



Issy-les-Moulineaux, December 10, 2021

Human Rights Group Statement

As an operator and global integrator of mobility, Transdev gives people the freedom to move whenever and however they choose. It makes us a key player committed to serving general interests, developing local services and protecting the environment.

Because we are people serving people, we are committed, in accordance with applicable regulations, to protect human rights¹ in our activities, in all relations with our stakeholders:

- Workers must have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.
- Working hours must comply with applicable local laws regulating hours of work.
- Wages, compensation and benefits must comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits
- Harassment or discrimination against employees in any form is not acceptable. This includes, but is not limited to, gender, race, color, caste, disability, veteran status, union membership, political beliefs, origin, religion, age, pregnancy or sexual orientation.
- Workers must be able to communicate openly with management regarding working conditions without fear of reprisal, intimidation or harassment.
- Workers must have the right to associate freely, join labor unions, seek representation and join workers' councils in accordance with local laws.
- We interact with local communities on the human rights impacts of our operations

More specifically, Transdev is adamantly opposed to any form of modern slavery.

- Child Labor must not be utilized and age of employment must be in accordance with local labor law and international standards²
- Any form of forced or compulsory labor is unacceptable.

The way Transdev protects Human Rights is described in our Non-Financial Performance Statement (<https://www.transdev.com/en/about-us/our-environmental-and-citizen-commitment/>).

Thierry Mallet
Chairman and Transdev Group Executive Officer

¹ See <http://globalcompactselfassessment.org/>

² Refers to the fundamental Conventions of the International Labour Organisation (ILO)