



SUSTAINABILITY AT SWIETELSKY

January 2024



OUR APPROACH



Swietelsky Rail Australia (SRA) proudly implements Swietelsky AG's framework for sustainability. This framework considers four key components:



Fairness: Fair and equitable company focused on improving Environmental, Social and Governance (ESG) performance

Innovation: We are a partner for the future driving innovation and improvements

Ecology: We focus on resource and climate friendly operational activities

Interaction: We are an attractive employer with a motivated and valued team

OUR VISION AND MISSION



Our vision

SRA is a reliable industry partner actively demonstrating sustainable and future innovative rail maintenance and construction activities

Our mission

All SRA activities will have a positive impact on our people, industry, environment and communities

2023 ACHIEVEMENTS



Develop and implement SRA
Modern Slavery Policy



Design and implement new
employment remuneration
structure and framework



Increase the total female
participation in the workforce.
Grown from 9% to 14%



Commence SRA team journey of
connection to country and
reconciliation through artwork



Increase the number of active
trainees and apprentices.
(increased from 1 to 4)



Increase the number of
professional development
courses for staff.
(increased from 2 to 6)

3

#Staff completed trade
apprenticeships in 2023

2

#Staff completed professional
development courses in 2023

SIGNIFICANT HIGHLIGHT CONNECTION THROUGH ART



SIGNIFICANT HIGHLIGHT

WAGES PAY STRUCTURE



In 2023, SRA successfully designed and implemented a new wages-based pay structure for our operational workforce, unique to SRA.

The new wages-based structure:

- Includes an estimate of base annualised overtime, allowing staff to retain regular fortnightly payments;
- Additional overtime worked is reconciled each quarter providing staff with ongoing uplifts throughout the year;
- Is aligned with the Rail Industry Award 2020
- Complies with all legislative requirements and its unique application sets SRA above existing industry best practice.



SIGNIFICANT HIGHLIGHT

SRA VALUES



SRA team developed our values together for our team and our business.

These values shape how we approach our work and support our team.



FAMILY

Family first. Always.
Swietelsky family second. Always.
We support and encourage each other.
We keep ourselves and our families safe.



INTEGRITY

We own our actions.
We do what we say.
We speak up.
We are Swietelsky.



RESPECT

We are respectful and constructive.
We are transparent and truthful.
We all have a voice worth hearing.
We listen without judgement.



EXCELLENCE

We do it right the first time, every time.
We are proud of our work.
We perform at the highest level.
We deliver superior machine performance.

SIGNIFICANT HIGHLIGHT

FAMILY INCLUSIVE WORKPLACE



- SRA are now a certified Family Inclusive Workplace by Family Friendly Workplaces Australia. We have joined over 115 workplaces striving to reduce tension between work and family and help employees thrive both at home, and in the workplace.
- Being a certified Family Inclusive Workplace means that SRA policies and procedures have been assessed as exceeding the minimum national standards as well as comparing favourably to other employers.
- This certification demonstrates that we actively prioritise and walk the talk on our values, number one being “Family”.



SIGNIFICANT HIGHLIGHT

WELLBEING AND PERFORMANCE



CHECK5 REBOOT

An employee wellbeing program that **expands** on traditional employee mental health support to create a **genuine wellbeing platform**

Check5 Reboot considers additional health dimensions and potential triggers including work life, relationships, physical health, diet/lifestyle and financial situations.



SIGNIFICANT HIGHLIGHT

WELLBEING AND PERFORMANCE



2021 – SRA specific program design, training and implementation successfully completed.

2022 – Program implemented and achieved:

- **Increase** in **workplace psychological safety** demonstrated by more staff willing to open up to coaches and be vulnerable in discussions relating to personal stressors.
- Over 25% of staff have accessed at least one of the support networks available (at Dec 2022).

2023 – Program revised and relaunched.

- Revised Program presented to staff at workshop 22 June 2023 and implemented.
- New changes ensure SRA compliance with new WHS requirements regarding management of psychosocial hazards in the workplace.

PERFORMANCE AT 31 DEC 2023



33%

First Nations People representation in Senior Leadership Team in Australia
(Steady since Jun 23)

11%

First Nations People representation across the SRA workforce
(Steady since Jun 23)

40%

Female representation in Senior Leadership Team in Australia
(Steady since Jan 23)

100%

Implementation of revised CHECK5 wellbeing program
(new program since June 2023)

20%

Female representation in SRA Executive Leadership Team
(Steady since Jan 23)

16%

Committed investment in community sponsorship and grants
(up from \$12k in 2022)

14%

Female representation across the SRA workforce
(Steady since Jan 23)

15%

Committed investment for sponsorship of positions in women's leadership development program for First Nations women and women from disadvantaged backgrounds.
(up from \$0k in 2022)

PERFORMANCE AT 31 DEC 2023



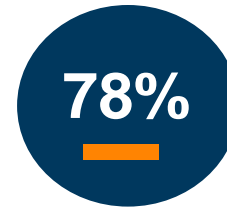
Total Injury Frequency Rate (TIFR)
(Up from 0.0 in Jan 2023)



Recycling of all oils, oil filters, rags, scrap metal and batteries across SRA activities
(since September 2014)



of Medical Treatment and Lost Time Injuries
(Up from 0.0 in Jan 2023)



Reduction in use of aerosols across all operations, following introduction of pump application methods
(since April 2014)



Significant environmental non-compliances in 2022
(Steady at 0 since Jan 2021)



Use of eco friendly and biodegradable Panolin oil for all machine service and operation activities
(since August 2012)



Reportable Rail Safety Safe working incidents in 2023
(Steady at 2 in 2021, 2022 and 2023)



Use of eco friendly and biodegradable RemActiv to manage oil spills
(since July 2019)

SUSTAINABILITY AT SWIETELSKY

FUTURE FOCUS



PRINCIPLES

- We recognise our First Nations people as the owners of the land live and work
- We are a socially responsible business
- We hold our people to account, drive productivity and celebrate our successes
- We make positive change through our support of social and community agencies

ACTIONS

- 1) Complete commission of SRA indigenous artwork and complete journey of connection to country through art
- 2) Develop an SRA Reconciliation Action Plan (RAP)
- 3) Sponsorship of International Women's Day event and supporting initiatives

PRINCIPLES

- We are active in our focus to improve and innovate our operations
- We promote life cycle orientated construction and effective maintenance activities
- We utilise sustainable supply chains
- We focus on increased efficiency and effective utilisation of resources

ACTIONS

- 1) Introduce bi-annual “ideas” workshops with all staff addressing current issues, future opportunities and task improvements.
- 2) Increase number of proactive machine performance root cause analyses to identify improvements

PRINCIPLES

- Our actions contribute to a circular economy
- Our facility operations work in harmony with the local environment
- We utilise eco-friendly products across our operations
- We have exceptionally high rates of materials recycling across our sites and activities.

ACTIONS

- 1) Reduce carbon emissions across the vehicle fleet
- 2) Increase use of renewable energy sources
- 3) Explore opportunities to increase materials recycling activities across our operations

PRINCIPLES

- We provide a safe and flexible work environment
- We recognise the positive outcomes and contributions made by a diverse workforce and actively recruit to increase this diversity
- We proactively invest in the professional development and training of our staff
- We provide opportunities for traineeships and apprenticeships

ACTIONS

- 1) Increase the total female participation in the workforce (14% at Dec 2023)
- 2) Improve employee retention and reduce turnover (annual rates used to compare performance year to year)
- 3) Design and implement new SRA training and competency framework



SWIETELSKY RAIL AUSTRALIA

