



Modern Slavery Statement

Transdev Australasia | 2024





Transdev Group is a team with over **105,000 members**, transporting an average of **12.8 million people** in **19 countries**, we empower freedom to move every day thanks to safe, reliable and innovative solutions that serve the common good. This is our purpose, what unites us and motivates us every day, and our compass for decision-making.

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Acknowledgment of country

Transdev Australasia acknowledges and pays our respects to Aboriginal and Torres Strait Islander people as the First Peoples of Australia whose ancestral lands and waters we work and live on throughout Australia. We honour the wisdom of, and pay respect to, Elders past, present and future.

With regards to our New Zealand operations, we recognise the Maori people as the Tangata Whenua Aotearoa (people of the land NZ), and the Tiriti o Waitangi (Treaty of Waitangi).

We also acknowledge the historic and lived experience of First Nations People who have endured injustices and various forms of slavery. This has impacted generations of First Nations Peoples and remains an area of unfinished business.

What is Modern Slavery?

The term ‘Modern Slavery’ in the *Modern Slavery Act 2018* (Cth) (the Act) is used to cover several types of exploitative practices including:

- (i) trafficking in persons;
- (ii) slavery;
- (iii) servitude;
- (iv) forced marriage;
- (v) forced labour;
- (vi) debt bondage;
- (vii) deceptive recruiting for labour or services; and
- (viii) the worst types of child labour (including where children are subject to slavery or similar practices, or engaged in hazardous work).

These practices undermine individual freedoms.



CEO introduction and purpose of this statement

In 2024, Transdev Australasia vastly expanded its footprint and the teams that make it, securing the opportunity to operate Yarra Trams, the world’s largest light rail operation alongside our joint venture partner John Holland. The year also saw the launch of Parramatta Light Rail, operated and maintained by our subsidiary, Great River City Light Rail Pty Ltd. This, alongside the continued growth of patronage across our existing transport operations, made 2024 a successful and memorable one.

Building upon this success requires that we continue to promote transparency and ethical business dealings throughout our operations and supply chain. We recognise the importance of human rights and condemn modern slavery in all its forms. As a company committed to sound environmental, social and governance practices, we ensure that robust standards of business conduct are understood and valued by those that work at and work with Transdev. We recognise the collective commitment to prevent modern slavery to the best of our abilities and are determined that no person’s freedom is denied.

This Statement is made pursuant to section 14 of the Act by the reporting entity, Transdev Australasia for the year 1 January 2024 to 31 December 2024. Transdev Australasia is a proprietary entity limited by shares incorporated under the *Corporations Act 2001* (Cth), and is the parent company, related entity and/or controlling entity of the reporting entities outlined on page 15. This Statement is also made on behalf of those reporting entities. Therefore, any reference to “us,” “our,” “we,” or “Transdev” is a reference to Transdev Australasia and the entities it controls as a collective.

This Statement describes the steps and initiatives taken by Transdev to prevent and manage modern slavery risks that may exist or arise within our organisation and/or supply chain, in accordance with the below mandatory reporting criteria under the Act.

Mandatory Criteria	Page
Identify the reporting entity	15
Describe the reporting entities structure, operations and supply chains	15-17
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	18
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	19-23

Mandatory Criteria	Page
Describe how the reporting entity assesses the effectiveness of these actions	24-25
Any other relevant information (Future outlook)	28-29
Describe the process of consultation with any entities the reporting entity owns or controls	30

We recognise that modern slavery risks may potentially exist within our operations and supply chain. That’s why we’re committed to working with our stakeholders, contractors, and suppliers in preventing and mitigating modern slavery impacts to the best of our abilities.

In 2024, we continued to implement our Sustainable Procurement Action Plan (SPAP) which was launched in 2020. The SPAP was developed with the support of external experts and informed by completing a gap analysis of existing procurement, and mapping risks and opportunities inherent in our supply chain.

The objectives relating to human rights and modern slavery, within the SPAP include:

- ensuring all businesses operate in accordance with the Act including all future amendments to the legislation.
- ensuring our employees understand modern slavery.
- providing people with appropriate avenues for reporting potential instances of modern slavery within our operations and within the operations of our suppliers.
- mitigating modern slavery risk within our operations.
- eliminating potential and/or actual modern slavery practices from our operations and supply chains.

The SPAP continues to influence the way in which Transdev does business, complementing our existing governance and risk management practices in Australia, New Zealand and globally (as Transdev is part of the European headquartered Transdev Group). Our approach demonstrates our commitment to meeting our communities’ expectations, improving trust and respect among all employees, as well as our stakeholders.

Sincerely,

Brian Brennan



Transdev Sydney and Great River City Light Rail

Sydney Light Rail

Transdev has operated the Inner West Light Rail on behalf of Transport for New South Wales for over 20 years. The 12.7 kilometre route connects Central Station and Dulwich Hill, and transports more than 9.7 million customers each year. The ALTRAC Light Rail consortium (of which Transdev is a partner) is also the successful contractor to operate and maintain the new CBD to South East Light Rail network.

Great River City Light Rail

In 2024 we began the operation for the Parramatta light rail, increasing mobility options across Western Sydney.

Transdev Sydney Ferries

Since 2012, we have been proudly operating Sydney's iconic fleet of ferries, and the Balmain Shipyard, under a unique partnership with the NSW Government. With a workforce of more than 600 Journey Makers, we deliver a new age of customer-centric, efficient and innovative transportation, providing access to other transport modes across Sydney.

We operate the iconic Sydney Ferries fleet with nine different classes of vessels, covering 38 wharves over ten key routes.

Transdev Queensland (Bus)

Transdev operates metropolitan bus services on behalf of Translink and the Queensland Government.

117 buses provide urban, school and charter services to the local community, transporting over 2.3 million customers per year.

Section 1 | About us

Transdev Australasia is a multi-modal transport operator with a presence across Australia and New Zealand employing over 7,100 people. In 2024, Transdev delivered more than 92 million passenger trips by operating and maintaining bus, ferry, light rail and train services across Melbourne, Sydney, Brisbane, Perth, Wellington and Auckland.

In 2024, alongside our joint venture with John Holland as Yarra Journey Makers, Transdev secured a contract to operate the world's largest tram network, Yarra Trams, for a period of nine years. Yarra Trams consists of 24 lines, over 250km of double track and 1,600 stops across Victoria.

Transdev's local operations form part of the global footprint of Transdev Group S.A (Transdev Group), our French and German-owned parent company, headquartered in Paris. Transdev Group is an international organisation employing over 105,000 people worldwide delivering services everyday across 19 countries and four continents.



Transdev Western Australia (Bus)

Transdev is one of Perth's largest bus operators. We provide bus services in Rockingham, Mandurah, Fremantle and Perth areas, including the free Central Area Transit (CAT) services.

Our team of more than 900 employees provides more than 1.7 million passenger trips each year.



Mana Newlands (Bus)

We are the third largest Urban bus operator. We are a growing business that serves the Wellington community. Founded in 1984 by the Waddell Family, we have grown from a small bus operator to a key Wellington transport service that is a recognisable brand in the local community.



Transdev Wellington (Heavy Rail)

In Wellington, we work in partnership with Hyundai Rotem to operate and maintain the city's passenger train network on behalf of Greater Wellington Regional Council.

We run more than 2,100 services each week facilitated by our team of more than 430 people. In 2024, Transdev transported 10.8 million passengers.



Transdev John Holland Buses

Transdev has been operating bus businesses locally for nearly 20 years. We cover buses around the Eastern Suburbs of Sydney and are dedicated to providing safe, reliable and enjoyable transport for clients and customers across the region.



Howick and Eastern (Bus)

We run more than 150 bus services across Auckland including the region's only electric bus on selected routes across the city.



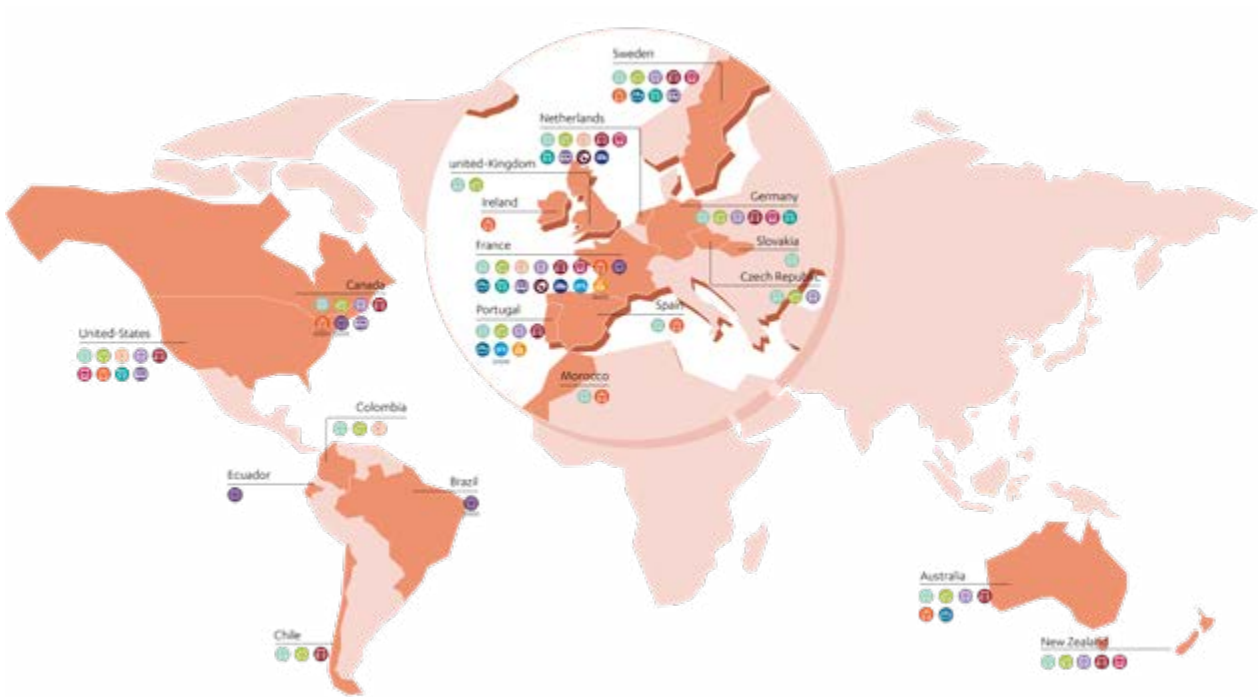
Yarra Trams

Yarra Journey Makers is a joint venture between Transdev and John Holland which commenced operation of Melbourne's tram network. The iconic tram network spans 24 routes, with 250 kilometres of double track, around 500 trams, and over 1600 stops. The network services over 147 million passenger trips per year.

Our purpose and approach

Our approach is rooted in long-term partnerships with communities, businesses and public transport authorities, and in the relentless pursuit of the safest and most innovative mobility solutions. We strive to be at the forefront of providing safe, reliable, and innovative transport solutions to meet the needs of today and tomorrow, empowering communities and contributing to more liveable cities. Transdev Australasia is committed to providing services, and acting in a way, that consistently meets and exceeds community, customer, and client expectations.

Our global operations



- Legend**
- Bus
 - Coach
 - Light Rail
 - Autonomous vehicle
 - Ambulance
 - Electric and hydrogen bus
 - Transportation On-Demand
 - Metro
 - Paratransit
 - Bicycle share-service
 - Bus Rapid Transit
 - Rail
 - Water borne transportation
 - Community bus
 - Cable car/Funicular

12.8 M

Customer journeys every day

19

Countries

16

Transport modes

105,000

Journey makers

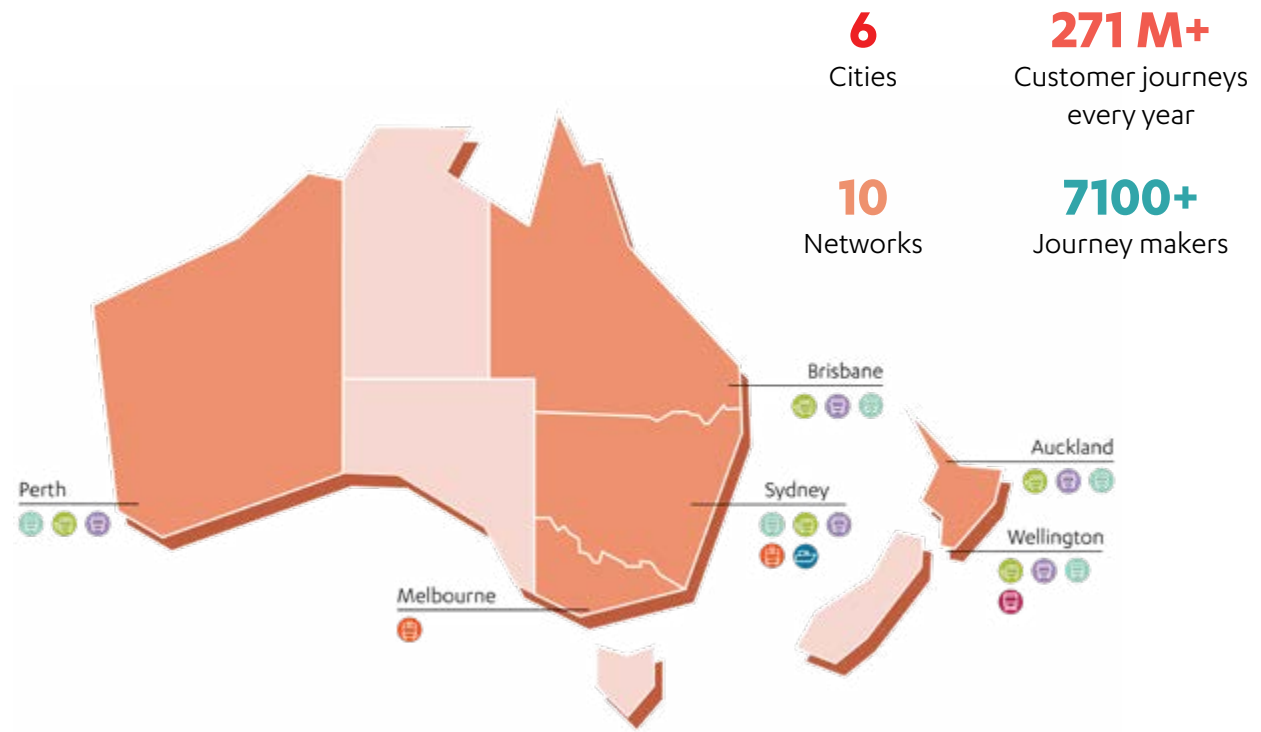
2,012

Electric vehicles

26%

Female employees

Our local operations





Transdev Australasia is the parent company, related and/or controlling entity of the entities in the below table:

Parent Company	Controlled Entities/Related Partners	Operating Model	Legal Structure
Transdev Australasia 100%	Transdev WA Pty Ltd	Bus public transport and charter services	Proprietary companies limited by shares incorporated under the Corporations Act 2001 (Cth)
	Transdev Queensland	Perth and Brisbane	
	Transdev Sydney Pty Ltd	Light Rail public transport services in Sydney	
	Transdev Sydney Ferries Pty Ltd	Ferry public transport services in Sydney	Companies limited by shares registered under the Companies Act 1993 (NZ)
	Howick & Eastern Buses Ltd	Bus public transport and charter services in Auckland and Wellington	
	Mana Coach Services Ltd		
Transdev Australasia 70%, CAF Australia 30%	Transdev Wellington Ltd	Rail public transport services in Auckland and Wellington	A proprietary company limited by shares incorporated under the Corporations Act 2001 (Cth)
	Great River City Light Rail Pty Ltd	Supply, operate and maintain Paramatta light rail network in Sydney	
Transdev 75%, John Holland 25%	Transdev John Holland Buses (NSW) Pty Ltd	Bus public transport and charter services in Sydney	A proprietary company limited by shares incorporated under the Corporations Act 2001 (Cth)
Transdev 51% John Holland 49%	Yarra Journey Makers Pty Ltd	Tram public transport in Melbourne	

Section 2 | Structure of operations and supply chain of Transdev Australasia

Our operating model

Transdev Australasia’s public transport operations are split up into four teams:

- **Operational Team**
Our frontline staff consisting of drivers, operational managers, and other vital roles focused on delivering an ever-improving service to all our customers.
- **Fleet & Assets Team**
Dedicated to maintaining the condition, safety and security of our fleet for our customers.
- **Facilities Team**
Committed to maintaining the physical structures we operate from.
- **Corporate Team**
Support our other teams with corporate services including Information Technology, Legal, People & Culture, Communications, Finance, Network Planning, Safety & Assurance, among other functions.

We have identified 46 supplier categories specific to our operating model, outlined on page 17.

Our supply chain

Transdev engages with a wide variety of suppliers from fleet procurement, spare parts, maintenance, cleaning and more, consisting of approximately 1,800 unique suppliers.

Of these supplier relationships:

- around 115 exceed a spend value of \$200,000 (AUD) per annum; and
- around 105 supplier relationships exceed a spend value of \$100,000 (AUD) per annum.

Majority of our suppliers are based in Australia and New Zealand with some located in Europe (France, Germany, Ireland and London).

Our emphasis on long-term strategic partnerships enables us to foster close relationships with our suppliers, which allows for transparency and collaboration on sustainability-related issues, including modern slavery and human rights.

Whilst we cannot directly control the actions of those in our supply chain, we aim to positively influence our suppliers by establishing and communicating our expectations including the requirement to act in an ethical, transparent and virtuous manner. At Transdev, we set these standards with the support of our Ethics and Compliance Management System (ECMS) made up of a suite of policies and processes some of which are outlined on page 20 including our Supplier Charter. Our Supplier Charter outlines the principles and commitments that we expect suppliers to comply with including addressing and promoting ethical conduct, sustainability, quality standards and more. The document is publicly available on our website, is communicated to suppliers during the on-boarding process which suppliers are required to comply with in accordance with Transdev’s purchase order terms and conditions or the relevant contract for the supply of goods and services. In doing so, they commit themselves in eliminating human rights related risks, and complying with possible audits.

Team/operational area	Key Procurement Categories	
Corporate	IT & telecommunications services	Marketing, communication & publishing
	IT equipment & software	Insurance, legal & financial services
	Collective living and catering area	Labour hire & recruitment
	Office supplies & furniture	Travel & company cars
	Consultancy	
Facilities	Infrastructure subcontracting or facility management	Waste management
	Utilities (including Electricity Supply)	Construction
	Security & CCTV	
Fleet/Assets	Spare parts	Batteries
	Repairs & maintenance subcontracting	Tyres
	Tools, hand tools, small equipment supplies	Diesel fuel & additives
	Bus, coach & vessel – purchases	Lubricants
Operations	Cleaning	Uniforms
	Cash transportation subcontracting	Safety equipment



Section 3 | Modern Slavery Risks

Operational structure risks

The modern slavery risk within our operational structure is considered low due to the following factors:

- Geographic Location:**
Transdev has a presence in Australia and New Zealand where the risk of modern slavery is typically low.
- Compliance with Australian law and regulations:**
Transdev’s operational structure is characterised by a high degree of unionisation. Frontline employees working within or for Transdev are subject to enterprise agreements. All other employees, including those in corporate teams, are subject to employment contracts.
- Compliance with requirements from parent company and our ECMS:**
Transdev’s parent company is Europe-based and in 2024 majority owned by Caisse des dépôts et consignations, a French government public financial institution. As our parent company is registered in France, they must comply with French anti-corruption Sapin 2 Law and the French Duty of Vigilance. Therefore, as part of the global Transdev group, Transdev Australasia and its subsidiaries are subject to stringent regulatory and compliance requirements some of which go beyond the expectations imposed on a private entity under Australian law and regulations.
- Local supply chain:**
Given the nature of the services that we deliver, most of our direct supply chain is based in Australia and New Zealand.

Risk assessment

Sustainable Procurement Action Plan

In 2020, we established a Sustainable Procurement Project Team, including members from Procurement, CSR, People and Culture and Safety and Assurance Functions. This project team worked with reputable external experts to complete a gap analysis of existing procurement and contract management practices against ISO 20400:2017 Sustainable Procurement, as well as a risk and opportunity analysis of our supply chain. Through a series of internal stakeholder interviews and risk workshops, we reviewed 46 of our supplier categories and mapped risks and opportunities covering our six key focus areas of sustainable procurement highlighted below:

**Human Rights**
Includes modern slavery, child labour, labour standards, working conditions, freedom of association, inequality.

**Health & Safety**
Includes physical injury, illness, impairment, mental well-being, fatalities.

**Diversity, Inclusion & Community**
Includes gender, aboriginal participation, long-term unemployed, social enterprises.

**Fair Practices**
Includes crime, bribery and corruption, ethical business operations.

**Environmental Opportunities:**
Includes carbon emissions, water, energy, waste, materials, recycling.

**Environmental Risks**
Includes contamination and leakages, hazardous materials, biodiversity, weather event and climate change resilience.

Risk assessment results

Transdev has not yet identified any specific instance of modern slavery and has found that it does not actively cause or contribute to modern slavery. However, we recognise that modern slavery risks exist and may arise in our operations and supply chain, given our limited oversight of suppliers’ actions and their direct/indirect supply chain. To alleviate any modern slavery risks, we have committed ourselves to facilitating additional transparency throughout our extended supply chain.

In Q4 2024, using the results of the 2020 SPAP in particular the categories of suppliers identified as having a higher prevalence of human rights and modern slavery risks in their industries (which included the following:

**Cleaning**

**Security**

**Uniforms; and**

**Bus manufacturing**

We created a process, and commenced taking steps to asses the modern slavery risk within our supply chain.

We engaged the above mentioned suppliers and requested that they complete our Modern Slavery Questionnaire, outlining how they prevent and handle modern slavery risks, their internal policies as well as key actions they take to ensure that modern slavery risks are prevented and managed appropriately within their organisation and supply chains.

Our approach

We’ve implemented a number of measures to alleviate and manage the risks and responses to human rights and modern slavery within our organisation some of which are also applicable to stakeholders and suppliers.

Ethics and Compliance Management System (ECMS)

In Australia, we comply with, and model our management system and processes in line with the Transdev Group ECMS. As aforementioned on page 18, the ECMS is modelled based on European legislative regulations and requirements, coveing a wide range of topics including human rights, transparency, anti-corruption and more. As Australia and New Zealand implements the ECMS, we also undertake internal reporting and performance monitoring processes to test it’s effectiveness.

Internal Policies

We have a zero-tolerance approach towards modern slavery, a notion which is supported and outlined in our key policies and reflected in our ECMS. Our key policies and how they promote ethical practices are outlined below:

Code of Conduct

Sets out the expectations of our employees, partners, contractors and suppliers, including, but not limited to, treating others with fairness, equity and respect.

Group Code of Ethics

Sets out Transdev’s key ethical principles including ‘Compliance’ which involves adherence to applicable laws and regulations, and ‘Diversity’ whereby it rejects all forms of discrimination. The Code also outlines an avenue for reporting grievances.

Business Ethical Guidelines Policy

Communicates how Transdev employees should handle situations, including interactions with others, and a particular focus on Conflict of Interest and Confidentiality.

Group Human Rights Policy

Details our clear commitment to respecting, protecting and promoting fundamental rights and freedoms, outlining how this should be enacted in a daily business context. The policy covers several topics including:

- acceptable working conditions and hours
- fair treatment (no harassment, privacy protection, no discrimination)
- freedom of association; and
- free and adult labour.

Transdev Australasia Whistleblowing Protection Policy

Encourages staff and other stakeholders, including suppliers, to report alleged and/or actual unethical, illegal, and improper conduct within the business, in a safe and confidential manner, without the fear of retaliation.

The Anti-Corruption, Money Laundering and Financing Terrorism (ACMF) Code

provides guidelines, rules and principles associated with preventing corruption within a business:

- Gifts and invitations
- Sponsorship, corporate philanthropic, non-profit organisations and charities
- Intermediaries
- Political contributions
- Facilitating payments
- Influence peddling
- Collusion
- Recruitment and other HR Advantages
- Business relationships.

Tender questionnaires during selection process

Our tender process also requires prospective suppliers to acknowledge and confirm that they comply with the Act (if applicable to their industry).

Modern Slavery Questionnaires

Transdev has created the modern slavery questionnaire for suppliers when undertaking modern slavery risk assessments to ensure transparency in relation to managing modern slavery risks.

Supplier Charter

Our supplier charter outlines the standard expected from our suppliers ensuring they are compliant with local laws, regulations and Transdev’s ECMS and policies. We expect of all new and onboarding suppliers to commit to the charter including all clauses within it.

Our Contracts:

- **Model clauses:** Our contracts contain model clauses which have been prepared in line with generally accepted market standards and main regulatory contracts relating to ethics and compliance matter (e.g., UKBA, FCPA, Sapin II). They are designed to remind our counterparty of the values and principles to which we adhere and are means of obtaining representations from the counterparty that they have not/will not commit an ethics and compliance breach with the purpose of the contract at stake. These clauses also allow Transdev to impose remediation measures on the counterparty or effectively terminate the contract in the event of a reasonable suspicion of breach with the clause, including a human rights violation.
- **Audit clauses:** Our contracts also ensure that Transdev has the right to audit suppliers which includes undertaking an ethics and compliance audit.

Know Your Counterparty (KYC) Checks

As part of supplier onboarding process, at Transdev we conduct a screening of prospective suppliers. This includes an ethics assessment on high-risk suppliers prior to entering into a contractual agreement with them, part of which involves conducting a check on whether the proposed supplier is compliant with law and regulations; financially viable; ethically aligned with Transdev and a screening of adverse media and reports of non-compliances. As part of our internal policy, we are required to monitor suppliers by updating the KYC checks at least every three years to ensure that the supplier is still an appropriate counterparty to Transdev.

Human Rights Questionnaire

For selected business development projects, Transdev is required to complete a human rights questionnaire to reasonably ensure compliance with human rights obligations. These often include consideration of whether necessary measures have been taken to prevent modern slavery practices such as child and forced labour.

Case Study | Must Know March

In 2024, the Ethics and Compliance team ran an awareness campaign throughout the entire month of March, whereby each Friday afternoon an information training session via Microsoft Teams was delivered, covering key policies and employee obligations under those policies which included the following topics:

Week 1: Ethics and Compliance & Gifts and Invitations

Week 2: Modern Slavery

Week 3: Conflicts of Interest & Whistleblowing

Week 4: Privacy

A bulletin was shared with attendees outlining the topic that would be covered in the particular week, summarising the relevant policy and our obligations which provided attendees with an opportunity to inform themselves on the topic prior to the session, and prepare any questions they may have in advance. The bulletin was and is a beneficial reference tool to be read along with the relevant policy in assessing day-to-day compliance matters that may arise from time to time.

The attendees included staff throughout Australia and New Zealand, including the Transdev Executive team, corporate offices and those from our operating businesses. The aim was to deliver these sessions in an engaging and innovative way each week to enhance engagement and awareness. Some weeks included videos about the relevant topic, whilst other weeks had quizzes allowing for collaboration from attendees. One that stood out, and was new to us, included delivery of part of the session using an Artificial Intelligence (AI) platform that was being trialled at the time.





ECMS Working Group

Our Ethics and Compliance Management System (ECMS) Working Group consists of members from the Legal, Finance, Ethics & Compliance, People & Culture and Information Technology departments. The ECMS Working Group meets quarterly to discuss the effectiveness of our ethics and compliance framework, undertaking actions which better the ECMS and overall compliance with laws and regulations, including those relating to modern slavery. The ECMS Working Group:

- Allows for engagement and feedback between function on ethics and compliance;
- Tracks the impact of actions to improve ethical purchasing;
- Discusses the deployment and development of ethics training; and
- Considers improvements to our ECMS.

Remediation

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

The publicly-available Transdev Australasia Whistleblower Policy (the Policy) applies to all employees and external stakeholders. Through the Policy, our aim is to enable individuals the ability to voice their concerns, including on modern slavery-related issues, without fear of retaliation through the process outlined therein. This includes providing anonymous feedback using our Whistleblower Platform ‘SpeakUp.’ In the 2024 year, we received no reports/feedback related to modern slavery.

Monitoring Performance

The below KPIs have been used to assess Transdev Australasia’s effectiveness in the approach to mitigating Modern Slavery

Action	Performance indicator
Ethics & compliance working group	Meeting frequency: Quarterly
	Meetings held: 4 (one per quarter)
Training	Percentage (%) of TDA’s key categories employees (contract management, procurement) trained to recognise and safeguard against modern slavery risk:
	Procurement: 100%
	Percentage of Transdev Managers who have completed the Anti-corruption Training: 100%
Modern Slavery Instances	Instances Detected: Nil (0)
	Instances Remedies (and how): Nil (0)

Section 4 | Measuring our performance and effectiveness

In 2024, we made significant progress on our objections, and undertook several actions to bring these objectives to life:

2024 Objectives	Progress
By the end of quarter 4, our aim is to develop a Supplier Induction Process, which will require new suppliers to read and acknowledge key Transdev Australasia ethics and sustainability policies as part of their engagement	We have developed a supplier landing page as part of our website with links to useful information which suppliers are required to acknowledge and be aware of including our key policies and our Supplier Charter. The Landing page can be accessed using the following link: https://www.transdev.com.au/suppliers/
By quarter 4 we aim to develop a high-risk supplier questionnaire program	We have created developed a Modern Slavery Questionnaire, which we share with suppliers for completion to understand their approach to modern slavery risk prevention and management within their organisation and supply chains.
Annual training of Operational Staff on the Transdev Australasia ethics and compliance management system	In March 2024, we ran the Must Know March campaign delivering a series of sessions to Transdev staff on our key policies and the Transdev ECMS (more information about this is in page 23). In June 2024, a 2-hour Anti-corruption Training session was delivered to those employees within Transdev that are deemed most ‘at-risk’ of corruption. The training covered the following points: • legislative obligations under local and foreign law (applicable to Transdev); • our internal policies; • expectations of our supply chain, and how we make suppliers aware of their obligations (such as through the supplier charter or standard contract clauses); and • practical examples through case studies/ scenarios.
Annual enhanced e-learning training for Modern Slavery Risks	As part of the Must Know March campaign, there was a session dedicated to Modern Slavery, and information about the session and attendance link was available to all employees including those at-risk employees.

2024 Objectives	Progress
By the end of quarter 4 we aim to increase operational engagement with the Transdev Australasia Whistleblower Platform by providing information and access links on the employee App	In October 2024, a campaign was run notifying employees of the availability of our Whistleblower Platform, communicating to all employees via various channels including making the link available on the MyTransdev App (our internal smart phone app for frontline workers), our intranet and internal articles.





Transdev actions:

In 2025, Transdev intends to continue preventing and managing the modern slavery risks and undertaking due diligence initiatives. A high-level summary of those initiatives is outlined below.

Improve systems and processes:

- Review of some of our key policies, ensuring that they protect human rights adequately and address modern slavery risks.
- Implementation and commencement of high-risk supplier audit program which will address broader ethics and compliance topics.
- Completing our modern slavery risk assesment and understanding the modern slavery risk within our supply chain.

Improving staff awareness:

- Development of a modern slavery e-learning program for employees that transact with suppliers/stakeholders (contract managers and procurement team).
- Deliver annual training to operational staff on the Ethics and Compliance Management System, and our policies.

Remediation:

- Consider any feedback received on modern slavery issues and implementation of opportunities to enhance compliance.
- Communication campaign informing employees about the availablilty of the enhanced Whistleblower Platform.

Yarra Journey Makers actions:

- Commence the implementation of the ECMS across Yarra Journey Makers Pty Ltd to align policies for consistency in approach and processes.
- Commence implementation of the initiatives outlined in the Yarra Trams Modern Slavery Risk Management Plan.
- Yarra Journey Makers to deliver a modern slavery lunch and learn session informing staff about the topic, the risks involved and how to identify them.

Section 5 | What’s Next



Section 6 | Stakeholders coordination and engagement

All of Transdev Australasia’s controlled entities, as outlined in Section 2, were consulted and involved in the preparation of this Statement.

This Statement was prepared by the Transdev Ethics team, in consultation with senior management including the reporting entity’s Executive Leadership team and operational teams involved in the ongoing implementation of the Sustainable Procurement Action Plan.

This Statement has been approved by the Board of Directors of Transdev Australasia.

Transdev Australasia

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