

## Health, Safety, Environment Quality Policy

### Policy

Transdev Sydney Ferries is committed to providing a workplace which is safe, healthy, and environmentally sustainable, whilst delivering high-quality ferry services in an efficient and effective manner.

Transdev Sydney Ferries will, through the application of its integrated Health, Safety, Environment and Quality Management System, strive to provide a service which is reliable and incident free to the benefit of our customers, our people, contractors, the community, and environment in which we operate.

In order to achieve this, we will strive to:

- ✓ Ensure all of our people go home safely every day by providing safe practices in vessel operation and a safe working environment.
- ✓ Support our people to improve their health & wellbeing to maximise their success at work
- ✓ Promote the safety, health and welfare of our people and our customers
- ✓ Apply a risk management approach which eliminates workplace hazards, including psychosocial risks, through the mandatory application of the hierarchy of controls.
- ✓ Clearly define the roles, responsibilities, and accountabilities of all our people
- ✓ Ensure that our people are competent in their roles through the provision of information, instruction, and training
- ✓ Involve and consult with our people on changes that have the potential to impact on their health, safety, and well-being
- ✓ Provide sufficient and suitable resources to implement, maintain and continuously improve our health, safety, environmental and operational performance in order to develop and lead a culture of safety
- ✓ Continually improve our environmental footprint by prioritizing climate resilience, adaptation, and decarbonization across our ferry operations
- ✓ Set achievable objectives and targets for improving safety, health, and operational performance
- ✓ Seek ways to continually improve our environmental footprint, encompassing sustainable values, principles, and practices
- ✓ Maintain compliance with applicable legislation, regulation, codes, and standards, including those set internally and externally, noting that these form the absolute minimum to be achieved.
- ✓ Effectively communicate this policy to all relevant stakeholders and review it at least annually.
- ✓ Embedding the Safety-First initiative throughout the organisation via Safety Objectives and Principles.
- ✓ Developing and leading a culture in which none of us accept unsafe acts or conditions, including sexual harassment and gender-based harm, in an open environment where employees feel free to raise concerns without fear of retribution.
- ✓ Ensure the safe implementation and oversight of digital work systems, preventing risks related to automation, excessive workloads, and algorithmic management

**Jarrold Graham**  
**Managing Director**

