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voestalpine Signaling Siershahn GmbH

Modern Slavery Statement

April 2024-March 2025 (Financial Year)

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1. ABOUT THIS STATEMENT

voestalpine Signaling Siershahn GmbH (vaSig) has developed this Modern Slavery Statement (Statement) for the purpose of reporting under the Modern Slavery Act 2018 (Cth) (Modern Slavery Act). This Statement applies to our financial year beginning on 1st April 2024 and ending 31st March 2025. This is the first period in which we met the consolidated revenue threshold for reporting under the Modern Slavery Act, and this Statement is our inaugural Statement. We are pleased to outline our current approach to identifying and managing modern slavery risk in our operations and supply chains.

Our key steps include Human Rights Policy, Code of Conduct for Business Partners and Corporate Responsibility Report.

This Statement covers the seven mandatory criteria for reporting under the Modern Slavery Act. The table below indicates where within this Statement each criterion is addressed.

Mandatory reporting criteria	Section
Identify the reporting entity.	1
Describe the reporting entity’s structure, operations and supply chains.	2
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	3
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	4
Describe how the reporting entity assesses the effectiveness of these actions.	5
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	6
Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	7

Image 1: Mandatory reporting criteria (table)

2. STRUCTURE, OPERATIONS AND SUPPLY CHAINS

2.1. Structure

We are ourselves part of the voestalpine AG network (voestalpine Group), the global leader for railway infrastructure system solutions. Voestalpine Group is based in Linz, Austria and listed on the Vienna Stock Exchange. Our Position within the voestalpine Group is set below. Our Branch Office Australia is located in Smeaton Grange. In the 2024-2025 financial year, our entities' global revenue crossed the AUD \$100 million (EURO equivalent) revenue threshold, triggering an obligation to report under the Modern Slavery Act.

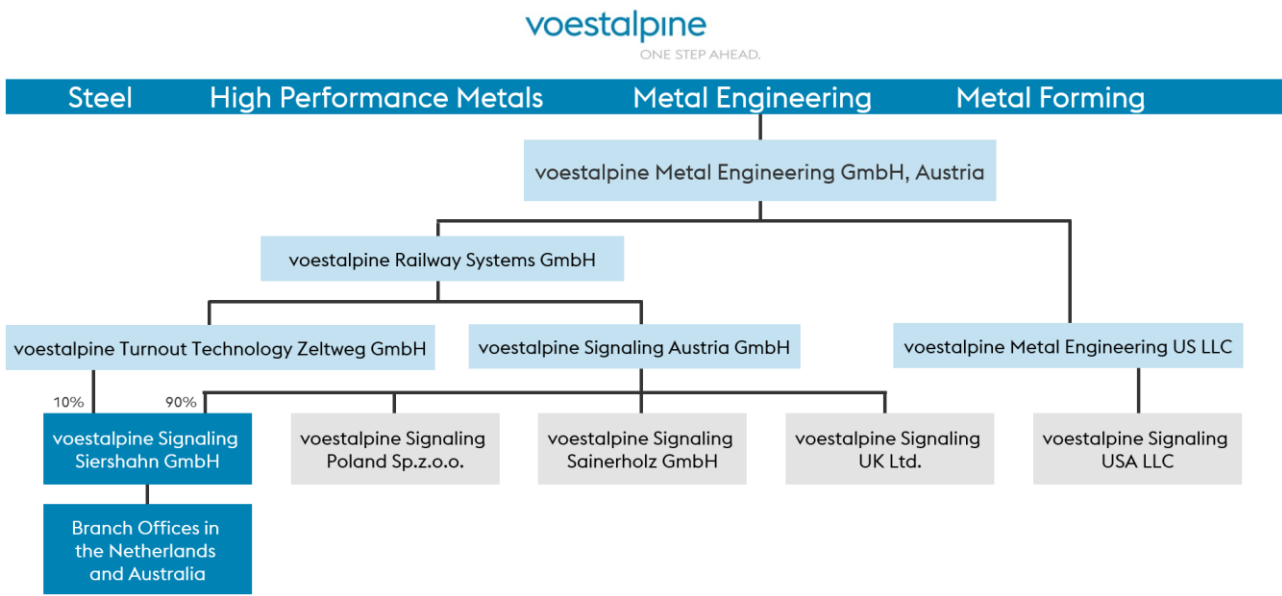


Image 2: voestalpine Group Structure

2.2. Operations

Our core business is the development, production, distribution and servicing hazard warning devices and associated telecommunications equipment for railway applications (rolling stock). In Germany we develop and manufacture diagnostic and monitoring technologies (hardware and software). In Australia, we operate a branch office that serves as a communication interface and partner for our Australian customers and technical services. At the time of submitting this Statement we have a total number of employees:

- » 6 full-time employees in Smeaton Grange, Australia (Branch office)
- » 230 full-time employees, 3 part-time employees in Siershahn, Germany (Headquarters),
- » 44 full-time employees in Waddinxveen, The Netherlands (Branch office)

2.3. Supply Chain

During the reporting period approximately 93% of our goods were imported, primarily from Germany, the Netherlands and the United Kingdom. Local Procurement of goods from within Australia accounted for approximately 7%.

Main goods imported from overseas:

- » Sensor and diagnostic Electronics
- » IT-Equipment
- » Cabinets and Wiring
- » Steel Sleepers

3. APPROACH TO IDENTIFYING MODERN SLAVERY RISKS

Respecting human rights is a fundamental principle guiding the actions of all voestalpine companies. The company's commitment to respecting and upholding human rights is enshrined in detail in the chapter of the voestalpine Code of Conduct entitled "Human Rights, Respect and Integrity." voestalpine requires not only its executives and employees, but also all of its business partners to uphold human rights. Respect for human rights is also a key element of voestalpine's binding Code of Conduct for Business Partners. Since 2013, the voestalpine Group have supported the UN Global Compact (UNGC) whose Ten Principles address labor standards, climate action, and the fight against corruption, in addition to the promotion of human rights. Furthermore, human rights and modern slavery commitments is part of voestalpine Group annual Corporate Responsibility Report – which also serves to fulfil the UN Global Compact reporting requirements.

Since 2022, all employees of the voestalpine Group worldwide are required to complete an e-learning course on human rights consisting of three modules:

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

This online seminar is offered in a total of fourteen languages.

Given that we are at the beginning of our Modern Slavery Statement response, no risk identification process was conducted during the first reporting period. We have not yet implemented systems and controls to specifically understand, identify and manage modern slavery risks that go beyond the requirements of voestalpine Group. However, as voestalpine Signaling Siershahn GmbH we are committed to safeguarding human rights. We do not tolerate any kind of child, forced or bonded labor, human trafficking, or modern slavery and discrimination of any kind (also in connection with hiring and employment) –neither within the company nor by our business partners. Hence human rights are an essential element of our Code of Conduct for Business Partners. This also includes the withholding of identification documents and passports, restrictions on freedom of movement, and debt bondage.

4. Approach to addressing modern slavery risks

4.1. HUMAN RIGHTS STATEMENT AND APPROACH

At Group level, Voestalpine Group includes human rights and modern slavery commitments in its annual Corporate Responsibility Report - which also serves to fulfil the UN Global Compact reporting requirements - in addition to its Code of Conduct and Code of Conduct for Business Partners.

Our Board is responsible for our ongoing response to the Modern Slavery Act, with operational responsibilities resting with the Financial Control and Procurement functions.

4.2. TRAINING

All employees who work for us must complete mandatory online training on the Group Code of Conduct and modern slavery. Mandatory e-learning modules are available in 14 languages.

4.3. SUPPLIER ENGAGEMENT AND MANAGEMENT

All our suppliers receive, and are expected to comply with, the Group's Code of Conduct for Business Partners, which includes human rights and modern slavery commitments.

We conduct due diligence to assess suppliers' compliance with some of the expectations laid out in the Code and from this decide whether the supplier needs to go through enhanced due diligence. Supplier contracts include requirements for compliance with the Code as well as provision to audit and demand corrective action measures where non-compliance is found.

We currently distribute a Group-level Supplier Questionnaire Form to all suppliers that covers organizational structure and financial details.

At Group level, voestalpine Group has established a Sustainable Supply Chain Management Project (SSCM) to screen raw material supply chains from the bottom up. This includes factors such as child labor and forced labor. The Steel Division of voestalpine Group has already completed the SSCM supply chain project based on analysis of source countries, suppliers and mining conditions related to the raw materials in question.

5. Building maturity and assessing effectiveness

We recognize that assessing and combating the risk of modern slavery is an ongoing process. We have already taken many important steps to formalize and operate a comprehensive framework, and we are determined to implement further measures against modern slavery.

To assess the effectiveness of our actions, we are reviewing measures to be implemented in the next financial year these include:

- Formally tracking completion rates of human rights training
- Monitor supplier compliance with our Code of Conduct
- Conduct periodic audits and reviews of supplier practices

6. Consultation with Owned or Controlled Entities

This Statement was developed in close collaboration with our branch offices in Australia and the Netherlands. Throughout the drafting process, we engaged with local management teams to gather insights into their operational contexts, supplier relationships, and any region-specific considerations that could influence our approach to modern slavery risk. These consultations helped ensure that the Statement reflects not only group-wide policies but also the practical realities of our day-to-day operations in each location. Input from colleagues in procurement, technical services, and compliance was particularly valuable in shaping our understanding of current practices and identifying areas for future improvement. Furthermore, our Management Board continues to monitor compliance with the relevant regulations for all sites.

7. Board approval

This statement was submitted and approved by the board of voestalpine Signaling Siershahn GmbH and our Senior Vice President of our Australian Branch Office on 18/09/2025.



Helmut Liebminger

CEO
voestalpine Signaling Siershahn GmbH



Daniel Crisp

Senior Vice President - Branch Office Australia
voestalpine Signaling Siershahn GmbH

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