

ESG COMMITMENTS 2024-30



CONFIDENCE MOVES THE WORLD





ACKNOWLEDGMENT OF COUNTRY

In the spirit of reconciliation, SYSTRA ANZ acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea, and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

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CEO STATEMENT

At SYSTRA ANZ, we believe our role extends far beyond designing and engineering excellent infrastructure solutions, it's also about ensuring a better, more sustainable, and resilient future.

A commitment to environmental, social, and governance (ESG) resonates deeply with our values and aspirations of where we want to go as an organisation. In collaboration with our people, partners, and clients; we are dedicated to creating a sustainable future that leaves the communities we operate in better off than before. We also hold ourselves to the highest ethical standards and seek diversity, equity, and inclusivity in all we do.

Our environmental commitments reflect our pledge to minimise our carbon footprint and protect our planet for future generations. We are setting ambitious targets to reduce emissions across our own operations whilst advocating for climate action aligned with the United Nations Sustainable Development Goals and in support of science-based targets.

When it comes to social responsibility, we are committed to creating a safe, inclusive, and supportive workplace that values the well-being and psychological safety of our employees. Our initiatives are aimed at reducing inequality and fostering equitable growth. We also want to ensure our people can bring their best and truest selves to work.



ALANA NEWBROOK
CEO, SYSTRA ANZ

Our governance commitments underscore our dedication to ethical conduct, transparency, and compliance. We aim to lead by example, setting new standards for responsible business in our industry.

Our ESG leadership is not just a commitment—it's a reflection of who we are and what we stand for at SYSTRA ANZ. It signifies our determination to be a catalyst for positive change in the communities we serve, build a sustainable future for the generations that follow, and continually strive for excellence in all we do.

It is by working collectively, with passion and purpose, that we can bring about transformative change.

I want to express my gratitude to the entire SYSTRA ANZ team, our partners, and our clients who have been instrumental in shaping our ESG journey. Our ability to work together, sharing our passion and prowess will enable a better future for those that follow.

ABOUT SYSTRA ANZ

SYSTRA is one of the world's leading engineering and consulting groups specialised in public transport and mobility solutions.

For more than 65 years, the Group has worked alongside cities and regions, contributing to positive development by creating, improving, and modernising their transport infrastructures.

The ANZ team is an integral part of part of the SYSTRA global network, backed by 10,000 plus experts, providing us the unique ability to be agile with global scale.

With our first project in Australia almost 20 years ago, we opened our first permanent office in New Zealand in 2022. In 2023, we strengthened our experience in underground engineering with the acquisition of Bamser, providing multi-disciplinary services to the transport, utilities, mining and energy sectors.

SYSTRA ANZ continues to go from strength to strength, expanding in both geography and head count. When a project is complex, high risk and requires deep technical skills and pedigree, SYSTRA ANZ is the signature team.

OUR VALUES

 **EXCELLENCE**

 **CONNECTED TEAM**

 **BOLD LEADERSHIP**

WHY SYSTRA ANZ?

WE BRING DEEP LOCAL KNOWLEDGE AND CONNECTION SUPPORTED BY BEST-IN-CLASS GLOBAL EXPERTISE.

We have a strong local team that understand client needs/expectations and have delivered successful projects for over a decade.

The ANZ team is an integral part of part of our global network of experts, providing us the unique ability to be agile with global scale.

This proven model brings over 65 years of experience throughout the world to each and every job, anchoring and conceptualising world leading expertise with on the ground presence for a seamless client experience.

WE UNDERSTAND AND MAINTAIN ALIGNMENT TO THE BIG PICTURE.

We stay focused on delivering positive outcomes and lasting impact for clients and communities. By enabling critical infrastructure, allowing people to interact and mobilise with purpose, we are committed to improving the liveability, loveability and connectedness of communities, bringing people closer to healthcare, jobs, education, and leisure.

WE THINK ABOUT END USERS FROM DAY 1.

Our diverse team thinks holistically, combining technical and human centred disciplines, we inspire confidence in the communities that we serve, providing safe and resilient infrastructure solutions.

WE ARE AN EXPERIENCED AND TRUSTED PARTNER.

We are open, honest, and adaptable, making it easy for clients and partners to work with us as we help unlock opportunities, overcome challenges, and deliver world leading solutions and technical expertise.

WITH CONFIDENCE, WE HELP THE WORLD MOVE FORWARD.

We specialise in resolving highly technical, complicated problems, founded from our global operational knowledge to manage risk, provide certainty and assurance - when its high risk and difficult, our team excel.

OUR COMMITMENT TO ESG

Our journey towards excellence is driven by a profound sense of responsibility, not only to our clients and stakeholders but also to the communities we serve and the planet we call home. Our ESG commitments, are not just making a statement; we are embarking on a transformative mission to shape the world of mobility in Australia and New Zealand while leaving a positive and enduring impact on society.

SUSTAINABLE DEVELOPMENT GOALS

Responsible engineering can play a pivotal role in achieving a world where no one is left behind, and the planet thrives for generations to come.

At SYSTRA ANZ, we recognise the profound significance of the United Nations Sustainable Development Goals (SDGs) as a global roadmap for building a sustainable future. Our commitment to these goals is woven into the fabric of our organisation. The SDGs help guide our efforts to drive positive change in the sector.

Our work directly aligns with several key SDGs, such as Goal 9 (Industry, Innovation, and Infrastructure), Goal 11 (Sustainable Cities and Communities), and Goal 13 (Climate Action). Through our innovative engineering solutions, we contribute to the development of resilient and sustainable mobility solutions, creating more livable cities and seeking to actively combat climate change.

Our dedication to diversity, equity, and inclusion within our workforce is reflected in our alignment with Goal 5 (Gender Equality) and Goal 10 (Reduced Inequality). We believe that a diverse and inclusive team is essential for driving innovation and fostering a culture of social responsibility. The SYSTRA ANZ workforce is representative of the diverse clients and communities we serve.



RECOGNITION AND SUPPORT

SYSTRA ANZ stands at the forefront of Diversity, Equity, and Inclusion (DEI) leadership, recognised for its steadfast support of various initiatives.

Emphasising diversity as a core value, we actively champion a range of programs aimed at fostering an inclusive workplace culture. Through strategic efforts, SYSTRA ANZ not only acknowledges but prioritises the importance of embracing diverse perspectives, backgrounds, and experiences within our workforce.

This commitment extends beyond mere acknowledgment, driving tangible actions that create an environment where all individuals feel valued, respected, and empowered to contribute their unique talents towards the organisation's success.

SYSTRA ANZ RECOGNITION



SYSTRA ANZ SUPPORT

- Engineering Aid Australia
- Deadly Coders
- Griffith Uni Systra Indigenous Engineering Award
- UNSW Women in Engineering Society
- RMIT Females in Engineering Society
- Techgirls



ENVIRONMENTAL COMMITMENTS

SYSTRA ANZ committed to minimizing our environmental footprint and contributing to a more sustainable world. Our Environmental commitments serve as a driving force behind our operations, guiding us in our mission to address pressing global challenges.

From embracing electric vehicles and implementing energy-efficient technologies, to

promoting responsible business travel and waste reduction, we take deliberate actions to mitigate our environmental impact and work with clients to support them in reducing theirs.

We are providing opportunities to educate and empower staff and clients in the transition to a net-zero economy.

ENVIRONMENTAL							
ESG Commitment	ESG Area	ESG Outcome	How we will get there	Annual Target	2030 Target	KPI to Track	UN SDG
Continuously minimise direct environmental impact and carbon footprint	Scope 1 Carbon Reduction	Reduce carbon footprint down from 8 tCO ₂ e through owned fleet diesel / gas consumption	<ul style="list-style-type: none"> – Baseline our emissions. – Replace office appliances with energy star certified appliances. – Ensure that any new company and site vehicles are electric. – Ensure vehicles are regularly serviced and maintained. 	Reduce by 2% year on year.	Reduce by 15% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 13 - Climate Action
	Scope 2 Carbon Reduction	Reduce the quantity of energy consumed down from 26 tCO ₂ e per annum	<ul style="list-style-type: none"> – Replace office appliances with energy star certified appliances. – Unplug appliances whenever possible at the end of the day to reduce plug load. – Work with facilities / building providers to demand and source low-carbon energy. – Review and minimise data storage requirements in IT. 	Reduce by 6% year on year.	Reduce by 20% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 13 - Climate Action
	Scope 3 Carbon Reduction	Business Travel down from 292 tCO ₂ e per annum	<ul style="list-style-type: none"> – Reduce number of flights per year – Promote video conference meetings when interstate face-to-face meetings are not necessary – Introduce electric car as the default option for hire cars and introduce energy size limit for internal combustion cars when the electric option is not available. – Where possible purchase offsets on plane travel 	Reduce by 6% year on year.	Reduce by 20% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 12 - Responsible consumption and production
	Scope 3 Carbon Reduction	Employee commuting down from 11.3 tCO ₂ e per annum	<ul style="list-style-type: none"> – Promote active transport as a means to come to work and retain flexible work arrangements – Employee stipends for public transportation and/or bikes/e-bikes – Locate new offices in city centres in consideration of end of trip facilities - to encourage use of public transport, cycling and walking 	Reduce by 6% year on year.	Reduce by 20% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 12 - Responsible consumption and production
	Scope 3 Carbon Reduction	Reduce waste through improved purchase of services – down from 165 tCO ₂ e per annum	<ul style="list-style-type: none"> – Move to a paper free office to reduce the quantity of consumed paper. Procure recycled paper / Increase proportion (%) of recycled paper when necessary. – Reduce plastic in office catering. – Ensure key suppliers of business needs have ESG roadmap and share a commitment to carbon reduction. 	Reduce by 6% year on year.	Reduce by 20% of 2022 baseline.	Annual reporting with Systra Group under the Group Carbon Reduction Plan.	Goal 12 - Responsible consumption and production
	Environmental Management System compliant to ISO 14001	Embed our environmental management firmly in our strategy, operations and culture to bring our people on the journey.	<ul style="list-style-type: none"> – Commit to follow relevant environmental laws and regulations and achieve certification by 2025. 	N/A	Certified to industry best practice	Ongoing continuous improvement and maturity of our systems and processes.	Goal 13 - Climate Action
	Environmental Footprint - waste	Less waste	<ul style="list-style-type: none"> – Assess processes currently producing excessive waste and aim to eliminate or minimise them. – Operations to look to increasingly digitise processes to remove the reliance on paper. – Where paper is necessary, ensure recycled FSC label paper is procured. – Continue to supply segmented waste bins. – Conduct annual office clean ups to reduce waste, storage and clutter. 	Reduce waste output year on year.	Paper free offices and zero waste.	<ul style="list-style-type: none"> Identify and implement a plan to remove paper based processes. Implementation of Digital workflows to replace paper processes. 	Goal 12 - Responsible consumption and production



ENVIRONMENTAL COMMITMENTS (CONT.)

ENVIRONMENTAL							
ESG Commitment	ESG Area	ESG Outcome	How we will get there	Annual Target	2030 Target	KPI to Track	UN SDG
Industry innovation and leadership for our clients and projects.	Ensuring that every job we do looks at resilience and adaptation opportunities both now and into the future.	We use our technical expertise to have a meaningful impact on the path to net zero.	<ul style="list-style-type: none"> - Link with our core purpose of being a signature team for public transportation. - Provide our expertise to clients and our suppliers to aid their sustainability journey. - Embed carbon tracker and modelling tools in all the consulting advice we give to our clients. - Be a leader in bringing expertise to the decarbonisation of public transportation (i.e. electrification and hydrogen). 	Increase in work with resilience/adaptation components by 10% each year.	100% of all the consulting advice we give includes an environmental consideration around net zero.	Modify Bview to include environmental/sustainability as a service to ensure we can track this in the work we do.	Goal 11 - Sustainable Cities and Communities
	Thought leadership and Innovation	We continue to be innovative and provide future-focused, leading edge technical advice.	<ul style="list-style-type: none"> - Our strategic pursuits include the pursuit of positive city shaping/changing projects that has a real impact on liveability ie Faster Rail. - Increase ANZ's participation in BETA Group and SPARK Challenges to foster innovation. - We prepare and present thought leadership and give back to industry on cutting edge new techniques and ways of working. 	Increase in work with innovation components by 10% each year.	We are known and sought after for our global and local innovation.	Strategic pursuits and participation in SPARK challenges.	Goal 9 - Industry Innovation and Infrastructure



"Sustainability at SYSTRA is no longer just an ambition: it has become a reality. And we have the resources and solutions to have a positive impact on the projects we implement."

CHRISTELLE CHICHIGNOUD
SUSTAINABILITY DIRECTOR





SOCIAL COMMITMENTS

SYSTRA ANZ's social commitments reflect our unwavering dedication to fostering a safe, inclusive, and thriving community within and beyond our organisation. We recognise the profound impact of our actions on society, and our commitments extend to address a wide spectrum of social challenges.

As we pursue these commitments, we aim to contribute to a more equitable and inclusive world.

SOCIAL							
ESG Commitment	ESG Area	ESG Outcome	How we will get there	Annual Target	2030 Target	KPI to Track	UN SDG
Ensure a safe working environment that fosters wellbeing	Health and Safety	Safe working environment for all	<ul style="list-style-type: none"> - Establishmnet of lead and lag indicators. 	HSSEQ tracking is in place and monitored monthly for Systra ANZ.	Zero incidents yet we capture and learn from near misses.	TRIFR (total recordable injury frequency rate, LTIFR (lost time injury frequency rate), severity rate and # near misses	Goal 3 - Good health and wellbeing
	Health and Safety	Well-being and psychological safety	<ul style="list-style-type: none"> - Complete the People @ Work survey - Establish a clear Action Plan with Accountability for the outcomes of the People @ Work survey - Psychosocial, well-being training for all staff. 	Psychological safety in the workplace compliance and monitoring Developing lead and lag indicators to measure wellbeing in the workplace	Business wellbeing (i.e.employee performance, enhanced retention, innovation and reduced absenteeism) outputs & Individual wellbeing (i.e job satisfaction, low stress, happiness and purpose) outputs are measured and tracked year on year against set targets transparently to the workforce.	Lead & Lag Indicators Developed: Employee Engagement Retention Reduced Absenteeism Increased Job Satisfaction Low Stress Sense of Purpose TRIFR (total recordable injury frequency rate), LTIFR (lost time injury frequency rate), severity rate and # near misses	Goal 3 - Good health and wellbeing
Diversity, equity and inclusion (DEI)	Human rights	Diversity, Equity and Inclusivity in the workforce	<ul style="list-style-type: none"> - DEI Training (including unconscious bias training) implemented as mandatory training for whole workforce - Diversity targets established and integrated into KPIs for ELT - Pay equity target across professional roles "same job same pay" 	All levels of the workforce is trained in DEI Diversity targets form part of all ELT KPIs	Pay Equity target is achieved Equal representation in key management levels (Board, ELT, Director Level)	Diversity targets set for gender in all levels of the workforce (ELT, Management etc) >90% of staff/management completed mandatory DEI training Pay Equity at all levels - WGEA alignment and employee of choice.	Goal 5 - Gender Equity
	Human Capital	Talent attraction and retention, alignment between employee competencies and company needs	<ul style="list-style-type: none"> - Engagement survey to measure employee purpose and satisfaction - Employees IDP plans in place - Market remuneration gathered for all roles where available with remuneration reviewed annually for all employees - Exit survey information of terminating staff 	Employee purpose and satisfaction with their roles is measured. Employees paid market rate salaries <15% attrition	Employees provided with tailored L&D programs and career plans that are tracked, supported and reviewed regularly. Improved Employee purpose and satisfaction with their roles	IDP plans for all staff Engagement survey metrics Attrition and retention metrics Years of service Internal promotion and career progression	Goal 8 - Decent work and Economic Growth
ESG Leadership within our Industry and with Partners	Societal commitment	Commitments with external stakeholders to improve wellbeing in local communities via partnerships with associations, NGOs & sponsoring activities	<ul style="list-style-type: none"> - Sponsor or Partner with an NGO for each focus area of our DEI strategy. - Establish recognition program for employees who undertake mentoring or other community give back to encourage staff to participate. - A 10% of graduate roles are set aside for candidates from marginalised backgrounds. - All employees get 1 annual leave day each year for volunteering. - We promote positive societal programs both abroad and locally (i.e. bridges to prosperity). 	Increased % of workforce from marginalised backgrounds. Work with an NGO to provide provide work exprience to marginalised members of the community and assist them with work readiness skills.	Our workplace is representative of the communities we serve. We can demonstrably see a difference we are making to other people's lives.	Track DEI Budget Spend Track the number of staff/managers participating in the societal programs (ie. mentors) Metric of number of hires from marginalised communities	Goal 10 - Reduced Inequality
	Societal commitment	Company continues on RAP journey, supporting reconciliation and increasing support for Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> - Through partnerships 	Fulfill the Commitments of the Innovate RAP Provide an opportunity for a small group of employees to visit an Aboriginal and Torres Strait Islander community 'on land' to appreciate the culture and challenges faced by the Aboriginal and Torres Strait Islander community	Implement a Stretch RAP Have 2.5% of the workforce as Aboriginal and Torres Strait Islander people.	RAP Progress & Achievement of Commitments Workforce statistics of Aboriginal and Torres Strait Islander staff	Goal 10 - Reduced Inequality
	Societal commitment	Diversity, Equity and Inclusivity in the workforce		DEI Targets and Metrics established and included in the KPIs of the ELT Managers trained on DEI and supported on how to make adjustments in the workplace (i.e. implicit instruction, flexibility).	Workplace profile that is more representative of community Representation of minority groups within our leadership team (i.e. CALD, age, women, Aboriginal & Torres Strait Islander)	Workplace Profile is tracked Policies and Practices put in place to encourage and support a broad workforce (i.e. checklists for new office leases to ensure inclusive workplace with quiet space for sensory, wheelchair access etc)	Goal 10 - Reduced Inequality



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.

About SYSTRA

SYSTRA is one of the world's leading engineering and consulting groups.

Present in over 80 countries, it is our mission to be there where it matters; on the complex projects with the greatest impact, providing innovative solutions that will shape the future of our communities.

With confidence we help the world move forward.

For more information about SYSTRA ANZ go to [systra.com/australia](https://www.systra.com/australia). Follow us at [in /SYSTRAANZ](https://www.linkedin.com/company/systranz)



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