

Intent

As an operator and global integrator of mobility, Transdev is in the relentless pursuit of the safest mobility solutions. Safety underlines every activity we undertake, whether on the front line or in our offices. Our personal safety and that of our teams, our customers and our communities is paramount. Whatever your role is at Transdev, you can contribute to improving the health and safety of our people, our customers and the communities who interact with our services and the positive impact this can have on their lives.

Scope

This policy applies to all Transdev NSW South Pty Ltd and Transdev NSW Pty Ltd employees, contractors and visitors.

Purpose and Commitment

At Transdev, our credo "uncompromising safety" is an expression of our group's fundamental belief that health and safety supersedes all other issues we tackle each day. Health and safety forms the solid foundation upon which we build trust, respect and partnership with our employees, clients and customers. We recognize the important contribution we all make toward achieving this goal. This policy establishes the fundamental principles to achieve "uncompromising safety".

Policy

At Transdev, we are guided by the following health and safety principles:

- **We lead effectively and live our accountabilities and responsibilities** – we recognize that health and safety is primarily a line management accountability, and that every person is a health and safety leader. We have a strong focus on holding ourselves and others accountable; we consistently demonstrate positive leadership behaviors and actively engage with each other to improve health and safety. We live the 10 Safety Behaviors (see over in the next page).
- **We understand and effectively manage hazards and risks** – we recognize that the key to creating a healthy and safe working environment is to understand and manage the associated hazards and risks. We understand the need to have robust defences to protect our workforces, our customers and others from harm.
- **We have and use appropriate structures, systems, procedures and infrastructure** – we have a healthy and safe working environment, including policies, systems, procedures, practices, plant, equipment, plans and actions which facilitate us conducting business safely. These systems and procedures are co-designed with the workforce to ensure they are fit-for-purpose and effective to manage health and safety risk as far as is reasonably practicable.
- **We communicate and engage with all of our stakeholders at all levels** – our culture is built on trust, respect and recognition of the commitment that we each have to work together to operate safely. We engage with all of our stakeholders, including all levels of our workforce, in every aspect of the health and safety journey. Engagement means a two-way process where the workforce is involved in the full problem identification and solving process – not just the implementation of solutions.
- **We encourage an environment where we all have a right and duty to challenge others and be challenged on working safely.** We speak up when we feel uncomfortable to perform a task safely or when we notice an unsafe act or unsafe condition.
- **We continuously learn and improve** – we recognize that there are opportunities to learn every day and we continuously assess, review and improve our health and safety performance and experience. We value our partnership with clients and communities.
- **We look outside Transdev to understand new technologies and approaches that we can use to improve our health and safety performance.** We create a culture where we learn from

successes and mistakes, both ours and those of other organizations. We incorporate these learnings into our systems and our processes, and we assess trends and patterns and continuously improve.

- **We plan effectively, and provide and use the necessary resources** – we recognize that the work that we do may be hazardous and therefore needs to be planned and resourced effectively. We must remain focused and establish measurable objectives and targets, with supporting plans, to ensure that we have the right designs, the right people with the right documentation, skills, tools, equipment and knowledge to do their work safely.
- **We provide the experience, knowledge, organization, tools, systems and training** that are needed to ensure the health and safety of our workforce and others who visit/work on our sites.
- **We understand and embrace our legal and moral responsibilities** – we believe that from a moral standpoint, people should go home in the same or better condition than when they came to work. We have a duty of care to our whole workforce and others who interact with our services or worksites.

We recognize that in addition, we have legislative and regulatory obligations that we need to meet or exceed, and maintain a high standard of health and safety corporate governance and ensure compliance with all legislative and other regulatory requirements, as well as mandatory requirements of global corporate directives and safety procedures.

10 Safety Behaviors

All Transdev NSW employees and managers lead effectively and live their accountabilities and responsibilities. We are committed to health and safety, and always live by the following safety behaviors:

1. Lead by example and promote safety culture.
2. Respect zero tolerance drug and alcohol policy.
3. You are responsible for your own safety and for the safety of others.
4. Always follow procedures, don't cut corners.
5. If you see something, say something.
6. Respect all signals, signs and speed limits.
7. Always wear your personal protective equipment.
8. Ensure your workplace is tidy and all equipment well maintained.
9. Report and investigate all incidents in a timely manner.
10. Share knowledge and best practices with your colleagues.

This policy will be posted at all work locations. As part of our commitment to continual improvement, this policy will be regularly updated with key stakeholders.



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Robert Macey
Managing Director, Transdev NSW
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