

Equal Employment Opportunity Policy

Revision Date: January 31, 2023:

POLICY:

Transdev North America, Inc. is an Equal Opportunity Employer, committed to creating and maintaining a qualified and diverse workforce. Transdev will afford equal employment opportunities to employees and applicants, and will not tolerate discrimination based on gender, race, sex, religion, color, creed, age, national origin, ancestry, marital status, citizenship status, military or veteran status, physical disability, mental disability, medical condition (associated with cancer, a history of cancer, or genetic characteristics), reproductive health decision-making, HIV/AIDS status, genetic information, sexual orientation, gender identity, gender expression, or any other factor prohibited by applicable federal, state or local law.

This policy applies to all terms, conditions and privileges of employment including recruitment, hiring, employment, on-boarding, initial periods of employment, job assignments, training and development, working conditions, promotion, transfer, demotion, compensation, rates of pay, benefits, educational assistance, layoff and recall, social and recreation programs, termination and separation and other terms and conditions of employment. All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding, or otherwise engages in protected activity is strictly prohibited and will not be tolerated. Transdev North America, Inc. is committed to providing reasonable accommodations to applicant and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

POLICY SPECIFICS:

Principal and direct responsibility for successful implementation of this policy in a uniform manner has been assigned to the Corporate Human Resources department. Within their respective areas of responsibility, all managerial and supervisory personnel are accountable to ensure compliance with this policy.

Transdev North America, Inc. practices that support this Equal Employment Opportunity Policy include the following:

- Transdev displays posters regarding equal employment opportunity in areas highly visible to employees.
- Transdev commits to develop a written nondiscrimination program that sets forth the policies, practices, and procedures, with goals and timetables, to which SFMTA is committed and will make the EEO Program available for inspection by any employee or applicant for employment upon request.
- Transdev's EEO Officer reports semi-annually to the company CEO.
- All advertising for job applicants includes the statement "Transdev is an Equal Employment Opportunity (EEO) employer and welcomes all qualified applicants. Applicants will receive fair and impartial consideration without regard to gender, race, sex, religion, color, creed, age, national origin, ancestry, marital status, citizenship status, military or veteran status, physical disability, mental disability, medical condition (associated with cancer, a history of cancer, or genetic characteristics), reproductive health decision-making, HIV/AIDS status, genetic information, sexual orientation, gender identity, gender expression, or other legally protected status."
- Employees are required to report any apparent discrimination or harassment. Complaints are investigated immediately and handled as confidentially as possible.
- Transdev forbids retaliation against any individual who in good faith files a charge of discrimination, reports harassment or who assists, testifies, or participate in an equal employment proceeding.

APPLIES TO:

This policy applies to all employees of Transdev North America, Inc. and its subsidiaries. This policy also includes all independent contractors and personnel working on Transdev properties who are employed by temporary agencies and any other persons or firms doing business for or with Transdev.



Laura Hendricks, CEO
Transdev North America