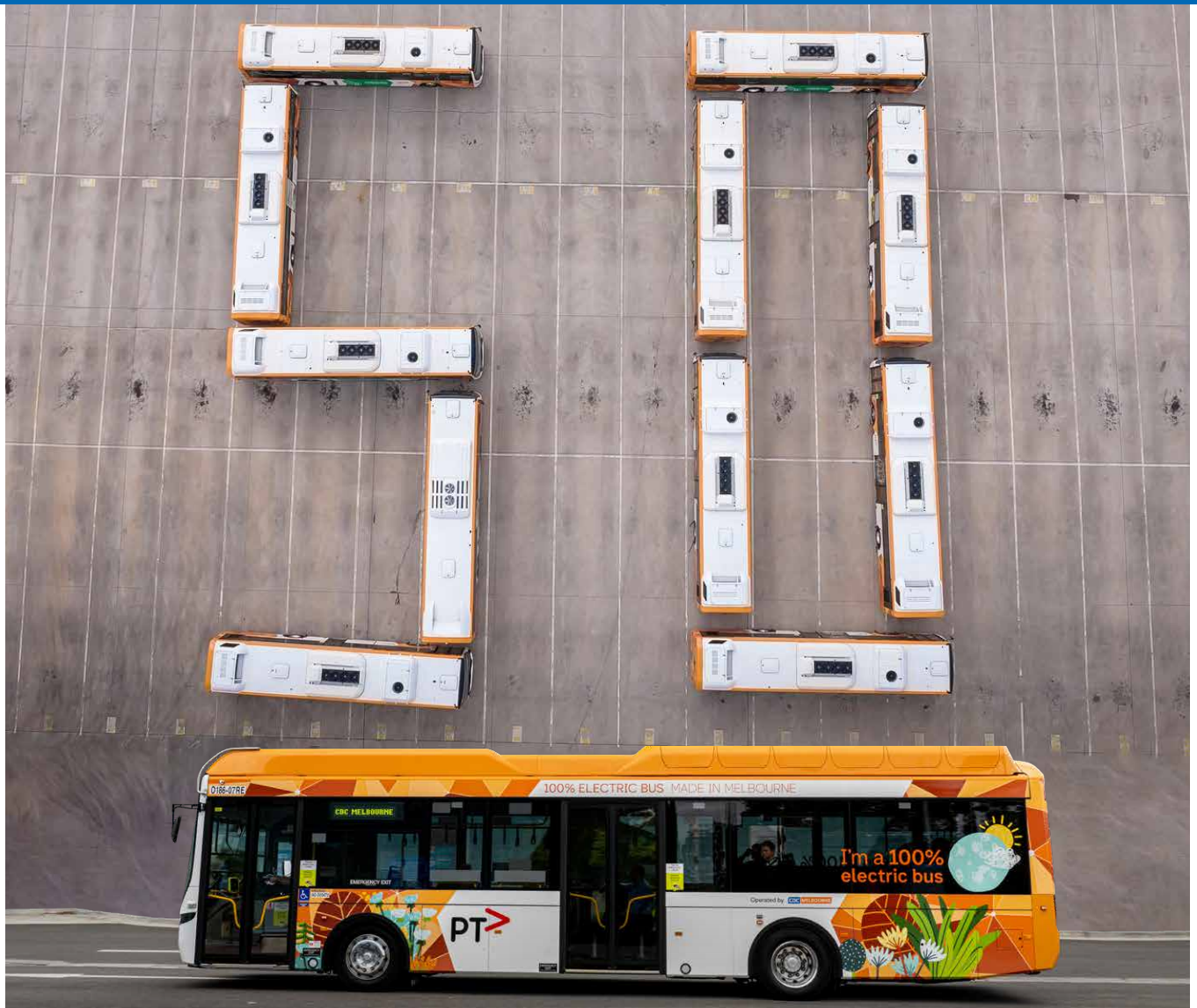


UNITE!

NEWSLETTER

ISSUE 32 | JAN. 2023
SUMMER EDITION

CDC VICTORIA'S QUARTERLY NEWSLETTER FEATURING UPDATES, DEVELOPMENTS AND THE PEOPLE WHO DRIVE THE BUSINESS.



**OUR FIRST 100%
ELECTRIC BUS IS
IN SERVICE**
PAGE 6

**NOW OPERATING
AUSTRALIA'S LARGEST
HYBRID BUS FLEET**
PAGE 9

**CDC'S REFLECT
RECONCILIATION
ACTION PLAN**
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WELCOME ONBOARD TO ALL OUR NEW EMPLOYEES

Adam Burns, Gurkirat Singh Brar, Julius Tupas, Kenneth Jeffery, Kawal Preet Singh, Gagandeep Singh, Prudence Rayner (BALLARAT), **Sukhvinderpal Singh, Ajay Sidhu, Aleksander Dukovski, Hugh Shields, Gautam Sharma, Bikramjit Singh, Owen Bishop, Marcus Warton, Bikramjit Singh, Bradley Maguire, William Simpson (GEELONG), Julie Beasy (MILDURA), Abdelhamid Abrar, Amgad Hanna, Craig Peers, Virgil Incata, Zac Armani, Corey Coggins, Metha Ayagama (OAKLEIGH), Muhammad Fraz Kiani, Tho Vien Liu, Abrar Mohammad, Jaswinder Singh (SUNSHINE), Hemantha Senarath Fernando, Rajiv Dhindsa, Taner Kucuktepe (TULLAMARINE), Emily Costigan, Jason Plevras, Natalie Hansen (HEAD OFFICE), Craig Mayo, Tharanga Abeywardhane Liyanaarachchige, Yuri Ardianto Hartoyo, Choirul Huda, Huy Nguyen, Khalid Abdulkadir, Robinson Rana, Sor Eh (WYNDHAM)**

CEO'S MESSAGE



Welcome to the Summer edition of UNITE.

2022 has been a huge year for CDC Victoria as we deployed our 50th Hybrid bus, launched our first fully electric bus at Oakleigh and began our first Demand Responsive Transport 'FlexiRide' at Tarneit North.

The CDC Hybrid story is quite amazing. To now have 50 Hybrid buses in operation is a testament to all involved. CDC is a first mover in emission reduction as every Hybrid bus reduces emissions by 30% compared to a diesel bus and we have been banking on this emission reduction for 5 years now. There are still another 2 years until 2025 when every new route bus will need to be ZEB "Zero Emission Bus" ZEB refers to the emissions from the bus tailpipe and does not take into consideration the source of electrical supply into our depot. It will take some time before we are 100% green energy supply and truly zero emission however our Hybrid fleet will continue to make a significant difference day in and day out as we transition to zero emission.

Our first electric bus at Oakleigh has come onboard seamlessly and paved the way for the remaining 7 electric buses to be in service before December 2024.

Demand Responsive Transport, DRT is an Uber on-demand style bus operating in designated geographical zones and this type of service has become very popular all across the world. This is a proven way that Governments can service more customers and areas with the same amount or less investment.

In some parts of Victoria existing route services have been converted to DRT. In our case, we tendered and won the Tarneit North 'FlexiRide' service which is a new contract for a new residential area that was not covered by existing route services. The uptake by passengers of this new service has been terrific in these first few months with well over 100

passengers a day. We expect that this DRT service model will become more prevalent within our areas of operation.

The premise of DRT is that it offers Government a better value proposition to serve our communities and this is the same premise that we successfully negotiated in our Regional contracts in 2022 and we will soon be renegotiating for all our Metropolitan contracts. These processes are somewhat stressful as we must find a better value proposition for the Government and the community without reducing services or quality of service levels. Broadly speaking the only areas that we can focus on to deliver value to Government are the non-productive times such as dead running, excessive layovers and any other time that our buses are not actively available to carry passengers on the route.

Finding the best alternative to provide the Government with their expectation of value proposition and ensuring we maintain a sustainable business and remain an employer of choice is a delicate balance, and we are heavily reliant on our Operations, Planning and People & Culture teams to navigate this course. As a business, we need to continue to move forward and continue to provide great service and fundamentally we need to be competitive, or we will be left aside. I am very confident that we have great experience and expertise in our business, and we will be able to navigate through change and become stronger within this tough competitive environment.

Our community engagement team has been busy in the last quarter of 2022 and a highlight of the year was the running of the School Champions Day.

Supporting our future leaders in their development is a very worthwhile endeavour. These young leaders hold a very important position within their respective groups, and they have the ability to influence others. Can you recall who were the leaders and influencers in your circle of friends and colleagues when you were a teenager?

I was very fortunate to attend the launch of our Reconciliation Action Plan in Darwin. We met with a number of Aboriginal Elders and groups and got a deeper understanding of the importance of reconciliation and how we as individuals and a Company can support this process.

There were a couple of highlights for me, firstly I think the artwork is amazing and depicts our role in our community of

linking people, places and communities. Secondly, I really enjoyed meeting a group of young leaders who have been mentored by the Clontarf Foundation. The Clontarf Foundation focuses on young aboriginal boys, getting them into school, proving a career path and developing them into young leaders within their families and the broader community.

The Xmas BBQ was a great success, and we have some great photos and memories to share. It is a good opportunity to talk directly with staff and see how they are feeling about work or anything else that they would like to talk about. It was good to see some recently retired staff attend and share stories with their workmates, a really good sense of belonging. The food was absolutely amazing at all depots, but I must admit Geelong went to a whole new level this year. Geelong had every protein group covered and flavours from all around the globe, so they get my golden tong award for 2022.

While Xmas and the New Year is a such festive time, it was with great sadness we became aware of the tragic helicopter accident that involved Neil De Silva's wife Winnie and son Leon. Their conditions have improved a little since the accident however it will be a long road to recovery and any support you can give is much appreciated. Neil will be off work for a good while to focus on his family so any support you can give to the Geelong team will ease the burden. Best wishes for a smooth recovery.

One of my favourite activities as CEO each year is to host the 25 years of service luncheon. 25 years of dedicated service is a great achievement, and we are very thankful for these contributions. It is the people that make our business what it is, and it is our people that provide great service to our communities.

It is a great pleasure to listen and learn about their individual journeys over 25 years, how they joined the business, who was the staff that influenced and taught them, and how the vehicles and safety processes have transformed. Many different experiences to share and reflect on along the way. Thank you.

In closing, I wish everyone a very healthy and safe 2023. My thought for this year – "We service our vehicles every 3 months so why are we not looking after ourselves the same way?" Please take care.

Sincerely,

Jeff Wilson
CEO – CDC Victoria

FROM YOUR SERVICE DELIVERY MANAGERS



CDC MILDURA & BROKEN HILL

Welcome to another close of the yearly textbook as we welcome the new 365 days.

2022 has certainly presented its highs and lows but nothing our staff and communities cannot handle.

CDC Mildura has been fortunate enough to commence a major review of the Mildura bus network, after almost two decades of the same network operating with no major changes, although the community has grown significantly.

Part of the Mildura Bus Reform Plan is to develop a modern, faster, more reliable and environmentally sustainable network for the community.

The consultation ran over 5 consecutive weeks which included face-to-face and online consultations to better understand current travel behaviours. At present, it is a 'watch this space' review however, CDC Mildura and the local community are excited to see what may be in store for our future network.

Transport for NSW on the other hand has been actively consulting in the Wentworth, Menindee and Wilcannia districts for a number of months in 2022 and with the help of CDC Victoria, has been successful in launching a 12-month trial with Transport for NSW of 3 Saturday services; something these communities have never had offered.

The Mighty Murray broke riverbanks and flood levees throughout the Sunraysia and downstream river Districts over the past several months, leaving some of our services to not meet contractual operating requirements or have major detours in place. We are fortunate enough to have an operations team in place to provide appropriate detour details to the government, drivers and the community which enabled smooth movements and community consultation of services affected.

Thank you to all involved.

Take care and welcome to 2023.

Ashlee Loveridge,
SDM at Mildura & Broken Hill Depot



OAKLEIGH

2022 has certainly been a time of significant change for all of us here at Oakleigh. Firstly, let me thank everyone for the

warm welcome that I have received from the whole team here at Oakleigh and for making me feel comfortable in a short time.

We had our Christmas BBQ on 20th December which was a great way for all of us newer staff to meet the team and reward the team for their hard work and another great year for Oakleigh.

We have had several new drivers join the business during the period also have a new Operations supervisor who started in November (Amgad) and a new Service Delivery coordinator (Corey) who started with us at the start of December.

A special thank you goes out to Tali who is keeping this depot running whilst all of us new office staff get up to speed.

We have had several drivers leave the business and a couple step down to casual as they look to transition to retirement. We wish all of them the best for their future.

We also said farewell to John Bromley our Workshop foreman who was due to retire before Christmas but stayed on to hold the fort until 9th January and wish him the very best for his retirement.



At the same time, we congratulate Nick Feretzanis who was successful in the recruitment process and has been appointed as the new workshop foreman. Nick has been a part of the Oakleigh workshop for over 15 years now.

On 21st November, we marked another milestone as we saw our first electric (BEB) vehicle go into service on route 601 without any issues. Feedback from the drivers that have been trained so far is that it is a great vehicle to drive. We look forward to seeing what we can learn during this trial especially over the coming months before the remaining 7 BEBs arrive.

Virgil Incata,
SDM at Oakleigh Depot



GEELONG

Summer has arrived as well as the start of a new year.

Our Christmas BBQ at Geelong Depot was a great success. Thanks to Dragan Peric, Chucky Senanayake, Ali Ahmadi, Harminder Singh. Everyone went home feeling very festive and full.

We farewelled our charter services representative, Ebaney Espinoza on 6th January after 6 ½ years. Ebaney's expertise in the charter will be sorely missed and we wish her well on her new work adventure.

We welcome Brad Maguire, Hugh Shields, Will Simpson, Biky Singh, Marcus Warton, Rob Weber, Rod O'Shea, Tom Gordon and Ravinder Singh to our Geelong Team.

Geelong is doing a great job meeting our contractual obligations our early running continues to reduce and our on-time performance improves each month, and well done to our driver team and all your efforts towards these results.

Thanks to all our Geelong Team working so well together during the busy lead-up to the Christmas period. Despite the challenges of traffic and increased activity, we continued to operate our route services and charters safely, our drivers have continued to be patient and respectful to passengers and other road users throughout the period.

We have some major events coming up. The Cadell Evans Great Ocean Road Race will see several diversions in place. Drivers are reminded to be patient. We are pleased to share CDC Victoria has won the bus contract for Avalon Air Show. We will be providing the essential bus services for the event.

We have a driver roster change planned for 30th January. Thanks to the roster consultation committee, Wael Rizkalla, Lee Vizsai, Barry Hope and Brendan Eyles for their tireless work in reviewing and advising on the roster and journals.

We were shocked to learn of the fatal helicopter crash on the Gold Coast on 2nd January, that claimed 4 lives. As you may be aware the wife and stepson of Geelong SDM, Neil De Silva were both on that flight. The fact that they were 2 of the 3 survivors of that horrific event was an absolute miracle. We keep them in our thoughts as they begin the long road to recovery. Neil has set up a GoFundMe page to help aid in their recovery.

Paul Giusti,
GM Operations, CDC Victoria
(on behalf of Neil De Silva)

NEWS



BALLARAT

Hello again from Ballarat, Summer finally arrived and after cold 6 months, the sun has gradually appeared with

2022 coming to an end, looking forward to a bright 2023.

As we welcome in the new year there have been a few additional new inductees since our last edition.

Welcome aboard to Julius Tupas, Adam Burns, Ken Jeffery, Pru Raynor and Jagroop Singh. Welcome to all to the Ballarat team.

I have mentioned it before but would be remiss of me if I didn't mention it again. The Spilt Milk event was held on 3rd December and a big thank you goes out to all the involved in the event. Thank you to Sunshine and Wyndham depots for making their staff available for the event.

The AusCycling National Road Championship was held in Ballarat and Buninyong from 6-10th of January. The weather again was magnificent and is a terrific event for the region of Ballarat and its surroundings. Thank you to all the drivers and OCC for their assistance with the diversions during the championships.

Please congratulate Gary Marshall, Brock Martin, and Prateek Mand for 10 years of service. All three employees recently received their Years of Service Recognition Pins. Thank you, gentlemen, for your ongoing contribution and service.

Ballarat Station Bus Interchange – we have arranged access to the Historic Carriers Office at Ballarat Railway Station for an area for use by our drivers only. It is a fantastic gain for our drivers especially.

Goodbyes and thank you to Bruce Shepherd and Kim Anders who have moved on to the next stage of their lives. You both will be sorely missed and your contributions over the years cannot be measured in quantitative terms. Good luck to both and thank you from everyone for your service to CDC.

Finally, thank you to the entire team of drivers, mechanics, yardies, wash and operational teams at Ballarat for their efforts over the last year, especially the last few months, leading up to Christmas and into the New year. Your efforts have been nothing less than sensational.

Until the next edition, keep safe everyone.

Andrew Wilson,
SDM at Ballarat Depot



TULLAMARINE

As we begin the New Year, I would like to extend my best wishes to everyone for the coming year. For those of you who took time

off, I hope you have enjoyed the break and appreciated time with friends and family. Our Christmas BBQ was a great success, and we all appreciated the efforts of those who contributed to making it an enjoyable day.

I thank everyone for encouraging each other and looking out for each other as the pandemic takes another twist. To ensure the risks are minimised, remember to keep practising the safety measures which are in place. For those who can have the booster vaccine, please let the Operations team know when completed. Again, I thank you and our yard team who remain diligent with the cleaning and sanitisation program, which is helping to keep our team and our passengers feeling safe.

We had a few new drivers commence with us late last year and we welcome Carol Gibson, Dammika Rajaguru and George Psaropoulos to our driving team. Please introduce yourselves when you see them and welcome them to our team.

Operationally we have maintained our depot performance KPIs, and our Operations team continue to provide fantastic support to achieve this each month. Also, thanks to those who assist with additional shifts to cover our absences. The driving conditions can fluctuate with the unpredictable weather at this time of year, so adjust to the conditions and keep safety as your priority when on your shifts.

Despite some of the gloom around due to the current social climate, let's all remain confident we can have a great year together. To you and your families, look out for each other and keep safe.

David Hutton,
SDM at Tullamarine Depot



SUNSHINE

Happy New Year and welcome to 2023! After a busy end to the year, I hope everyone enjoyed a safe and fun festive season. A big

thank you to Alice for organising the Movember bake sale which raised over \$600 for men's health.

Thank you to all who attended and assisted with the Christmas BBQ, it was a great day.

Congratulations to Zlatko on celebrating 25 years of service and wishing Leo all the best for his retirement.

In recent times we have seen an increase in minor collisions where drivers have hit fixed objects such as bus stop poles and shelters, please ensure you are aware of your surroundings and are using your mirrors, all these collisions could have been avoided. Stay safe.

Shaun Lawson,
SDM at Sunshine Depot



WYNDHAM

A new and fresh start to the new year, hope you all enjoyed the festive season and were able to enjoy time with your friends and family.

We celebrated our successful launch of Tarneit FlexiRide services and commended all the staff that was involved in the early stages and post-implementation as well. It is very comforting to know that the service has been widely used by the community and became popular within the first few weeks. Special acknowledgement to the driving staff that have made this a huge success with not only the operational aspect but also providing a high level of customer service, this has been acknowledged by customers via feedback and ratings.

As we head into the first term of the school year, I wish to remind all staff about the challenges that we all handle as there will be new school students needing your support and experience whilst they learn the public transport, navigate, and settle in their daily journey plans. Traffic on the roads will return to pre-pandemic level if not more, and as such your defensive driving techniques and vigilance are going to be the key elements to avoid any collisions.

At last, I would like to acknowledge an extraordinary effort of 25+ years of length of service by Pedro Sakal and Milton Fuentes in 2022, such a remarkable achievement. The effort of all the staff members during the last year has been remarkable and looking forward to another year of a collaborative effort to achieve more success.

Ravneet Walia,
SDM at Wyndham Depot



OUR FIRST 100% ELECTRIC BUS IS IN SERVICE WITH AUSTRALIA'S FIRST BUS OFFSITE CHARGER

On 21st November last year, our first 100% electric bus started service from our Oakleigh Depot.

With this, Australia's first electric bus offsite charging station also got powered up. The offsite charging is located at Monash University's bus interchange at Clayton campus, complemented by charging stations at CDC's Oakleigh depot.

The bus can get a top-up without returning to the depot which enables longer services on busy routes.

The bus operates on routes 601 and 630, connecting passengers to Monash University, Huntingdale, Gardenvale and Ormond Stations.

The bus is fully electric, which means ZERO tailpipe emissions, lower noise, smoother rides and a greener environment.

This is a major milestone on the journey towards zero-emissions public transport.

This is a part of the Victorian Government trial for electric buses, and this electric bus was our first of eight battery-electric buses under this trial. We will have 4 more electric buses in service by the end of this year and the remaining 3 buses by end of next year.

COVER STORY



**Our 100%
electric bus
prevented
of CO² emissions
being transmitted
into the environment**

16.8 tonnes



UBER-STYLE ON-DEMAND BUS SERVICE AT YOUR DOORSTEP

We are proud to operate Melbourne's West first on-demand service called FlexiRide. We started operating the FlexiRide service in Tarneit North in late October last year and it has been a great success.

We transported close to 10,000 passengers in less than 3 months. We currently have 6 buses used as FlexiRides. The model is the same as any on-demand transport. The service only runs when bookings are received.

It's a convenient way for passengers to get to work, school, the local shopping centre and transport hubs. FlexiRide covers areas like Tarneit Station, Tarneit Central Shopping Centre, Tarneit Senior College, Tarneit P-9 College and more. Bookings can be made via the FlexiRide app.

Our FlexiRide service has carried close to 10,000 passengers from October to December 2022!




NEW & REVAMPED INDUCTION MODULE FOR NEW DRIVERS

One of the biggest achievements in our Training and Development area last year was acting on a critical need from SDMs to increase the on-bus (practical) versus classroom (theory) hours in our inductions.

By focusing on the things that were skill-related, they increased the practical component of the induction by an additional 8.75 hours.

Some of the skills included:

- ▶ Park brake use
- ▶ Looking ahead and planning
- ▶ Good bus positioning
- ▶ Checking mirrors
- ▶ Consistent processes when pulling into and out of bus stops

The training team has also created a checklist to which our induction trainers/assessors refer, which ensures they consistently cover and observe all the critical skill requirements.

OTHER KEY INDUCTION CHANGES

Some of the other key induction changes include:

- ▶ Use state-of-the-art laser fire extinguishers to upskill drivers in fire extinguisher use
- ▶ Replacing the outdated Victorian corporate induction with a revised 2022 version
- ▶ Reducing the number of assessment questions identified as redundant

Jason Plevras, Manager, Training and Development, said,

"We appreciate all the excellent feedback we've received from across the business, particularly from our SDMs, People and Culture and the Safety Team as we've been making this transition."

LOOKING AHEAD TO 2023

Jason adds, *"We look forward to working with the national team with the goal of a consistent, national approach to inductions in early 2023. Also, keep an eye out on Quick Connect (Blink) for some short training videos we've been developing to keep your skills and knowledge up to date."*

SPOTLIGHT



We marked a significant milestone in October last year with the delivery of our 50th hybrid bus, making us Australia's largest hybrid and most eco-friendly bus fleet.

The roll-out of 50 hybrid buses also marks a milestone for Victoria's public transport network. Since their introduction in April 2019, CDC's Volvo B5L S-Charge hybrid buses have been achieving major reductions in emissions, noise pollution and fuel consumption while improving the passenger experience.



CHAMPIONS TODAY, LEADERS TOMORROW

We hosted another session of CDC's School Champions Days - a school initiative that rewards Year 5-6 sports captains for their continuous efforts as young emerging leaders.

This outdoor excursion gave 41 students from 5 Werribee district schools the chance to learn about 'Respect' and 'Leadership' from past and present sporting champions.

From life-skills coaching sessions to fun interactive team sports with Werribee Football Club, the day was complete with a tour of iconic Melbourne's Rod Laver Arena stadium to give these young talented champions a taste of what being a respected leader is all about.



CDC'S AUSTRALIA-WIDE REFLECT RECONCILIATION ACTION PLAN (RAP)

In October last year, we launched ComfortDelGro Australia's first Australia-wide Reconciliation Action Plan (RAP) at an event in Darwin.

The plan is the result of extensive listening to the needs of our communities and strengthens and expands our contributions to Aboriginal and Torres Strait Islander reconciliation.

We will focus on encouraging mutual respect by educating our people on reconciliation, cultures and histories and recognising significant calendar dates. We will also actively search for opportunities to increase employment opportunities and improved

retention, as well as better outcomes from our procurement processes.

Our beautiful RAP artwork was done by Aboriginal artist Luke Penrith and is now on display on buses in Sydney, Canberra, Melbourne, Gladstone and Darwin.

You can read more about our RAP plan here: [cdc.victoria.com.au/about/our-reconciliation-action-plan](http://cdc victoria.com.au/about/our-reconciliation-action-plan)





▲ From L to R: Sam Farroway, Minister for Regional Transport and Roads, Adrian Rouse, Supervisor, CDC Broken Hill and Tom Kennedy, Mayor, Broken Hill

3 NEW TRIAL SERVICES FOR MILDURA & BROKEN HILL

CDC Mildura and CDC Broken Hill along with Regional Transport for NSW team, have successfully commenced a 12-month trial with a review of extension for 3 new trial services.

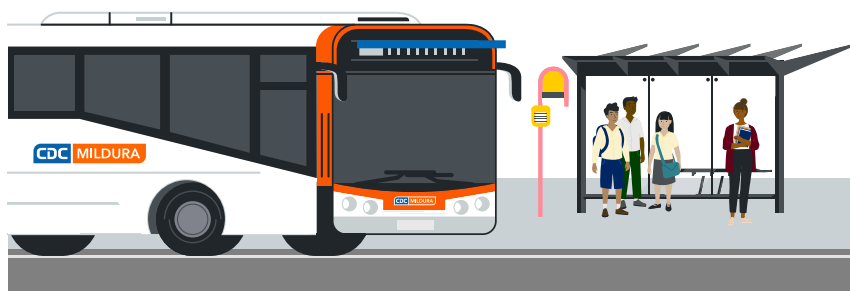
The 3 services are Wentworth to Mildura and return, Menindee to Broken Hill and return, and Wilcannia to Broken Hill and return.

The trial started in mid-December last year and the services will run every Saturday.

These new services will provide more time to passengers in the city to shop, attend appointments and visit friends and family. Extra stops will be added to the routes to make access to the swimming pool, sporting grounds and shopping easier.

Ashlee Loveridge, SDM Mildura said,

“ We look forward to providing the communities of Wentworth, Menindee and Wilcannia an additional mode of transport over the weekend and watching the patronage numbers grow. To date, the new services have been widely appreciated and accepted by the communities. ”



SUPPORT DE SILVA FAMILY

One of our team members needs our support following a tragedy.

Family members of Neil De Silva, CDC Victoria's Service Delivery Manager in Geelong, have been critically injured in a helicopter accident at Sea World on the Gold Coast.

Neil's wife Winnie and stepchild Leon are now in critical care following a collision between two helicopters on the Broadwater during the New Year's Day public holiday.

The accident claimed four lives while three others, including Winnie and Leon, remain in hospital. Winnie has multiple broken bones while Leon is in a coma with traumatic brain injuries.

To help meet ongoing expenses associated with Winnie and Leon's recovery, Neil has started the following gofundme page: gofundme.com/f/help-winnie-leon-seaworld-crash-victims

Any help would be greatly appreciated.





HELPING YOU STAY HEALTHY AND SAFE

October was National Safe Work Month and the theme was – Know Safely, Work Safely.

Our safety team created a whole campaign around - Safe, healthy and productive work for all. They created awareness by sharing some simple tips to stay healthy, both physically and mentally!

Staff was also reminded about our EAP partner, Converge

and a video they have created about how to get better sleep and know the signs of fatigue, which are especially important for shift workers.

As a part of safety month, CDC Victoria tied up with SISU Health to organise free health check-ups for all our staff. These health checks were conducted for all the depots. Just another way to help our staff manage their health better.



INTRODUCING MOOD INDICATOR

Remote/isolated work was reported as one of the psychological hazards by our workforce through the Healthy Minds Work project. We are fully committed to taking on our staff's feedback and improving our workplace.

As a way of understanding the mood of our workforce and taking relevant measures thereafter, we are introducing a "Mood Indicator".

We have developed a "Mood Indicator" with a range of moods varying from sad to happy. You will find it installed on screens at your depots.

We are asking one question: **"How are you feeling today?"**

The staff can use the "Mood Indicator" every day even multiple times a day.

HOW TO USE THE MOOD INDICATOR?

Simply click the emoticon on the screen that best represents your mood.

SAFE AND CONFIDENTIAL

CDC is not collecting ANY personal information through Mood Indicator. Your responses are confidential. We don't even collect your name. All we need to know is the overall mood of the depots.

WHAT IS THE PURPOSE?

This is our effort towards improving the well-being of our staff. By understanding the mood pattern, we can take relevant steps to uplift the mood and environment of our workplace. We will also be liaising with work groups to understand how we can have a healthier workplace.

CDC VICTORIA - FINALIST FOR WORKSAFE AWARDS 2022

We are stoked for being selected as a finalist for the WorkSafe Awards 2022 for our Healthy Minds Work Project. We have been selected under the category - Commitment to Prevention of Mental Injury in the Workplace.

The WorkSafe Awards recognise excellence in workplace health and safety and return to work.

WorkSafe
VICTORIA

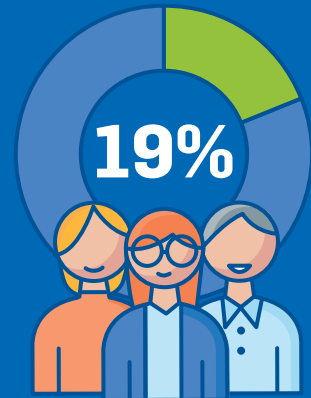
2022 Sustainability Dashboard



50 Hybrids prevented **757.7** tonnes of CO² emissions
equivalent to powering **42 Aussie homes**



33% of the water used to clean buses was harvested rain and recycled water



of passengers enjoyed the **eco-benefits** of riding our **hybrids**



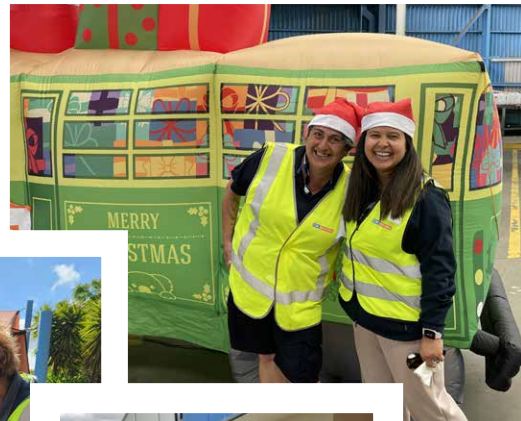
Over **760 hours** of local and indigenous employment was created through social procurement

196 young people benefited from **5 community programs** delivered by CDC



5 depots produced **24% own** solar energy preventing **185 tonnes** of CO² emissions

PEOPLE



EAT, LAUGH AND BE MERRY!

All the depots fired up some Christmas BBQs to celebrate the festive season. It was a week-long feasting festival with 7 BBQs back-to-back.

We saw some amazing Christmas decorations and enjoyed a whole lot of delicious food. Staff were handed out their Christmas presents as well.

HERE WE MO

This year again, we proudly supported Movember, the leading charity focusing on men's mental health and suicide prevention, prostate cancer and testicular cancer.

We did our bit to raise awareness by running fundraisers, BBQs and other activities across all our depots. We also installed the iconic 'Mos' on hundreds of our buses.

Not just awareness, but all our depots together also raised an incredible \$5169.80 to go towards the Movember charity. This campaign was run nationally and total of \$6783.80 was raised across our businesses, CDC Victoria being the top contributor to this pool. ComfortDelGro Australia contributed \$10,000 to Movember in addition to the money raised by employees.

We praise the tremendous efforts of our caring staff; the Mo-volunteers who rallied, organised, contributed, and raised further awareness in support of men's health, **WE THANK YOU FOR CARING.**



25 GLORIOUS YEARS AND COUNTING...

6 of our staff members have completed 25 glorious years with us in 2022. Peter Osborn from Oakleigh, Leonidas Stergiou from Oakleigh, Zlatko Bozinoski from Sunshine, Pedro Sakal from Wyndham, Milton Fuentes from Wyndham and Ken Casey from Mildura have been with us for more than two decades and are now a part of our 25-Year Club.

Congratulations to all of them for their incredible work and commitment. We truly value you and your work. To recognise their efforts, we presented them with a 25-year award and hosted our Annual Long Service Award Luncheon in December last year.



CONGRATULATIONS TO THE WINNERS OF THE SPARCQ AWARDS



Safety

David Rea, Mildura Depot

Congratulations to David for receiving the SPaRCQ

award for safety. David is one to raise and provide influential suggestions to alleviate any safety issue for not just employees but also our community. Kudos for ensuring the health, safety and well-being of our team, customers and the community.



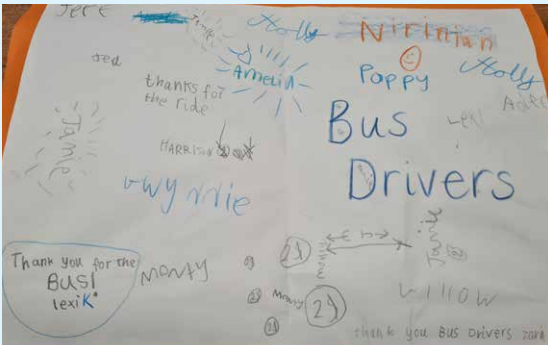
Community

Melissa Paver, Mildura Depot

Melissa received the award for her passionate fundraising Beyond Blue Blue Table event that she organised solo and raised a whopping \$1,000! Kudos to Melissa for taking pride in providing a unique offering by being an economic, community-driven social asset to the community.



COMPLIMENTS & COMMENTS



Students from Ballarat Steiner School sent their thanks and appreciation for all the drivers

The training induction session for operation of the electric vehicle 186 by trainer Gerald Clarke was fantastic. Geri has a real talent in presenting new information. A natural teacher. I learnt a lot.

- Ari Gekas

This morning the driver of the 6:24am Bus number 494, greeted me with a big smile and a good morning, she was a fantastic driver and I told her when I got off at Williams Landing, she was the best driver I have experienced in years. These are the people you need representing the bus company. So a big shout out to that driver - AMAZING!

- Cheung, Wai (Mr)



A compliment for **Zenel Zerevski:**

This morning my mother was crossing the road at the shopping centre to get to the gym at the new Aquatic Centre and fell and hurt her arm. One of your bus drivers stopped the bus and got out to help her get up off the road. I just wanted to reach out and thank him so much, was a very lovely thing to do.



Mum was in a lot of pain and it turns out she needs surgery, so he

helped to make a bad situation that little bit easier. So lovely to know that there are still caring people out there willing to lend a hand.

If you could pass on our appreciation to him that would be wonderful.

Well Done Zenel!



A customer contacted CDC Sunshine to express her gratitude towards Sunshine driver **Ben Udothan** who provided her route 409 service last month.

The customer stated that Ben was polite, courteous and ensured his bus was clean before the start of the trip journey from Highpoint.

Ben's professional and friendly approach along with his warm smile made her families trip very enjoyable.

A huge thank you to Ben for displaying such professionalism and passion for his work.

WELL DONE!!