

Wabtec Australia Human Rights Statement

Section 1: Introduction

This modern slavery statement has been prepared for Evand Pty Ltd (“Evand”), a wholly-owned subsidiary of Wabtec Corporation. For the purposes of this disclosure, where our statement is limited to this reporting entity and its owned or controlled entities in Australia, we have referred to “Wabtec Australia”. Where our statement is limited to those foreign entities of Wabtec Australia that are operating overseas as described in section 2 below, we have referred to them as “foreign entities” or “Chinese entities” or “Chilean entity”. Finally, where we refer to “Wabtec”, “we”, “us” or “our”, it is a reference to the entire Wabtec corporate group.

Section 2: Wabtec’s Structure, Operations, and Supply Chain

Wabtec is a leading global provider of equipment, systems, digital solutions, and value-added services for the freight and transit rail sectors. Drawing on over 150 years of experience, we are leading the way in safety, efficiency, reliability, innovation, and productivity. Whether it is freight, transit, mining, industrial, or marine, our expertise, technologies, and people – together – are accelerating the future of sustainable transportation.

At Wabtec, we are committed to leading the way in creating a more sustainable freight and passenger transportation network. Because operational excellence and environmental stewardship are among our priorities, we also conduct business in a way that is sustainable for our employees, customers and the communities in which they work and live.

You can learn more about our ESG efforts, including our commitment to human rights, in our 2022 Sustainability Report, which is available at:
https://www.wabteccorp.com/2022_Sustainability_Report?inline.

Our headquarters are located in Pittsburgh, Pennsylvania, U.S.A, and we have offices and facilities in over 50 countries around the globe. As of December 31, 2022, we have a global workforce of approximately 25,000 employees. Wabtec is listed on the New York Stock Exchange as Westinghouse Air Brake Technologies Corporation (“WAB”). Evand is wholly owned by WAB.

Wabtec, including Evand and its subsidiaries, provide products and services through two principal business segments, the Freight Segment and the Transit Segment. Freight accounts for approximately 67% of Wabtec’s Portfolio: From the food on our tables to the products we purchase, freight rail is part of an integrated, efficient, and cost-effective network fueling the world’s economy. Today, more than 20 percent of the world’s freight is moved by a Wabtec locomotive.

Transit accounts for approximately 33% of Wabtec’s Portfolio: At Wabtec, we provide products and services to virtually every major rail transit system around the world, supplying an integrated series of brakes, doors, and components for commuter and metro cars, as well as buses, that deliver safety, efficiency and passenger comfort. We offer an extensive array of products, from pneumatic, electronic, and hydraulic brake equipment, to HVAC and sanitation systems. Each of our products draws on our deep experience tailoring components to meet the specific needs of our customers and are manufactured using the latest technologies.

Wabtec Australia sources significant quantities of goods and services, including electronic components, metallic components, raw materials, and engineered systems. In 2022, we worked with 1,868 Tier 1 suppliers (including related entities) globally to support our Australian operations and facilities (either directly or indirectly). These 1,868 Tier 1 suppliers cover many categories of services and products, the largest of which are raw materials including steel (plate and sheet), and copper (bus bars, and tubes), fabrications, machined parts, electronics, electricals, engineered systems, and metallic commodities.

Evand is the holding company for its Australian subsidiaries:

1. Austbreck Pty Ltd;
2. F.I.P. Pty Limited;
3. Faiveley Transport Australia Ltd;
4. Industrea Mining Equipment Pty Ltd;
5. Industrea Mining Technology Pty Ltd;
6. Industrea Pty Ltd;
7. Industrea Wadam Pty Ltd;
8. Napier Turbochargers Australia Pty Ltd;
9. Relay Monitoring Systems Pty Ltd;
10. Wabtec Australia Pty Limited;
11. Wabtec Control Systems Pty Ltd; and
12. Wabtec Transportation Group Holdings Pty Ltd.

None of these Australian-based subsidiaries have revenue in excess of \$100 million Australian dollars. These entities manufacture and market freight and transit products, as well as aftermarket and digital services for components and locomotives. Products produced include digital solutions, pantographs, locomotive remanufacturing, relays, and braking system components.

The following 10 Evand subsidiaries are based outside of Australia:

1. Industrea Chile S.A (Chile);
2. ***Industrea Hong Kong YL Limited (Hong Kong)***;
3. Hunan Times Wabtec Transportation Equipment Co., Ltd. (China) (previously known as Hunan CSR Wabtec Railway Transportation Tech. Co (China));
4. Shenyang CNR Wabtec Railway Brake Tech. Co. Ltd (China) (this entity is not controlled by Evand);
5. ***Orion Engineering Ltd. Hong Kong (Hong Kong)***;
6. Beijing Wabtec Huaxia Technology Company Ltd. (China);
7. ***GE (Shijiazhuang) Mining Equipment Co., Ltd. (China)***;
8. ***Wabtec China Rail Products & Services Holding Limited (Invest Co.) (Hong Kong)***;
9. ***InTrans Engineering Limited (Operating Co) (India)***; and
10. ***Wabtec China Friction Holding Limited (Invest Co.) (Hong Kong)***.

Of these 10 entities, those that are ***bold italicized*** are in the process of being liquidated, or were liquidated during 2022 (InTrans Engineering Limited (Operating Co)) was liquidated during 2022) or are holding companies that have no operations.

Of the four operating entities, three produce and market freight and transit brake friction products in China and the other, domiciled in Chile, supplies digital mine software and associated services.

The complexity of our products and supply chain around the world drives us to a systematic approach to identifying and managing various risks associated with suppliers, including modern slavery.

Section 3: Wabtec's Risk Assessment

We have used the UN Guiding Principles on Business and Human Rights to assess the risk of modern slavery in our operations and supply chains, including assessing whether we cause, contribute or are directly linked to modern slavery.

Operational Risk

Wabtec Australia has approximately 773 employees and contingent workers in 5 states and more than 16 different work sites. Work conducted includes manufacturing of freight and transit products, as well as aftermarket and digital services for components and locomotives. To support these activities, employee roles and responsibilities may include manufacturing, warehousing, logistics, field services, and support functions (e.g. HR, commercial operations). Each of these sites follows Wabtec's global standards and policies for recruitment and ongoing management of staff, including full-time staff (accounting for 80 – 85% of Wabtec Australia's workforce) and contingent workers (accounting for 15 – 20% of Wabtec Australia's workforce), except where local legal requirements require deviation from those policies or standards. Most of Wabtec Australia's workforce is male (87%) with the remaining 13% being female. All staff have a right to join a union. All employees have a written employment contract and are paid above minimum wage. Additionally, Wabtec has taken steps to encourage a safe and compliant work environment, including providing routine employee training and maintaining an open reporting program for employees to raise concerns. These practices are further described below. Overall, we have concluded that there is a low risk of modern slavery in the operations of Wabtec Australia given the recruitment policies in place, contractual and statutory protections provided to employees, and the primary roles of staff employed by Wabtec Australia.

Referring to the foreign entities, three produce and market freight and transit brake friction products in China. The other, domiciled in Chile, provides digital mine software (sourced from Australia) and associated services. The Chilean entity has 15 employees and operates from one site. The Chinese entities employ approximately 350 employees and 22 contractors across three sites, manufacture and market products similar to the products made and sold by Wabtec Australia. The employees of the Chinese entities are part of a union which has been established in accordance with the laws and regulations in China. Such a union is obliged to protect the rights and interests of the employees, including:

- a. maintaining close contact with the employees;
- b. listening to and reflecting the opinions or requirements of the employees to the employer;
- c. caring about the lives of the employees;
- d. helping the employees resolve difficulties; and
- e. otherwise serving the interests of employees.

Furthermore, all employees in China are recruited and hired in accordance with relevant laws, sign a labor contract with their employer and are free to leave by terminating such contract upon 30 days'

prior notice to the company. Finally, these foreign entities are subject to Wabtec’s global policies and procedures addressing human rights and modern slavery. Thus, we believe their operations likely have a modern slavery risk profile like that of Wabtec Australia.

As part of our assessment of modern slavery risk, we reviewed whistleblower reports made by, or in connection to, Wabtec Australia and the foreign entities. There were no concerns raised in relation to modern slavery either within a Wabtec Australia entity, the foreign entities or suppliers to Wabtec Australia or the foreign entities.

Supply Chain Risks

Wabtec recognizes that our suppliers play a pivotal role in creating value for our customers, shareholders, employees, and the communities in which we operate. We are committed to working with our suppliers to eradicate modern slavery in Wabtec’s supply chain. Notably, a significant number of suppliers to Wabtec Australia are its sister companies with operations in Europe and North America. These entities supply Wabtec Australia with transit products, freight components and equipment products. These companies follow the processes and procedures described in this document for Wabtec, which prohibit modern slavery. Therefore, we consider these suppliers’ operational risks to be low, subject to local suppliers having an inherent higher risk in jurisdictions that are more prone to modern slavery. Refer to section 4 below and the results of the self-assessment questionnaire for a detailed description of our supply chain risk assessment.

Wabtec spends \$4.5B annually (FY2022) with direct and indirect suppliers. 2.0% of that amount is spent by Wabtec Australia with their Tier 1 suppliers, which totaled 1,868 suppliers who are domiciled all over the world. Often the country of domicile of a supplier is not the origin of the goods supplied. In addition, Wabtec Australia’s suppliers have their own unique supply chains with many sub-suppliers of their own. Wabtec Australia often has limited visibility of these sub-suppliers to non-related suppliers and whether they expose Wabtec Australia to modern slavery risks beyond high level industry-based risks. The map below shows where the Tier 1 suppliers of Wabtec Australia are domiciled.



Our Chilean entity supplies Wabtec Australia digital mine software and in-country resources to install such technology, so its supply chain risk reflects that of its related suppliers, supplemented by local suppliers as needed to operate a site in Chile. Chile is ranked as a relatively low-risk jurisdiction by the Global Slavery Index 2023. For our Chinese entities in which Wabtec Australia has a controlling interest (Hunan Times Wabtec Transportation Equipment Co., Ltd. and Beijing Wabtec Huaxia Technology Company Ltd.), their direct supply chain includes related entities of Wabtec, supplemented by local suppliers. Their indirect supply chains are predominately local suppliers, excluding global supply programs such as travel, international transport logistics and computer hardware. The higher risk of modern slavery in these local supply chains reflects the increased inherent modern slavery risk in China compared to Australia, rather than any specific risks that were identified in our due diligence. Our 2022 review of our suppliers is described further below under the heading “Specific Supplier Risk Assessment and Mitigation Actions”.

Following our due diligence process, which is described below, we identified the following categories of direct and indirect suppliers that potentially expose Evand and its owned or controlled entities to modern slavery risk:

Wabtec risk assessment areas

- Electronic Components**
Wabtec sources electronic components for certain products which may have modern slavery risks
- Conflict Minerals**
Wabtec suppliers may be sourcing materials associated with the risk of conflict minerals and modern slavery
- Rare Earth Minerals**
Wabtec suppliers may be sourcing materials associated with the risk of modern slavery/labor protections
- Cobalt**
Wabtec suppliers may be sourcing Cobalt with the risk of modern slavery/labor protections for use in batteries
- Transportation**
Wabtec transports components through ocean shipping through 3rd parties which may be associated with modern slavery risk
- Higher Risk Countries**
Wabtec is sourcing from some suppliers domiciled in countries with weak or limited controls and/or measures to prevent non-compliance with international standards for human rights or other labor protections

This is not an exhaustive list and may be expanded as new areas are identified during our risk assessment activities.

Section 4: Wabtec’s Actions to Assess and Address Risk

Globally, Wabtec has implemented numerous policies, procedures, and practices that are leveraged to help identify and address modern slavery and human trafficking in our own business operations and supply chain.

This is Wabtec’s third Australian Modern Slavery Statement, which outlines the steps we are taking to ensure modern slavery does not occur within Wabtec Australia’s operations and supply chain. We

recognize that modern slavery is a global risk, and we are committed to ongoing improvements in our policies and practices to appropriately address this risk.

Wabtec uses the following approach to help identify and address modern slavery risk.

- (1) **Policies:** This Modern Slavery Statement continues to be supported by several policies and procedures, including our **Human Rights Policy, Supplier Code of Conduct, Code of Business Conduct and Ethics** and **Conflict Minerals Policy (now called Responsible Minerals Policy)**.
 - a. Wabtec’s **Human Rights Policy**, issued in 2020, outlines our commitment to respecting human rights wherever we operate. Our policy and actions are guided by the UN Guiding Principles on Business and Human Rights, amongst other standards. The Human Rights Policy prohibits any form of forced, involuntary, or child labor in our operations. The Policy includes specific commitments to undertake ongoing due diligence to identify, prevent and mitigate any adverse impacts of our activities and provide access to remedy through effective reporting mechanisms. Wabtec’s Human Rights Policy can be found at: <https://ir.wabteccorp.com/static-files/c4d32f5a-d771-450e-8d41-196b8eb18b61>.
 - b. Each Wabtec business unit utilises standard terms and conditions, which incorporate by reference Wabtec’s **Supplier Code of Conduct**. The **Supplier Code of Conduct** includes specific expectations regarding suppliers’ compliance with obligations in respect of sustainable sourcing, fair employment practices, environment, health and safety (EHS), human rights, responsible mineral sourcing, working with government, improper payments, competition law, intellectual property, security and privacy, trade controls and customs matters and controllership and tax laws. Wabtec’s current Supplier Code of Conduct (as of 2023) can be found at: <https://ir.wabteccorp.com/static-files/bb0dbc43-6373-4810-8ac1-1f39b8ca8ae3>.
 - c. In March 2021, Wabtec launched a new **Code of Business Conduct and Ethics (“Code of Conduct”)**, which outlines Wabtec’s commitment to compliance, integrity, and fairness. Our Code of Conduct, which applies to all employees and contingent workers, is the cornerstone of our Global Compliance Program and requires all personnel to behave fairly and compliantly in their dealings with customers, suppliers, other third parties, and each other. Among other things, the Code of Conduct reaffirms Wabtec’s respect for human rights, links to our Human Rights Policy, and encourages employees to raise concerns about suspected human rights violations in our supply chain. Wabtec’s Code of Conduct can be found at: <https://ir.wabteccorp.com/static-files/fe76c10c-8311-4f5d-94d6-4ae16fbe98ff>.
 - d. Wabtec’s **Conflict Minerals Policy** (now known as the Responsible Minerals Policy) outlines our commitment to avoiding and eliminating the use of minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries. Wabtec has guidelines that outline the procedure to implement and operationalize the **Conflict Minerals Policy**, including conducting Supply Chain Due Diligence. If suppliers are deemed to have product risk tied to conflict minerals or other

rare earth minerals, they are required to commit to and implement a corrective action plan within a reasonable timeline. Further, Wabtec reserves the right to conduct audits to ensure compliance with its Supplier Code of Conduct, applicable laws and regulations, and the Responsible Minerals Policy. Wabtec's current Responsible Minerals policy (as of 2023) can be found at: <https://ir.wabteccorp.com/static-files/eb2e79c0-1128-4ffd-9d1f-3425302bdc54>.

- (2) **Processes, Procedures and Standards:** Our policies continue to be supported by processes, procedures and standards to help prevent modern slavery from occurring within our supply chain.
- a. **Open Reporting Program** – Wabtec and its business units have an open reporting system – **Speak Up Wabtec!** – that allows employees and third parties to report concerns about policy violations, including concerns about modern slavery. Speak Up Wabtec! is hosted by a third-party hotline provider, Navex Global, who offers a multi-lingual, confidential and anonymous means of reporting concerns in over 50 countries. Wabtec expects employees to promptly report misconduct and integrity concerns through any of our open reporting channels, including managers, HR, Legal, Compliance teams, or by emailing speakupwabtec@wabtec.com. Employees also can anonymously raise concerns by using the [Speak Up Wabtec! E-tool](#), or by calling the Speak Up Wabtec! Hotline in Australia at 1800 058 817. International hotline numbers for over 50 countries are also available via the e-tool. These contact details are included in our Supplier Code of Conduct, which is available on our website, incorporated into standard terms and conditions with suppliers and provided to all new suppliers. Our program seeks to address concerns promptly, thoroughly, and fairly. Wabtec does not tolerate any form of retaliation against employees, contractors or sub-contractors for reporting.
 - b. **Responsible Supplier Assessment Practices** – Based on business risk assessments, there are a variety of supplier assessment tools used by Wabtec to evaluate compliance with human rights practices, including onboarding questionnaires, desktop supplier assessments, as well as periodic onsite supplier audits in High-Risk Countries pursuant to the Wabtec Freight Equipment & Service's Responsible Supplier Assessment Policy. High-Risk Countries are defined as countries which have been deemed to have weak or limited controls and/or measures to prevent non-compliance with international standards for human rights or other labor protections. This definition incorporates country-specific information and data from governmental, international NGO, and industry standards related to human rights risks.
- (3) **Governance:** Our strong governance framework guides decision-making around how we operate, innovate, and drive growth. This governance framework starts with Wabtec's Board of Directors and its committees who oversee the execution of the company's environmental, social, and governance (ESG) strategy as part of their oversight of Wabtec's overall business. As mentioned above, details of Wabtec's 2022 Sustainability Report can be found at https://www.wabteccorp.com/2022_Sustainability_Report?inline. Moreover, the

implementation of programs, policies, and procedures to assess and address ESG risks – such as modern slavery – is coordinated by a cross-functional team of regional and subject matter experts. Specifically, Wabtec’s program to address modern slavery is coordinated by members of the Sourcing Compliance, Supplier Quality, Human Resources, Environmental, Health, and Safety, and Legal teams.

- (4) **Terms and Conditions:** Each Wabtec business unit utilises standard terms and conditions, which incorporate by reference Wabtec’s Supplier Code of Conduct. Suppliers, where they accept Wabtec’s standard terms and conditions, are contractually obligated to adopt policies to address human rights (including sustainable sourcing, fair employment practices, environment, health and safety (EHS), security and privacy). Wherever possible, Wabtec seeks contractual rights to audit supplier’s compliance and can terminate the relevant contract in the event of material non-compliance.
- (5) **Enterprise level communication:** Wabtec acknowledges that our ability to mitigate and combat modern slavery strongly depends on our employees’ ability to identify, escalate and/or address human rights and modern slavery issues. Wabtec via periodic all-employee communications, reinforces Wabtec’s commitment to Human Rights and further instructs employees to, among other things, “not condone and strive to eliminate all forms of forced, prison or indentured labor, slavery, human trafficking, and child labor.” The Wabtec Code of Conduct, referenced above, is available in English and multiple other languages. Employees are required to acknowledge that they have received, read, and understood the Code of Conduct. Further, Wabtec is providing Code of Conduct training to all employees.
- (6) **Restricted Party List (RPL) Screening:** Wabtec screens its suppliers against a RPL database to ensure that we are not dealing with a supplier with whom we are legally prohibited from doing business, including entities that may have been sanctioned for engaging in modern slavery. Any supplier that is flagged through this screening process will be subject to additional due diligence and (where necessary) be replaced with an alternate supplier. Wabtec continues to run its list of suppliers against this database on a rolling basis to ensure no new risks are added to the supplier pool.

Specific Supplier Risk Assessment and Mitigation Actions

In 2022, we conducted a risk-based segmentation and assessment of Wabtec Australia’s external suppliers based on geographic risk and sector/product risk across the 1,868 Tier 1 suppliers identified in Section 2 above.

As part of this initial segmentation, we identified 106 suppliers producing materials in higher risk countries. We also identified an additional 159 suppliers who operate in higher-risk industries.

As referred to above, Wabtec conducted a risk assessment regarding modern slavery on a population of 1,868 Tier 1 suppliers in 2022. For 2022, we expanded the scope of suppliers included, due to the integration of various businesses into Wabtec and understanding the amount of parts/products sent from Wabtec locations abroad. Based on our initial risk assessment the number of suppliers who received surveys was reduced to 1,195. To date, we have received initial results from 278 (or 23%). We

continue to collect assessments from the remaining 917 (or 77%) suppliers that have not responded. Our assessment of these results is ongoing. Based on the results received to date 45% (or 126) of the suppliers surveyed confirmed implementation of modern slavery and/or human rights policies. For the 55% (or 152) of suppliers where we identified policy or other programmatic gaps, we are in the process of sending follow up letters requesting that those suppliers implement a corrective action plan and provide us documentation to demonstrate that the findings are closed. We are still currently working with 77% (or 917) of the suppliers to ensure that modern slavery policies are in place.

Wabtec has audited 18 suppliers of the higher risk population of direct material suppliers to Wabtec Australia with onsite factory audits. These audits seek to ensure that the human rights, labour rights (including hours of work, paid above minimum wage, reasonable rates of overtime, etc) and safety of the workforce are being respected. Suppliers with significant findings must address them in a timely manner or Wabtec will take further action, including the potential termination of the relationship with the supplier. To date, no audited Wabtec Australia suppliers have required action to exit the relationship with that supplier, albeit ongoing review of the compliance of higher risk suppliers continues.

Given the known modern slavery risks associated with the industry, in 2022 Wabtec expanded its assessments around cobalt to also include mica. Wabtec focused this initiative around those categories that pose the highest risk of containing these minerals. These categories include batteries, castings, and raw material. The purpose is to determine the origin of cobalt and mica present in Wabtec's supply chain and work to eliminate those smelters from the supply chain that are considered red flags.

Section 5: Assessing the Effectiveness of Wabtec's Actions

Wabtec continues to implement ways to measure our program effectiveness, including but not limited to:

- (1) Measuring the number of the suppliers surveyed or audited;
- (2) Tracking to closure any significant flags raised through the RPL screening;
- (3) Terminating the relationships with suppliers with significant non-compliance;
- (4) Tracking the number of concerns raised regarding modern slavery or human rights;
- (5) Measuring the penetration of our supplier contract terms and conditions addressing modern slavery and human rights; and
- (6) Documenting any specific findings tied to red flags and supplier corrective actions and suppliers exited due to continued non-compliance with Wabtec's Human Rights Policy.

Our understanding of modern slavery risk, and how we can impact it with our actions continues to develop. In 2023, this ongoing development will include the following initiatives:

- (1) updating our Supplier Code of Conduct to ensure that suppliers understand the requirements around Responsible Minerals and also include their responsibilities for sustainability;
- (2) continue to implement a new onboarding tool called HICX. This will allow Wabtec to collect modern slavery information from its suppliers at the time of onboarding. This tool will also allow for suppliers to provide any updated information around modern slavery within the tool with no need for a yearly survey campaign;

- (3) updating our Code of Conduct to include our new Vision, Mission, and Values, to align with our new behaviors; and
- (4) updating our Conflict Minerals Policy (now known as the Responsible Minerals Policy) to include other rare earth minerals, including mica.

Section 6: Remediation

Wabtec's Modern Slavery program recognises the importance of taking steps to identify and remediate any findings or concerns identified during our supply chain due diligence.

- (1) **Prompt and Thorough Investigation of Concerns Raised:** Wabtec employees and external stakeholders are encouraged to raise any concerns and have multiple channels to do so, including our above-referenced open reporting hotline, "**Speak Up Wabtec!**", that is available in local languages and is administered through a third-party. Any form of retaliation against concern raisers is prohibited. Wabtec seeks to investigate all concerns promptly and objectively in accordance with its investigation protocols. If a violation by a supplier is confirmed, Wabtec will, where possible, use its leverage to encourage the supplier to take corrective action or an alternative supplier will be identified. Where we cause or contribute to modern slavery, we will participate in providing a remedy that it is appropriate for the individuals whose rights have been impacted, including compensation.
- (2) **Training and Awareness:** Training and awareness are key controls in remediating modern slavery and human trafficking red flags. We recognize the need to build the capability of our employees, particularly, our Sourcing team and front-line managers, to not only identify potential red flags of modern slavery and human trafficking but also to take the required actions to respond appropriately. Modern Slavery training has been conducted and completed through Wabtec Corporation's training module, called Wabtec Learning Management System. It was assigned to all Sourcing employees globally. Future training is being created to ensure annual training for all Sourcing employees. Additionally, key stakeholders and management (including the Sourcing and Human Resources teams) are routinely updated on human rights obligations in our global operations and supply chain. In 2022, Wabtec developed another updated training package around Modern Slavery that was assigned to all Sourcing employees globally and completed by January 2023.
- (3) **Industry Engagement:** Wabtec is a member company of Railsponsible, an industry initiative focused on sustainable procurement, with the aim of continuously improving sustainability practices throughout the railway industry supply chain. The initiative aims to improve environmental and social practices of companies across the rail supply chain through best practice sharing and capability building. Railsponsible is an important vehicle through which Wabtec engages and collaborates with industry leaders in areas such as sustainable procurement and climate change. Wabtec also is a member of the Responsible Minerals Initiative.
- (4) **Additional tools:** Wabtec has implemented a Supply Chain Risk Management tool to enhance our understanding of risks to our supply chain. Realtime monitoring on over 75 different

indicators allows additional visibility into key supplier areas such as fair labor practices and human rights, environmental law, and regulatory and legal activities. In 2022, Wabtec implemented a new tool that provides Environmental, Social, and Governance (ESG) scoring on suppliers in the supply chain. This tool allows Wabtec to understand where its suppliers may have gaps in the ESG sections of sustainability, as well as enables Wabtec to collect assessments from suppliers to get a deeper understanding of what they do/do not have in regard to such policies as human rights.

- (5) **Continuous improvement:** We will continue to evaluate all remaining supplier responses as they are received. In addition, we are expanding the scope of suppliers that are surveyed to all Wabtec suppliers. At a minimum, we will:
- a. Engage with those suppliers who have been highlighted as a potential risk. Wabtec will provide them with feedback on our expectations of their policies, procedures, controls, and gaps observed based on their responses or Wabtec’s assessments.
 - b. If a significant risk is identified, we will work with the supplier to develop a remediation plan which may include a site audit. If the supplier is unwilling to change in order to mitigate risk or any actual impacts/findings, or use their best endeavors to mitigate the risk and this fails, then Wabtec will seek alternative suppliers.

Section 7: Process of Consultation

All Wabtec entities operate under a common set of governance policies and programs. This includes the programs through which modern slavery risks in our operations and our supply chains are assessed and addressed. A process of consultation has been undertaken across Wabtec, Evand, and its subsidiaries to help guide the drafting of this statement. This included engagement with the following functions (which each have global responsibility, including Wabtec Australia and the foreign entities): Compliance, Legal, Human Resources, Sourcing; as well as relevant Wabtec Australia General Managers and relevant Executive Leadership Team members.

This statement was approved by the board of Evand on 29 June 2023 in Melbourne, Australia.

Signed

Wendy McMillan

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Wendy McMillan
Director
29 June 2023

Annexure A– Reporting Criteria

Reporting Criterion	Page
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3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	3 - 5
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	5 - 11
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	9 - 10
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