

Health and Safety Policy

Intent

Transdev is the world’s largest private operator of public transport – a community of journey makers who connect people across communities in multiple ways. At Transdev, we believe public transport plays an important part in how a city comes to life. Our day to day work influences our families, friends and future generations where they live, work and play.

Our customer and client focus, commitment to innovation and provision of safe travel lies at the heart of our success and continued growth. To create a healthy and safe environment for ourselves, our customers and the public; we look to the dedication, pride and passion of our people, and the camaraderie of our organisation.

Transdev Sydney as the operators of the Sydney Light Rail, commits to striving to the highest standard of health and safety.

Whatever your role is at Transdev Sydney, you can contribute to improving the health and safety of our people, our customers and other parties who interact with our services and the positive impact this can have on their lives and their community.

Scope:

This policy applies to all Transdev Sydney employees, contractors and visitors.

Purpose and Commitment

At Transdev Sydney, 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 recognise the important contribution we all make toward achieving this goal. This policy establishes the fundamental principles to achieve “uncompromising safety”.

Policy

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

- **We lead effectively and live our accountabilities and responsibilities** – we recognise 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 behaviours and actively engage with each other to improve health and safety. We live the 10 Safety Behaviours.
- **We understand and effectively manage hazards and risks** – we recognise 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. This demonstrates our commitment to preventing ill health and injury.
- **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 so far as is reasonably practicable.

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- **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 and consult 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 participates 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 continually learn and improve** – we recognise that there are opportunities to learn every day and we continually assess, review and improve our health and safety performance and experience. We value our partnership with clients and communities.

We look outside Transdev Sydney and 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 organisations. We incorporate these learnings into our systems and our processes, and we assess trends and patterns to demonstrate continual improvement.

- **We plan effectively, and provide and use the necessary resources** – we recognise that the work that we do may be hazardous and therefore needs to be planned and resourced effectively. We must remain focussed 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, organisation, 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 recognise 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 Behaviours

All Transdev Sydney 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 behaviours.

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



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