

SUSTAINABILITY POLICY

Ritchies (the Company) has a vision to be a great place to work for our people, to provide sustainable transport solutions that connect people and communities.

This policy should be read in conjunction with the Ritchies Environmental Policy.

Together we will:

- Support the development of our people through recognition, learning and support.
- Contribute to the communities in which we operate.
- Provide safe and efficient bus transportation services.
- Take all reasonable steps to eliminate injury and illness to employees, contractors, passengers.
- Reduce our impact on the environment through the adoption of zero emission technologies in vehicles and reducing the environmental footprint of our facilities.
- Form alliances and partnerships with government policy makers, regulators, and industry associations to support the development of sustainable transport policies for our country.
- Comply with socially responsible practices including legislative and human rights obligations to employees and assess our suppliers on their sustainable and ethical practices.
- Continually improve our performance through sound management principles to ensure that our operations meet or exceeds customer, community, and legal requirements.
- Commit to ensuring our employees receive training to participate in initiatives to meet our sustainability objectives.



Michele Kernahan

Chief Executive Officer