

Gender Equality Policy

Purpose

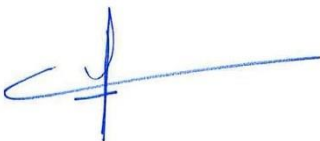
At Keolis Downer, we are committed to creating an inclusive workplace culture that champions gender equality and promotes diversity and inclusion across all levels of our business. Recognising the invaluable contributions of individuals irrespective of gender, we uphold the principles of fairness, respect, and equal opportunity in every aspect of our operations.

Policy Statement

We will achieve this by:

- Improving the gender composition of the workforce by providing equal opportunities to all employees, regardless of gender identity, ensuring that every individual has the chance to thrive and advance based on merit, skills, and capabilities.
- Creating a work environment free from discrimination and bias, where all employees are treated with dignity and respect and where discrimination based on gender is strictly prohibited.
- Ensuring our policies and practices are designed to be gender-inclusive, and regularly reviewing and refining our policies to ensure they support gender equality and accommodate the diverse needs of our employees.
- Taking long term action to achieve and maintain pay equity through the development and implementation of local gender equality action plans with reference to the Gender Equality Indicators (GEI) published by the Workplace Gender Equality Agency.
- Offering flexible work arrangements appropriate to the operational nature of our business, such as work from home, flexible hours, part time and job share opportunities, the ability to shift swap or request roster changes and support for employees accessing and returning from parental leave, to accommodate the diverse needs of our employees.
- Investing in the professional development of our employees, offering training programs that promote gender diversity, inclusion, and leadership development.
- Promoting gender diversity in leadership positions within Keolis Downer and our governing bodies. We actively encourage the advancement of women and gender diverse people into leadership roles through mentorship programs, access to development opportunities, and succession planning initiatives.
- Setting targets for improving the gender composition of our workforce and regularly monitoring our progress towards achieving our gender equality action plans.
- Engaging with external stakeholders, including industry partners, government agencies, and community organisations, to share best practices, collaborate on initiatives, and advocate for gender equality in the broader transport industry.
- Establishing forums to consult with employees in each of our operating entities on issues concerning gender equality in the workplace

At Keolis Downer, we recognise that achieving gender equality is a journey that requires ongoing commitment, collaboration, and collective action. By upholding the principles outlined in this policy, we aim to create a workplace where every individual feels valued, respected, and empowered to succeed.



Julien Dehornoy

Chief Executive Officer

30 April 2024