



GOVERNANCE COMMITMENTS

SYSTRA ANZ recognises the critical role that effective governance plays in guiding our responsible business practices. Our commitment to ethical behavior, adherence to relevant laws, standards and policies, and robust compliance programs ensures a strong foundation for our operations.

We are dedicated to combating corruption and bribery, nurturing diversity and inclusion, and maintaining transparency and accountability in all aspects of our business.

These Governance commitments reflect our dedication to upholding the highest standards of integrity and governance excellence.

GOVERNANCE

ESG Commitment	ESG Area	ESG Outcome	How we will get there	Annual Target	2030 Target	KPI to Track	UN SDG
Foster ethical behaviour by providing training and robust compliance programmes	Corruption and bribery	Adherence to Systra Code of Conduct, laws and policies in place, identification and reporting of incidences	<ul style="list-style-type: none"> Ethics training Contribution and leading with Systra Group on ethics Embed ethics in project delivery Internal audits and continuous improvement of IMS 	Each year: 100% of employees trained in anti corruption and bribery & 100% of the whistleblower cases treated	Each year: 100% of employees trained in anti corruption and bribery & 100% of the whistleblower cases treated	Training	Goal 16 - Peace, Justice and Strong Institutions
Select and engage with suppliers based on recognised ESG standards	ESG performance supply chain	We partner with likeminded businesses for mutual success.	<ul style="list-style-type: none"> Partnerships and preferred suppliers share similar cultural values and alignment on ESG "Know your partner" is inclusive of ESG considerations Partners and suppliers are assessed on modern slavery laws 	100% partners are ethical.	We are leaders for ethical partners across the Systra group and our local industry. All staff know and understand our whistleblower policies and procedures.	Training and supplier / procurement registers.	Goal 17 - Partnerships for the Goals
Nurture diversity and inclusion to continuously improve employee skills and company attractiveness	Diversity in leadership	Gender balance in leadership	<ul style="list-style-type: none"> WGEA compliance and transparent reporting of data Monitor and track the uptake and use of paid parental leave Continue to support and nurture flexible and part time work arrangements 	50% gender equity in all leadership roles (Board, ELT and N-2)	50% gender equity across our workforce	Gender balance of leadership roles. Gender balance of each level of role in the workforce.	Goal 5 - Gender Equity
Promote a sustainable development mindset, to motivate employees throughout our organisation	ESG Strategic priority	Link ESG objectives to Executive & Management incentive bonus plans	<ul style="list-style-type: none"> Annual short term incentive plans (STIP) inclusive of ESG principles Upskilling of staff on ESG themed credentials - "micro-skills" to help transition the workforce in alignment with the future challenges 	Incentive bonus plans to include ESG targets	Incentive bonus plans to include ESG targets	Achievement of ESG targets and incentive payments.	All SDG's



SHAPING THE FUTURE

At SYSTRA ANZ, we recognise the profound influence we have as a leader in the public transportation and mobility solutions sector, understand that our actions ripple through society and the environment, and we embrace this responsibility.

With unwavering dedication to ESG principles, we endeavor to create a better, more sustainable, and inclusive world. Together with our partners, clients, and stakeholders, we are building a future where progress and prosperity coexist with environmental stewardship and social justice.