

Human Rights Policy

Transurban recognises its role in respecting and advancing human rights. As one of the world’s largest toll-road operators, we are well placed to enhance the recognition and promotion of human rights through our operations and supply chains. However, we acknowledge that our actions and those of our suppliers can positively or negatively affect human rights.

The commitments and expectations we set out in this Human Rights Policy (“Policy”) are fundamental to us achieving our purpose “To strengthen communities through transport”.

1 Scope

This Policy sets out how we will fulfill our human rights commitments and engage our stakeholders in preventing and addressing any involvement in adverse human rights impacts.

For the purposes of this Policy, “**Transurban**” or “**Transurban Group**” means (a) Transurban Holdings Limited, Transurban International Limited, Transurban Infrastructure Management Limited as responsible entity of Transurban Holding Trust, and their controlled entities, and (b) WCX AHT Pty Ltd (as trustee of the WCX Asset Trust) and WCX PHT Pty Ltd (as trustee for the WCX Project Hold Trust) and their controlled entities.

This Policy applies to the Transurban Workforce¹. We expect our suppliers to respect human rights as set out in this Policy and our Supplier Sustainability Code of Practice. We seek to work with other third parties who respect human rights.

2 Human rights principles and guidance

Through this Policy, we demonstrate our commitment to respecting and supporting all internationally recognised human rights, in line with the UN Guiding Principles on Business and Human Rights, understood at a minimum to be:

- Universal Declaration of Human Rights; and
- International Covenant on Civil and Political Rights; and
- International Covenant on Economic, Social and Cultural Rights;

together commonly known as the International Bill of Rights; and

- International Labour Organization’s Declaration on the Fundamental Principles and Rights at Work.

We are also guided by the following additional initiatives and frameworks:

- UN Global Compact;
- UN Sustainable Development Goals; and
- OECD Guidelines for Multinational Enterprises.

3 Salient human rights issues and expectations

Transurban’s salient human rights issues and our responses are summarised in the following table:

Human rights issue	Our response
Bullying, harassment and abusive behaviour	We expect our Workforce to be treated with dignity and respect. We do not tolerate bullying, harassment or abusive behaviour in any form.
Development activities and land acquisition	We will work with government partners and other external stakeholders to seek to minimise property acquisition and, if required, it will be undertaken in a fair and just manner and preferably with the consent of the owner. Projects that we initiate will be designed and developed in ways that seek to avoid or minimise adverse impacts on communities. We will strive to achieve the same outcomes for projects where we partner with governments and/or other external stakeholders.
Discrimination	We prohibit and actively work to eliminate discrimination of any kind (gender, race (including traits historically associated with race), ethnicity, colour, marital or family status, sexual orientation, gender identity, age, disabilities, religious beliefs, cultural background, socio-economic background, perspective and experience, veteran or military status, or any other category protected under applicable law) across our organisation.

¹ ‘Workforce’ means all directors, officers, senior executives, employees, contingent workers and volunteers of Transurban, consultants or suppliers of goods or services (including sub-contractors and their employees) to Transurban, or any third parties including intermediaries and associates.

Diversity and inclusion	Transurban recognises that diversity and inclusion is both fundamental to the success of our business and also a legislative requirement in some jurisdictions. We strive to provide an inclusive environment for all and to have a diverse workforce that reflects our customer base and the communities of the countries where we operate.
Equal remuneration	We will annually review remuneration across the Transurban Group and continuously strive to achieve equal remuneration for equal work regardless of status.
Families	We will maintain workplace structures, systems, policies and procedures that help employees balance their work, family and other responsibilities. We also commit to providing a supportive environment for, and prioritising the safety of any employee or other worker affected by family and domestic violence or instances of forced marriage.
Health and safety	We will provide a healthy and safe operating environment for the Transurban Workforce and/or visitors (including third party contractors) to our workplaces. This includes supporting both physical and mental wellbeing. We also commit to working towards improving road safety including eliminating fatalities and injuries associated with the use of our roads.
Indigenous peoples and reconciliation	We will continue to foster a culture of inclusion, respect and proud celebration of Aboriginal and Torres Strait Islander cultures, while respecting the land on which we operate, any areas of traditional cultural significance and the voices of our community neighbours. To assist in achieving this commitment, we will maintain a Reconciliation Action Plan in Australia to bring this commitment to life – directly in our business and in partnership with our suppliers and other stakeholders.
Modern slavery, forced and bonded labour	We will work across our extended supply chain to assess and address modern slavery risks, including prohibiting the use of child or forced labour within the organisation or by our suppliers. We will also publish modern slavery statements annually.
Privacy	We will seek to robustly protect our employee and customer Personal Information, and any other related information.
Vulnerable customers	We are committed to assisting customers who are experiencing financial or social challenges which may include physical or mental illness, disability, unemployment, drug or alcohol dependence, family breakdown or family violence.
Working conditions and freedom of association	We will strive to provide working conditions that support our employees' needs for a healthy work-life balance and are committed to providing flexible working arrangements. We also respect the right of the Workforce to form and join employee organisations including trade unions and other employee representation bodies, and to bargain collectively, in accordance with local laws. We are committed to making full payment of wages and other entitlements in a timely manner. We will also monitor workloads and productivity and manage any concerns accordingly.

4 Implementation

The commitments set out in this Policy will be implemented across the Transurban Group by:

- communicating this Policy internally through regular training for relevant members of the Workforce and externally (via the Transurban website and to external stakeholders as relevant);

- developing and implementing relevant Transurban procedures;
- undertaking an ongoing process of human rights due diligence to identify, prevent, mitigate and account for our human rights impacts in our operations and supply chain and through other business relationships;
- making our suppliers aware of our expectations in relation to human rights through this Policy and our Supplier Sustainability Code of Practice and, where appropriate, working with them to help improve their understanding and capacity to address relevant human rights issues;
- monitoring the effectiveness of our actions to assess and address human rights impacts; and
- maintaining an anonymous, independent and accessible whistleblower service that can be used by all stakeholders including employees, suppliers, supply chain workers and where appropriate, members of the public, to raise relevant human rights concerns in line with the relevant law and the Whistleblower Policy (which can be found on the Transurban website).

We encourage anyone who is aware of, has witnessed, has been impacted by, or suspects any Reportable Conduct² to promptly raise a concern to our independent, multilingual and confidential whistleblower service (Fair Call) in accordance with our Whistleblower Policy. All reports to this service will be investigated and treated seriously and will be kept confidential and secure as far as possible.

Internal guidance on remediation procedures is available via our [Whistleblower Policy](#) and our Supply Chain Modern Slavery Remediation Guideline.

Procedures for addressing any instances of human rights violations will vary according to the nature of the issue.

Disciplinary procedures may also apply for instances of non-compliance by members of the Transurban Workforce in relation to this Policy. Where we identify that we have caused or contributed to an adverse human rights impact, we are committed to providing for or cooperating in its remediation through legitimate processes, taking a victim-centered approach. Transurban will seek to use its leverage and where applicable, to exercise to the fullest extent any contractual or other legal rights available to it to address any adverse human rights actions or incidents in which we may be involved, including in relation to any issues concerning modern slavery.

In addition to the above, we will also endeavour to:

- review and enhance our procedures, training, or base-line contractual requirements as appropriate;
- consult with affected stakeholders;
- consider seeking independent expert advice to ensure our responses are appropriate and effective; and

- share lessons learnt to prevent reoccurrence of adverse human rights impacts within the organisation, our supply chain and the broader industry.

5 Supporting policies and procedures

This Policy is complemented and supported by a number of existing Transurban policies and procedures which may apply to the Transurban Workforce, including: the Code of Conduct, Anti-Bribery, Corruption and Fraud Policy and Procedure, Conflicts Management Policy and Procedure, Diversity and Inclusion Policy, Employee Handbooks (USA and Canada), Equity in the Workplace Policy, Equity in the Workplace and Complaints Procedure, Health, Safety and Environment Policy, Privacy Policy, Sustainability Policy, Supplier Sustainability Code of Practice and Whistleblower Policy.

6 Governance

Transurban's Board, which has ultimate responsibility for our human rights approach, has approved this Policy. The Policy will be regularly reviewed and continuously improved in response to feedback from internal and external stakeholders. Material amendments to this policy are subject to Board approval.



Scott Charlton
Chief Executive Officer

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² For further information in respect to what constitutes "Reportable Conduct", refer to Transurban's Whistleblower Policy.