



Australia and New Zealand Corporate Social Responsibility Strategy & Plan 2025-27



Team Alstom participating in the National Breast Cancer Foundation Fun Run



INTRODUCTION FROM **PASCAL DUPOND** MANAGING DIRECTOR ANZ

As Australia's leading rail company, we play an important role in delivering sustainable local transport solutions connecting industries, people and places, for State Governments and private operators across Australia. Rail is the least carbon emitting form of public transportation and we deeply value the impact through partnership with our customers, suppliers and stakeholders that we make across the rail sector, in the effort to reduce our impact on the environment and carbon emissions.

However, at Alstom Australia and New Zealand, we believe our Corporate Social Responsibility (CSR), obligations go further than our core business operations to our people and our planet.

This CSR Strategy and plan outlines how we aim to positively impact communities and the environment where we operate through leading sustainable practices. We are on a journey to embed CSR at the core of everything we do through conducting activities coherently that support the outcomes of our customers, stakeholders and our own commitments.

Our local CSR Strategy underpins how we operate, focusing on responsible practices, conserving resources, protecting biodiversity, and contributing meaningfully to the communities where we live and work. We take a comprehensive approach to create shared value for our employees, customers, partners, and local communities.

Our CSR Strategy 2025-27 focuses on four key pillars:

1. Reducing our Climate Footprint
2. Building a Sustainable Supply Chain
3. Advancing a Circular Economy
4. Connecting Employees to Community and Country

These themes will guide every initiative we conduct, ensuring we focus on areas that matter most to our people, customers and stakeholders.

I want to acknowledge and thank our Australia and New Zealand CSR committee and champions across our business for their personal dedication in shaping our strategy, defining priorities and measurable targets, and ensuring the seamless execution of our plan. Their leadership drives continuous improvement and ensures our CSR efforts deliver real value.

As we look to the future, I'm inspired by the progress we've made and excited for the road ahead as we continue building a more sustainable and socially responsible Alstom in Australia and New Zealand.

Pascal Dupond
Managing Director
Alstom Australia and New Zealand



Alstom supports the Queensland
Pioneer Steam Railway.



Alstom launches its Reflect Reconciliation Action Plan



FORWARD FROM **ROBERT GUNNING** COMMUNICATIONS & CSR DIRECTOR ANZ

Alstom is committed to delivering sustainable local integrated mobility solutions and embedding Corporate Social Responsibility (CSR) into every facet of our operations throughout the globe.

In Australia and New Zealand, this commitment is no different. I am incredibly proud of the journey we have been on to develop our first ANZ CSR Strategy 2025-27.

Over the next three years, our strategy and plan outline how we will drive positive social and environmental outcomes through a clear strategy that prioritises the areas where we can make the most impactful contribution as an organisation.

As a complex business with a range of sites, operations, projects and relationships across Australia and New Zealand, we have taken time to understand and consult with our staff and partners to ensure that our efforts support shared sustainability goals. Likewise,

we understand that we can maximise our impact through working with partners and empowering and supporting our staff to have a positive impact in the communities where they live and work. This is a key part of our plan.

Our strategy and plan is unapologetically ambitious and reflects our aspiration to be the leading business in the rail industry in Australia and New Zealand for our approach to corporate social responsibility.

As Australia's leading rail company, we are deeply aware of the impact of our operations and the legacy we leave for future generations. This strategy is a promise to contribute to a healthier planet, empowered people, stronger communities and a fairer society – not just today, but for many years to come.

Robert Gunning
Communications & CSR Director
Alstom Australia and New Zealand

ABOUT ALSTOM AUSTRALIA & NEW ZEALAND

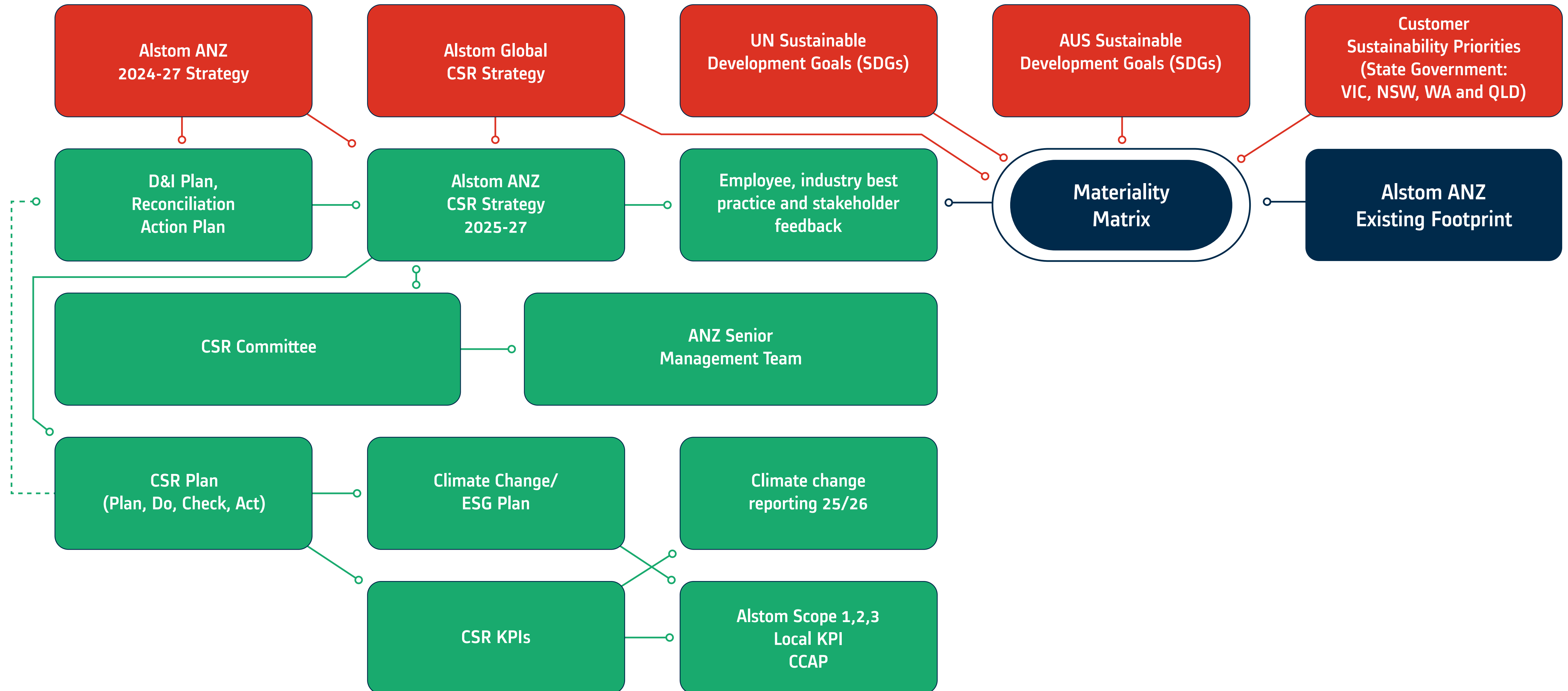
Alstom is the leading rail manufacturer in Australia and New Zealand. With a proud heritage in providing sustainable infrastructure solutions across Australia for over 100 years, Alstom is the only end-to-end manufacturer delivering rail projects from start to finish: from design and engineering to manufacturing and ongoing lifetime maintenance with locally-made rolling stock and signalling products.

Alstom remains at the centre of Australia's major transport projects, connecting cities and reshaping the way people travel by rail.

With over 2,500 people across 28 sites, our employees have the chance to contribute to meaningful social and environmental change, in a sustainable and impactful industry such as ours.

CSR is not just part of Alstom's business strategy, it is integral to who we are as a company. It ensures that we operate responsibly, support communities, and drive innovation towards a more sustainable future.

DIAGRAM OF ANZ CSR CONSIDERATIONS





CSR STRATEGY CONSIDERATIONS

MATERIALITY MATRIX

We developed our Corporate Social Responsibility (CSR) strategy drawing from a range of date sources and insights.
The steps we took include:

- 1. Auditing our existing projects and site activities to understand locally deployed initiatives identify gaps and find opportunities for improvement. These findings shaped the strategic pillars of our ANZ strategy, aligning our direction with our core values and objectives.
- 2. Developed a materiality matrix that considered UN sustainability development goals, Australian sustainability development goals, Alstom’s global CSR plan and the State Government sustainability plans in the States where we operate (see diagram on right).
- 3. Developed four strategic themes, our strategy and activity plan with our CSR committee.
- 4. Solicited feedback on our approach by consulting with employees and our key partners to further refine our plan.
- 5. Sought endorsement for our approach and plan with the Alstom ANZ Senior Management Team.

In developing our strategy, we have incorporated a ‘Plan, Do, Check, Act’ approach drawing on lessons learnt from our AFNOR ISO26000 where we currently hold a two-star rating.

To track progress and ensure compliance, we have established Key Performance Indicators (KPIs) to measure the strategy’s impact and effectiveness with clear action owners accountable for activities supported by a substantial local CSR budget.

ENVIRONMENT

- 1 Carbon Emissions
- 2 Climate Change Resilience
- 3 Waste management /Circular Economy
- 4 Water Use
- 5 Nature, Biodiversity and ecological impact
- 6 Pollution
- 7 Heritage

GOVERNANCE

- 8 Responsible Governance
- 9 Ethics & Compliance

SOCIAL

- 10 Health & Safety
- 11 Diversity & equal opportunity
- 12 Human rights
- 13 Sustainable supply chain
- 14 People development
- 15 Community impact
- 16 Stakeholder/customer satisfaction



OUR FOUR CORE ANZ CSR THEMES

After conducting research, we have made choices based on commonalities of the total data. We have identified and prioritised four key themes to build out our Plan, Do, Check, Act (PDCA) plan.

REDUCE OUR CLIMATE FOOTPRINT

1.

WE WILL DO THIS BY:

- 1. Set local energy reduction targets.
- 2. Identifying climate related risks and opportunities.
- 3. Investing in renewable energy generation and green energy at Alstom ANZ sites.
- 4. Build staff understanding of climate impacts and mitigation activities.
- 5. Investigate energy reduction opportunities.
- 6. Monitor and reduce our local scope 1 and scope 2 carbon emissions.
- 7. Reporting on governance, strategy, risk and metrics & targets in line with ANZ requirements*.
- 8. Providing low carbon solutions to our customers.

**Regulatory requirements*

BUILD A SUSTAINABLE SUPPLY CHAIN

2.

WE WILL DO THIS BY:

- 1. Scaling our social procurement activities from project to ANZ level.
- 2. Making green purchasing decisions throughout our supply chain.
- 3. Supporting suppliers to become greener in their own businesses.

ADVANCE OUR CIRCULAR ECONOMY

3.

WE WILL DO THIS BY:

- 1. Setting local waste reduction targets.
- 2. Developing a plan to reuse materials where possible throughout our operations.
- 3. Developing a plan to recycle materials throughout our sites including supporting staff household recycling.
- 4. Auditing waste streams, reduce our waste and increase waste diversion throughout our business.
- 5. Including recycled content in newly-developed rolling stock.
- 6. 100% newly developed solution eco-designed.

CONNECT EMPLOYEES TO COMMUNITIES & COUNTRY

4.

WE WILL DO THIS BY:

- 1. Actively supporting employee volunteering in the communities where we operate.
- 2. Empowering employees to positively impact their local communities.
- 3. Delivering our Reflect Reconciliation Action Plan.
- 4. Support biodiversity in the communities and sites where we operate.



Team Alstom planting trees to support biodiversity

2025 - 2027 CSR ACTIVITY PLAN

REDUCE OUR CLIMATE FOOTPRINT

THEME 01.

	ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
01.	Identifying climate related risks and opportunities.	<ul style="list-style-type: none">Risk and opportunities assessment.	<ul style="list-style-type: none">Conduct stakeholder workshops to assess climate risks, opportunities, and potential financial impacts on the business.	<ul style="list-style-type: none">Enhanced understanding and awareness of climate risks and opportunities.	Annually	Short (1 to 12 months)
02.	Invest in renewable energy generation and green initiatives at Alstom sites.	<ul style="list-style-type: none">Upgrade to energy-efficient LED lighting without fixture replacement.	<ul style="list-style-type: none">Create a strategy and timeline for converting to 100% LED lighting without fixture replacement.	<ul style="list-style-type: none">Increase the percentage of LED lighting implemented per facility.	Quarterly	Medium (12 to 24 months)
03.	Invest in renewable energy generation and green initiatives at Alstom sites.	<ul style="list-style-type: none">Upgrade to smart thermostats and lighting controls (timers, motion sensors) to reduce consumption.	<ul style="list-style-type: none">Identify opportunities for automated lighting and temperature controls.Implement a transition plan to install suitable equipment where feasible.	<ul style="list-style-type: none">The number of opportunities identified.Implementation of the transition for identified opportunities.	Quarterly	Medium (12 to 24 months)
04.	Investigate energy reduction opportunities.	<ul style="list-style-type: none">Identify and consolidate initiatives across all sites.	<ul style="list-style-type: none">Audit of each site to identify and collate initiatives.	<ul style="list-style-type: none">Share site initiatives across the business for greater visibility.	Quarterly	Short (1 to 12 months)

REDUCE OUR CLIMATE FOOTPRINT

THEME 01.

	ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
05.	Investigate energy reduction opportunities.	<ul style="list-style-type: none">Develop and maintain a plan for energy savings and CO2 reduction (EHS-FRM-033).	<ul style="list-style-type: none">Ask sites to complete the EHS-FRM-033, identifying energy-saving opportunities, including cost, ROI, and implementation time.	<ul style="list-style-type: none">The number of initiatives identified within plan.The number of opportunities implemented.	Quarterly	Long (24 to 36 months)
06.	Investigate energy reduction opportunities.	<ul style="list-style-type: none">Identify energy reduction opportunities in partnership with external partners.	<ul style="list-style-type: none">Work with external partners to explore energy-saving activities to reduce consumption.	<ul style="list-style-type: none">The number of activities identified.	Bi-annually	Short (1 to 12 months)
07.	Investigate energy reduction opportunities.	<ul style="list-style-type: none">Engage an energy consultant to audit Alstom sites.	<ul style="list-style-type: none">Conduct an audit and create a task list for site-wide implementation.	<ul style="list-style-type: none">The number of activities delivered.Assess the impact of each activity.	Bi-annually	Short (1 to 12 months)
08.	Set local energy reduction targets and report on governance, strategy, risk, metrics, and targets.	<ul style="list-style-type: none">Prepare for mandatory climate reporting, set local energy reduction targets, and produce the ANZ annual report for compliance.	<ul style="list-style-type: none">Conduct an assessment of short, medium and long term climate change risks.	<ul style="list-style-type: none">Meet mandatory external climate disclosure requirements, ensuring business leaders understand our climate risks.	Quarterly	Short (1 to 12 months)

REDUCE OUR CLIMATE FOOTPRINT

THEME 01.

	ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
09.	Invest in renewable energy generation and green initiatives at Alstom sites.	<ul style="list-style-type: none">Solar panels/battery storage for Alstom owned sites.	<ul style="list-style-type: none">Investigate sites with the best potential for solar installation.	<ul style="list-style-type: none">Percentage of solar energy generated to offset site energy use.	Half-yearly	Medium (12 to 24 months)
10.	Investigate energy reduction opportunities.	<ul style="list-style-type: none">Explore transitioning Alstom fleet vehicles to EVs, assessing costs for employee EV charging.Promote fleet upgrades to EV or hybrid and consider staff discounts for purchasing their own vehicles.	<ul style="list-style-type: none">Define targets and audit rental car/car grant options for staff while defining the scope.	<ul style="list-style-type: none">Percentage of EVs in the Alstom fleet and the number of EV/hybrid upgrades by employees.	Quarterly	Medium (12 to 24 months)
11.	Build staff understanding of climate impacts and mitigation activities.	<ul style="list-style-type: none">Employee communications promoting CSR and energy reduction activities.	<ul style="list-style-type: none">Launch an internal communications campaign on CSR and environmental impact.	<ul style="list-style-type: none">Campaign awareness assessment (survey).	Annually	Short (1 to 12 months)
12.	Enhance staff understanding of climate impacts and mitigation efforts. Employee idea: Explore discounted bikes and e-bikes for staff to promote fitness.	<ul style="list-style-type: none">Implement employee benefits focused on sustainable development.Establish partnerships with bike and e-bike suppliers.	<ul style="list-style-type: none">Investigate and support environmentally friendly ways of commuting to work.Organise workplace giving initiatives (time and donations).Explore discounts on bikes or e-bikes for staff.	<ul style="list-style-type: none">The number of employees taking up employee benefits offer.	Quarterly	Medium (12 to 24 months)

BUILD A SUSTAINABLE SUPPLY CHAIN

THEME 02.

	ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
01.	Scale our social procurement activities from projects across the business.	<ul style="list-style-type: none">Develop a strategy and action plan to scale our social procurement activities from project level to ANZ-wide implementation.	<ul style="list-style-type: none">Set criteria for scaling, simplify supplier selection, and create a supplier shortlist.	<ul style="list-style-type: none">Host an Alstom social procurement supplier day.The number of new suppliers onboarded.	Quarterly	Short (1 to 12 months)
02.	Making green purchasing decisions throughout our supply chain.	<ul style="list-style-type: none">Ensure all promotional and office supplies are fully recyclable.	<ul style="list-style-type: none">Create a directive to restrict or specify a proportion of products offered by the supplier, ensuring they are exclusively recyclable.	<ul style="list-style-type: none">Quantify the number of purchased items that are recyclable.	Half-yearly	Medium (12 to 24 months)
03.	Support suppliers to become greener in their own businesses.	<ul style="list-style-type: none">Sustainability requirements for all suppliers.	<ul style="list-style-type: none">Identify the top 3 to 5 local suppliers and develop a sustainability plan with them.	<ul style="list-style-type: none">The number of sustainability plans developed.	Half-yearly	Medium (12 to 24 months)
04.	Support suppliers to become greener in their own businesses.	<ul style="list-style-type: none">Review supplier transportation and shipping, considering local suppliers.	<ul style="list-style-type: none">Audit the sources of current supplies to determine the feasibility of using local suppliers.	<ul style="list-style-type: none">Establish baseline emissions from suppliers and set targets to minimise them.	Quarterly	Long (24 to 36 months)

BUILD A SUSTAINABLE SUPPLY CHAIN

THEME 02.

	ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
05.	Support suppliers to become greener in their own businesses.	<ul style="list-style-type: none">Identify energy efficient criteria for supplier and equipment selection	<ul style="list-style-type: none">Determine criteria and include in supplier/equipment selection process.	<ul style="list-style-type: none">Developing energy efficiency into assessment criteria.	Compliance when suppliers are selected.	Medium (12 to 24 months)
06.	Employee idea: Sustainability as a mandatory requirement of supplier selection.	<ul style="list-style-type: none">Establish clear criteria and goals that suppliers must meet.	<ul style="list-style-type: none">Review supplier selection with a focus on sustainability.	<ul style="list-style-type: none">Draft criteria and add to supplier selection process.Supplier's meeting mandatory requirements.	Annually	Medium (12 to 24 months)

ADVANCE OUR CIRCULAR ECONOMY

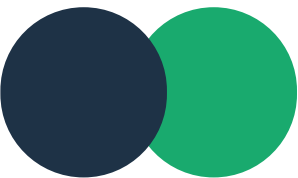
THEME 03.

ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
01. Promote sustainability within our operations, establish local waste reduction targets and plan for material reuse.	<ul style="list-style-type: none">• Create a plan for material reuse within our operations.• Implement recycling initiatives across sites and promote staff household recycling.• Audit waste streams to minimise waste and enhance waste diversion.	<ul style="list-style-type: none">• Audit all sites with over 50 employees.• Engage with local waste suppliers to understand waste end-of-life.• Develop site-specific recycling and waste reduction plans for all Alstom locations with 50+ employees.	<ul style="list-style-type: none">• Increase overall recyclability rate, reuse and waste reduction.• The number of recycling plans in place.	Quarterly	Short (1 to 12 months)
02. Audit waste streams to reduce waste and increase diversion across our operations.	<ul style="list-style-type: none">• Understand the end-of-life processes for trams and trains, identifying opportunities to partner with dismantling and recycling companies.	<ul style="list-style-type: none">• Engage with customers to discuss current end-of-life strategies.	<ul style="list-style-type: none">• The amount of material recycled.	Annually	Long (24 to 36 months)
03. Develop a plan to reuse materials throughout our operations.	<ul style="list-style-type: none">• Identify reuse opportunities, such as for laptops and furniture.	<ul style="list-style-type: none">• Audit office items, furniture, and laptops for reuse opportunities.	<ul style="list-style-type: none">• Number of items reused.	Quarterly	Short (1 to 12 months)
04. Develop a recycling plan for materials across our sites, including support for staff household recycling.	<ul style="list-style-type: none">• Educate employees on circular economy and how they can contribute.	<ul style="list-style-type: none">• Align with internal CSR education campaign.	<ul style="list-style-type: none">• Track the number of campaigns delivered and develop an employee knowledge test.	Quarterly	Short (1 to 12 months)

ADVANCE OUR CIRCULAR ECONOMY

THEME 03.

	ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
05.	Employee idea: Establish a global marketplace for product exchange to minimise waste and obsolescence.	<ul style="list-style-type: none">Establish a global marketplace and develop framework and processes.	<ul style="list-style-type: none">Develop a framework for marketplace operations, designate champions for support, and establish process guidelines.	<ul style="list-style-type: none">The number of items exchanged.	Quarterly	Medium (12 to 24 months)
06.	Employee Idea: Train and tram batteries are typically discarded at 70-80% capacity when deemed unsuitable for use. Investigate how they can be repurposed for other applications, maximising their full capacity.	<ul style="list-style-type: none">Explore reuse options for batteries with remaining life for other applications.	<ul style="list-style-type: none">Create an alignment with a battery stewardship organisation.	<ul style="list-style-type: none">The number of batteries used in other applications and the impact of this reuse.	Annually	Long (24 to 36 months)
07.	Employee Idea: Implement a “Double Tap” bin segregation system where employees sort waste into clearly marked bins, followed by a re-sorting process to ensure proper segregation before disposal.	<ul style="list-style-type: none">Coordinate with an app supplier, such as Oracle Pocket, for waste segregation solutions.	<ul style="list-style-type: none">Install office/site bins.Encourage employees to download app and educate on proper recycling.	<ul style="list-style-type: none">The number of employees that have downloaded the app.The number of items scanned.	Quarterly	Short (1 to 12 months)



CONNECT EMPLOYEES TO COMMUNITY & COUNTRY

THEME 04.

	ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
01.	Empower employees to positively impact their local communities.	<ul style="list-style-type: none">Establish an employee grant fund to support local community initiatives, with a cap of AU \$500 per grant.	<ul style="list-style-type: none">Create framework and guidelines for employee grant giving.	<ul style="list-style-type: none">The number of beneficiaries and employees that participate.	Quarterly	Medium (12 to 24 months)
02.	Empower employees to positively impact their local communities.	<ul style="list-style-type: none">Identify local volunteering opportunities for staff.	<ul style="list-style-type: none">Develop a framework and guidelines for employee volunteering, and promote it among employees.	<ul style="list-style-type: none">The number of employee volunteering opportunities delivered.	Quarterly	Short (1 to 12 months)
03.	Empower employees to positively impact their local communities.	<ul style="list-style-type: none">Establish partnerships with local schools near Alstom sites.	<ul style="list-style-type: none">Seek a partnership with nearby schools to educate students and conduct site tours.	<ul style="list-style-type: none">Number of student activities/site tours conducted.	Quarterly	Short (1 to 12 months)
04.	Support our reconciliation journey.	<ul style="list-style-type: none">Delivering Alstom’s Reflect Reconciliation Action Plan (RRAP).	<ul style="list-style-type: none">Develop and publish the Alstom RRAP.	<ul style="list-style-type: none">Publish the RRAP.	Once only	Short (1 to 12 months)

CONNECT EMPLOYEES TO COMMUNITY & COUNTRY

THEME 04.

	ISSUE (PLAN)	ACTIVITY (DO)	OVERVIEW (ACT)	IMPACT EVALUATION (CHECK)	MEASUREMENT INTERVAL	DELIVERY TIMELINE
05.	Support biodiversity in the communities where we operate.	<ul style="list-style-type: none">Promote environmental stewardship near our sites through tree planting and clean-up drives to support a sustainable supply chain.	<ul style="list-style-type: none">Create tree planting and clean-up initiatives near sites, including a Rooftop Bees pilot in Dandenong.Develop biodiversity plans for key sites with over 50 employees.	<ul style="list-style-type: none">Each site >50 employees to have biodiversity plan activating at least one activity per year.	Quarterly	Medium (12 to 24 months)
06.	Employee idea: Educate employees on Indigenous engagement and the significance of Indigenous affairs in Australia.	<ul style="list-style-type: none">Conduct Indigenous education workshops for new international recruits to highlight the importance of Indigenous affairs in Australia.	<ul style="list-style-type: none">Create an education workshop program.	<ul style="list-style-type: none">All new international recruits completing the workshop during onboarding.The number of employees participating in the program.	Bi-annually	Short (1 to 12 months)
07.	Employee idea: Education on local indigenous sites around Alstom locations.	<ul style="list-style-type: none">Organise walking tours of significant local Indigenous sites to enhance understanding of the traditional owners' connection to the areas surrounding our sites.	<ul style="list-style-type: none">Research local Aboriginal groups to facilitate the walking tour and establish partnerships with them.Develop a schedule for employee participation.	<ul style="list-style-type: none">The number of people that take part in the walking group.	Bi-annually	Short (1 to 12 months)

OUR GOVERNANCE

At Alstom Australia and New Zealand, our CSR Committee ensures that our social responsibility efforts reflect our core values and strategic objectives.

The Alstom CSR Committee oversees the governance, culture, and management of CSR in the region.

Comprising a diverse group led by an Executive Sponsor and Committee Chair, the Committee collaborates to establish our CSR Strategy, identify focus areas aligned with sustainable mobility, and execute impactful

programs. The Executive Sponsor reports progress against goals to the Alstom Senior Management Team.

The governance structure ensures regulatory compliance, upholds ethical practices in line with Alstom’s values, and monitors performance against set goals. It considers future business growth and manages climate-related risks while addressing the interests of customers, partners, employees, and communities in Australia and New Zealand.



CSR COMMITTEE MEMBERS

Robert Gunning	Communications & CSR Director (Executive Sponsor)
Almira Anthony	Communications Manager (Committee Chair)
Thamara Gunasekera	Environment Manager
Jean-Marie Mengelle	Site Director
Julie Winter	Executive Assistant
Gayle Fearnett-Smith	Talent Development Manager
Juan Otalvaro	ANZ Indirect Procurement Manager
Benjamin Thiery	Customer Director
Viviane Hennequin	Social Procurement Lead
Loic Rudolph	Project Procurement Manager
Melissa Haralampou	Office Administrator

FUNCTIONS OF THE CSR COMMITTEE:

1. Approving CSR strategies, budgets, plans and corporate policies.
2. Monitoring performance against business plans to evaluate effectiveness.
3. Forming part of the governance structure for CSR topics in ANZ.
4. Approving the risk framework, appetite, and management strategy for CSR while ensuring adherence.
5. Assessing the social, ethical, and environmental impacts of CSR activities and ensuring compliance with sustainability policies.
6. Collaborating with CSR Activation Champions to deliver events and activities.

Supporting our CSR committee are a number of CSR champions who assist with the execution of CSR activities. Their time and effort is voluntary and reflects the passion that exists within our business for sustainability.

Ultimately, our CSR initiatives demonstrate Alstom’s leadership in sustainable rail solutions and our commitment to a brighter future for our business, stakeholders, and the environment.



Team Alstom volunteering with Meals with Impact



For enquiries about Alstom’s ANZ CSR Strategy, please contact:
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A green circular icon containing a white silhouette of the Earth, showing the continents of Africa and Europe.

PEOPLE
& PLANET