

## VOSSLOH AUSTRALIA PTY LTD GROUP'S MODERN SLAVERY STATEMENT 2021

This statement sets out the steps aimed to identify and mitigate modern slavery in the Vossloh Australia's operations and supply chain, in accordance with the criteria in the Australian Modern Slavery Act 2018.

For the purposes of this Modern Slavery Statement, Vossloh Australia and its three (3) subsidiaries detailed below are the reporting entities and, for the purpose of this statement, is referred to as the "Vossloh Australia Group". These businesses are part of Vossloh Group, a global rail infrastructure business, headquartered in Germany. This joint statement has been made in collaboration with the entities within Vossloh Australia.

Modern Slavery describes the crimes of human trafficking, slavery, and slavery-like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage.

### STRUCTURE AND OPERATIONS

Vossloh Australia consists of four (4) entities – Vossloh Australia Pty Ltd (the holding company, which has no operations of its own) and its three subsidiaries, Austrak Pty Ltd, Vossloh Cogifer Australia Pty Ltd and Vossloh Fastening Systems Australia Pty Ltd.

Austrak Pty Ltd is based in Brisbane, Queensland with four factories around Australia which manufacture concrete railway sleepers, associated components and concrete building products.

Vossloh Cogifer Australia Pty Ltd is based in Castlemaine, Victoria, and has two factories which specialises in the design, manufacture, installation and servicing of railway turnouts, switches and crossings, points operating systems, special trackwork components and their ancillary equipment.

Vossloh Fastening Systems Australia Pty Ltd is based in Brisbane, Queensland and is focused on providing quality rail fastening solutions to the Australian market.

### SUPPLY CHAINS

Vossloh Australia Group's supply chain consists mainly of services (IT, Occupational Health and cleaning), transport, storage and raw materials. The Vossloh Australia Group is committed to sourcing its supplies from the Australian market where possible. If an Australian supplier is not readily available, overseas suppliers may be utilised. At present, Vossloh Australia is utilising overseas suppliers as per the table below:

Country	Product
China	Reinforced sleeper wire & rail fastening components
France	Turnouts and turnout components
Germany	Rail fastening components
India	Turnouts and turnout components
Malaysia	Turnouts and turnout components
Thailand	Mould Manufacturing
USA	Steel railway line and explosives

### RISKS AND MITIGATIONS

The Vossloh Australia Group believes there is a low risk of modern slavery practices into the company's operations in Australia but monitors this risk regularly. The highest identified risk for Vossloh Australia is within the supply chain, particularly in a scenario where suppliers, from countries with high risk of modern slavery practices are utilised.

When selecting new suppliers, the Vossloh Australia Group adopts a standardised process to gather relevant information. All suppliers must be reviewed before they can be engaged. The process has been designed to mitigate compliance risks such as modern slavery and corruption.

Vossloh Australia Group's suppliers are expected to manage and monitor their own operations and supply chains to ensure that any modern slavery practices are identified, and risks are managed as far as possible. Suppliers must correct any process deficiencies identified in a reasonable timeframe. Vossloh Australia also requires suppliers to notify the company if they become aware of any modern slavery practices in their network.

The Vossloh Australia Group reviews its suppliers on a periodic basis and updates relevant processes in the event that risks have changed. Going forward, the Vossloh Australia Group will continue to review and update these procedures with respect to this issue.

## **REMEDIATION / GRIEVANCE MECHANISMS**

### **WORKFORCE TRAINING**

Vossloh Australia Group's workforce training is aligned to the Vossloh Code of Conduct, which outlines how employees should conduct themselves at work. The training includes obligations under health, safety, wellbeing and environment, discrimination and bullying, accessibility, diversity and inclusion, human rights, anti-bribery and anti-corruption, and privacy.


### **WHISTLEBLOWING**

The Vossloh Australia Group's Whistleblower policy supports a process which provides confidentiality for anyone who wishes to raise concerns in good faith regarding any perceived wrongdoing, impropriety, serious unethical behaviour, legal or regulatory non-compliance or questionable accounting or audit matter, and receive protection from any reprisal or detrimental action resulting from such disclosure.

### **NEXT YEAR**

Next year, our focus will be on continuing to develop our supplier due diligence process and continuing to assess our Company practices against the requirements of the Modern Slavery Act 2018 (Cth).

This statement was approved by the Board of Vossloh Australia Pty Ltd on 25 May 2021 and is signed by both Board members.



Dr. Thomas Werbeck  
Board member  
Vossloh Australia Pty Ltd



Rick Jirsch  
Board member  
Vossloh Australia Pty Ltd

