

Health and Safety Policy

Purpose and Commitment

Transdev Australasia (TDA) is committed to being the number one provider of mobility through its delivery of safe and secure multi-modal passenger transport services across Australasia. Safety First! affirms our absolute priority in driving a positive and proactive health, safety and well-being culture. This policy sets out the fundamental principles required to achieve Safety First! and recognises the contribution we all need to make to achieve this goal. It also aligns with the Group's strategic plan and demonstrates our commitment to the provision of necessary resources.

Policy

TDA is committed to implementing a Safety Management System that supports its strategic direction, delivers high standards of health and safety management and ensures good safety performance. It is also designed to ensure that we comply with all of our legal and other regulatory requirements. In particular, TDA commits to:

- Identifying the physical hazards and either eliminating them, or reducing the risk so far as is reasonably practicable, thus ensuring the health and safety of our employees and our customers
- Identifying the psychosocial hazards that may be present in the workplace and either eliminating them, or reducing the risk so far as is reasonably practicable thus ensuring the mental well-being of our employees
- Developing and leading a culture in which none of us accept unsafe acts or conditions, in an open environment where employees feel free to raise concerns without fear of retribution. Any employee will have our full support for refusing to work when it is unsafe to do so.
- Establishing challenging health and safety objectives for the company and our managers. Individual health and safety objectives will carry the same weight as other business objectives
- Providing adequate resources to ensure that we can deliver our health and safety plans and objectives in a timely manner
- Ensuring that all employees are competent in their role by providing adequate training, mentoring and coaching.
- Ensuring that the appropriate level of resources required to support the delivery of our health and safety responsibilities
- Consulting with our employees and/or their representatives to ensure that they have the opportunity to become involved developing and delivering health and safety initiatives and improvements to the health and safety management system and work processes
- Embedding the Safety-First initiative throughout the organisation via our seven Safety Objectives and Ten Safety Principles.



Brian Brennan
Chief Executive Officer
Transdev Australasia

Status: Approved	Document No.: TDA-02.POL.0005	Version: 6.0	Date of Issue: 21 April 2023	Date of Review: 21 April 2025	Page 1 of 1
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