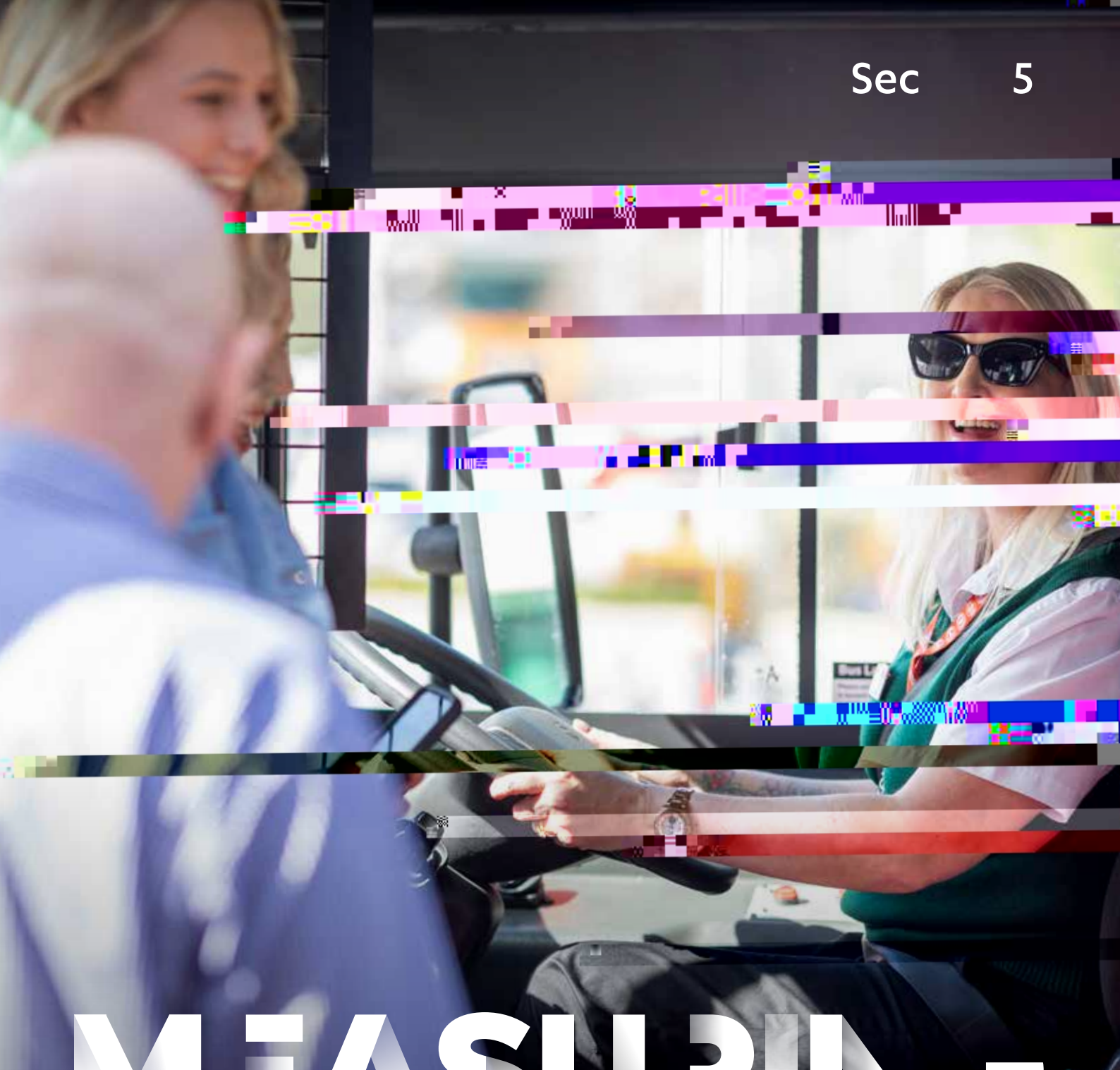
In 2021 we continued the process of broad engagement and training to build competence to understand and act on modern slavery and sustainable procurement risks and opportunities. An example activity to build internal competence was the Need2Know November engagement series undertaken.

CASE STUDY

There is a risk of apathy towards modern slavery and other ethics and compliance related risks in Australia and New Zealand, and many business decisions are decentralised.

Transdev Australasia launched an awareness campaign in 2021 called Need 2 Know November recognising these two challenges.

The campaign engaged a broad cohort of business leaders on issues such as corruption and modern slavery through a series of webinars held throughout the month and fact sheets. Over 300 combined participants were registered, and the campaign successfully raised awareness of risks and opportunities, laws and policies and the requirement to report real or perceived ethics breaches.



MEASURING -

performance and effectiveness

To measure effectiveness and implementation of our SPAP, including the mitigation of modern slavery risks, we have implemented a governance structure specific to sustainable procurement consisting of three main levels: Oversight, Coordination & support and Implementation.

Remediation

At Transdev Australasia, we value input and feedback on issues such as modern slavery from all stakeholders. Our culture of minimising risks and taking responsibility allows us to take a proactive stance on remediation.

Our whistleblower policy gives employees and stakeholders a voice, allowing them to



FUTURE OUTLOOK

In 2022 and beyond, we expect to increase our diligence regarding modern slavery reporting and risk management. We anticipate a prolonged impact of the COVID-19 pandemic and will continue to deliver necessary services and support to our affected stakeholders.

We will continue to progressively implement our SPAP over the next two years. In 2022 we will complete Year 2 actions and transition into Year 3 of the plan. A high level summary of our planned activities to realise our SPAP objectives are highlighted below:

High-level sustainable procurement action plan



coordination and engagement

