

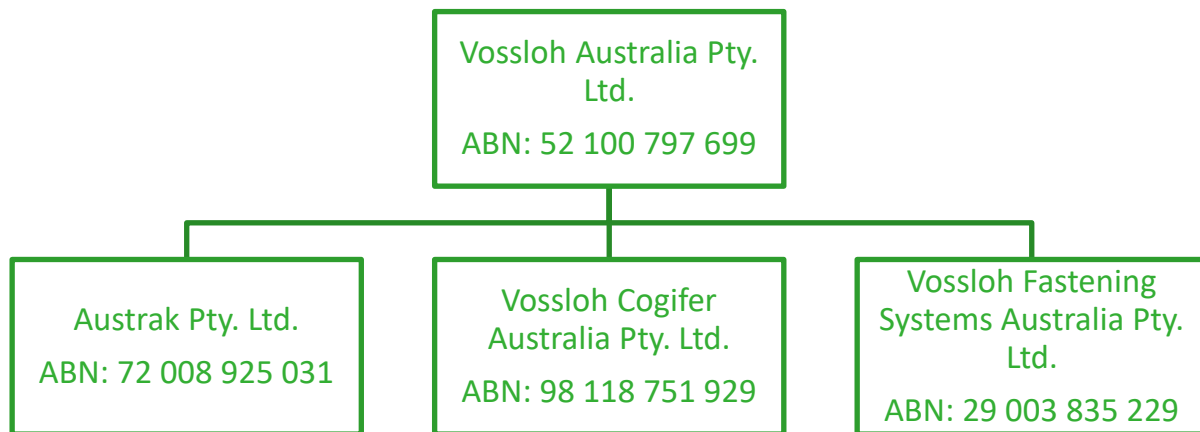
VOSSLOH AUSTRALIA PTY. LTD. GROUP'S MODERN SLAVERY STATEMENT 2021

This statement is the second Modern Slavery Statement for Vossloh Australia Group.

Following on from the work completed last year, our statement sets out Vossloh Australia Group's steps to identify and mitigate modern slavery in the Vossloh Australia Group'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 Group and its three (3) subsidiaries detailed below are the reporting entities and are 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 Group.

STRUCTURE AND OPERATIONS



Vossloh Australia Pty. Ltd.'s corporate structure as of December 2021, known collectively as Vossloh Australia Group.

LOCATION, PRODUCTS & SERVICES

Company	Head Office	Products & Services
Vossloh Australia Pty. Ltd.	Sydney, NSW	Holding Company
Austrak Pty. Ltd.	Brisbane, QLD	Concrete railway sleepers, associated components and concrete building products
Vossloh Cogifer Australia Pty. Ltd. (VCA)	Castlemaine, VIC	Turnouts, switches and crossings, points operating systems, special trackwork components and their ancillary equipment.
Vossloh Fastening Systems Australia Pty. Ltd. (VFS)	Brisbane, QLD	Rail fastening solutions

MODERN SLAVERY

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.

Vossloh Australia Group is wholly against the exploitation of people and is passionate about reducing the risk of modern slavery within its' supply chain and operations.

As part of a global enterprise with a more than 135-year history, Vossloh Australia Group has a social responsibility toward its customers, employees, partners, investors and the public.

Vossloh requires that the Company and its employees adhere to the laws as applicable, respect basic ethical values and act in an exemplary fashion at all times. This requirement is set out in writing in the Vossloh Code of Conduct which all employees are expected to follow.

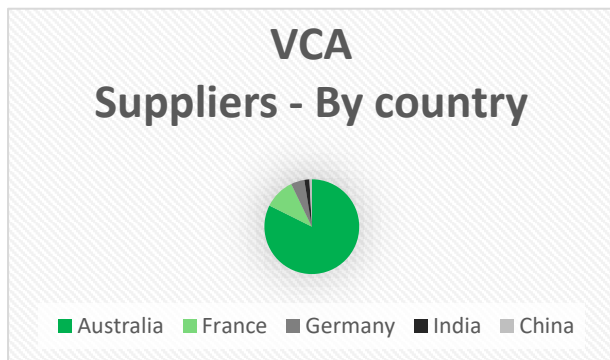
There have been no known modern slavery violations in Vossloh Australia Groups in the reporting period.

SUPPLY CHAINS

Vossloh Australia Group's supply chain consists mainly of services, 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 Group businesses are utilising overseas suppliers as per the graphs below:

SUPPLIERS BY COUNTRY (PERCENTAGE OF SALES)



The overwhelming majority of suppliers for Vossloh Australia Group are from Australia, followed by some European countries such as Germany and France.

There are a small number of suppliers from countries such as Thailand, India and China which are flagged as countries with a higher risk of modern slavery practices.



SUPPLIERS BY PRODUCT

Country	Product
Australia	Office supplies, catering supplies, transport, occupational health support, cleaning, rail cast & rail fastening components
Austria	Rail
China	Reinforced sleeper wire, rail fastening components, turnout components
Qatar	Transport
France	Turnouts and turnout components
Germany	Rail fastening components
India	Turnouts and turnout components
Malaysia	Turnouts and turnout components
Poland	Rail
Thailand	Mould manufacturing
USA	Rail fastening components and explosives

RISKS AND MITIATIONS

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 subsidiaries adopt 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 the risks have changed. Going forward, the Vossloh Australia Group will continue to review and update these procedures with respect to modern slavery.

OPERATIONS

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.

Vossloh Australia Group uses robust processes around recruitment and selection and pre employment screening ensure that workers have the appropriate qualifications and right to work in Australia. Written employment contracts contain terms and conditions so that employees understand their employment rights and obligations. Remuneration frameworks and procedures ensure that Vossloh Australia Group has oversight to make sure that employees are paid an appropriate wage or salary.

COVID - 19 IMPLICATIONS

Prior to COVID -19 travel restrictions being introduced, Vossloh Australia Group representatives would regularly travel to visit and audit suppliers, both domestically and internationally. Modern slavery high risk countries were prioritised for audit purposes. Whilst some supplier visits have been possible, the vast majority have been cancelled due to quarantine requirements and international and state border closures.

Additionally, the move to virtual interactions rather than face to face meetings has created further difficulties when dealing with onboarding new suppliers and auditing existing suppliers.

Throughout 2021, further directives and restrictions have meant that Vossloh Australia Group has had to be agile. New suppliers have had to be sourced to facilitate changes to office spaces to align with social distancing and provide an increased number and range of hygiene products such as Rapid Antigen tests. Often these restrictions came in with little notice, meaning that new suppliers had to be brought on quickly. Whilst Vossloh Australia Group was able to onboard new suppliers within the given timeframes, it is acknowledged that a streamlined onboarding process had to be used to comply with public health directives.

Travel restrictions and changing directives mean that one key aim for 2022 is a thorough review of new and existing suppliers.

REMEDICATION / 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. Periodic reminders during tool box talks and via email ensure that employees understand that they are required to adhere to the Vossloh Code of Conduct.

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.

Whilst there have been no modern slavery acts in the reporting period, any reports would be fully investigated. If any of our suppliers are found to have ongoing breaches or behaviour that is not remedied in relation to modern slavery, Vossloh Australia Group commits to considering termination of the supplier relationship.

The whistleblowing policy has been reviewed this year and will be reimplemented across the Group in the next reporting period to ensure that the workforce is fully aware and understand the options available to them if they suspect any wrongdoing.

NEXT YEAR

After a difficult year in progressing the due diligence in our supplier network due to COVID-19, we will focus on strengthening our audit practices next year. With the development of the COVID-19 vaccine and travel restrictions easing, Vossloh Australia Group will take a more in depth look at our suppliers face to face, particularly those that we have not been able to visit since 2019. It is expected that by strengthening our audit practices, we will identify further areas of risks which we can in turn focus on to build on Vossloh Australia Group's stand against modern slavery. We will continue 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 29 April 2022 and is signed by both Board members.



Dr. Thomas Werbeck
Board member - Vossloh Australia Pty Ltd



Rick Jirsch
Board member - Vossloh Australia Pty Ltd