

voestalpine Railway Systems Australia Pty Ltd

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Human Rights Statement

2024-2025

Preamble

voestalpine Railway Systems Australia Pty Ltd

voestalpine Railway Systems Australia Pty Ltd has an absolute commitment to safeguarding human rights which is a fundamental principle guiding all actions of voestalpine Railway Systems Australia Pty Ltd.

We recognise the inherent dignity and worth of every individual and strive to ensure that our business activities respect and promote human rights.

We base our activities on the UN's Universal Declaration of Human Rights, and the ten principles as found in the UN Global Compact.

This Human Rights Statement outlines our commitment to upholding human rights and the actions we take to achieve this goal.

Respect for Human Rights

We respect the fundamental human rights of all individuals, including our employees, customers, suppliers, and the communities in which we operate. We are committed to conducting our business in a manner that respects human rights and fosters a culture of dignity, equality, and inclusion.

We acknowledge the Traditional Custodians of the land on which we operate and pay our respects to their Elders past and present. We respect their fundamental rights as indigenous people.

We do this by requiring our executives, employees, and all our business partners to uphold human rights. Respect for human rights is a key element of the voestalpine Group's Code of Conduct for executives and employees and the binding Code of Conduct for Business Partners which extends to our suppliers.

Labour Standards

We adhere to Australian labour standards and laws, including those related to freedom from forced labour and slavery, fair remuneration, working hours, occupation health and safety, and freedom of association.

All individuals engaged to perform work for voestalpine Railway Systems Australia are in receipt of conditions above those detailed in relevant Modern Awards and the National Employment Standards. Individuals engaged by voestalpine Railway Systems Australia have the right to leave the workplace at the end of their working hours. Additionally, any individual engaged to perform work has the freedom of association with others, including the right to form and join trade unions.

Supply Chain Responsibility

We recognise the importance of responsible supply chain management in upholding human rights. We work closely with our suppliers to ensure that they share our commitment to human rights principles and adhere to ethical labour practices. We conduct due diligence on our supply chain to identify and address any human rights risks.

Additionally, our suppliers are required to abide by the voestalpine Group Code of Conduct for Business Partners which specifically requires suppliers to ensure they respect human rights and comply with applicable laws and regulations.

Diversity and Inclusion

voestalpine Railway Systems Australia Pty Ltd

At voestalpine Railway Systems Australia Pty Ltd we embrace diversity and inclusion in our workplaces and strive to create environments where all individuals engaged to complete work for the Company feel valued, respected, and empowered. We prohibit discrimination based on race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic protected by law.

All individuals engaged by voestalpine Railway Systems Australia are required to abide by our EEO, Discrimination, Harassment and Bullying Policy.

Training and Awareness

All individuals engaged by the voestalpine Group worldwide are required to complete a learning course on Human Rights, which is available in over 10 languages. This learning course entails three modules:

- Module 1 – What are human rights?
- Module 2 – Human rights in everyday working life
- Module 3 – Human rights in the supply chain

The program is designed to ensure employees understand their responsibilities regarding human rights and are equipped to identify and address human rights issues in the workplace and beyond.

Community Engagement

We support local community initiatives that promote human rights and community development through provisions of community service leave for our employees where they are enabled to participate in community activities, public emergency's and National Aboriginal and Islander Day of Commemoration.

Continuous Improvement

We are committed to continuously improving our human rights performance through regular review, evaluation, and enhancement of our policies, procedures, and practices. These reviews are conducted on a quarterly basis by our Modern Slavery Risk Working Group.

Reporting and Accountability

We are transparent about our human rights commitments and performance. We report regularly on our human rights efforts, including challenges, progress, and areas for improvement, in line with our obligations under the *Modern Slavery Act 2018*(Cth). We hold ourselves accountable for upholding human rights principles and strive to be a leader in promoting human rights within our industry.

This Human Rights Statement reflects voestalpine Railway System Australia's dedication to respecting and promoting human rights in all aspects of our operations. We recognise that upholding human rights is essential for sustainable business success and are committed to integrating human rights considerations into our decision-making processes and practices.

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Kylie Huth
Chief Executive Officer