



Safe Environments Policy

Document:	Policy
Reference:	WC-P-HSE-001
Revision:	1.0
Effective Date:	December 10, 2020

1- PURPOSE

Wabtec Corporation (“Company” or “Wabtec”) is committed to **Safety First**: We take safety seriously at Wabtec. It is our first corporate core value, and it represents who we are and what we stand for. The well-being of our employees, our customers, and their customers, depends on it.

Our goal is to provide Safe Environments for our employees and business partners and to foster a culture that protects the environment and results in zero accidents. We endeavor to implement an environmental, health, and safety program that meets or exceeds the best practices within our industry. Our innovation is not only focused on our technology and products, but also towards protecting the employees and communities where we live and work.

This **Safe Environments Policy** sets forth Wabtec’s expectations that each Company employee, no matter what position he or she holds, is responsible for ensuring a safe work environment and complying with environmental, health and safety (“EHS”) laws and regulations.

2- SCOPE

This Policy complements Wabtec’s Code of Conduct and applies to all our employees and operations everywhere, including subsidiaries, majority-owned joint ventures, and newly acquired companies. We inform and provide training to our employees about this Policy, along with EHS operating procedures and work instructions to ensure a safe environment. We also require the business partners, contractors, and suppliers in our worldwide supply chain to adopt and enforce the concepts in this Policy.

3- POLICY STATEMENT

What to Know

All employees must follow this Policy and comply with EHS laws and Wabtec standards to protect the health and safety of our people, as well as the communities and environment in which we operate. We also endeavor to continuously improve and foster a culture that mitigates hazards and results in zero accidents. Wabtec’s journey to EHS excellence depends on everyone taking responsibility for performing work in a safe and sustainable manner. This is fundamental to our mission to accelerate the future of transportation.

Policy Requirements

- **Protect the health and safety of our people and the environment** where we operate, which we believe is the responsibility of everyone at Wabtec.

- **Comply with environmental, health and safety laws** that apply to Wabtec's operations, regardless of how local laws are enforced or implemented.
- **Reduce the environmental footprint of our operations** by minimizing the waste, emissions and discharges from our operations and by conserving the use of energy, water, and other natural resources in our operations.
- **Assess EHS risks of any new activities**, including product design, manufacture and markets, the acquisition of new businesses, or construction of new facilities.
- **Continuously monitor and improve our EHS performance and systems** by setting and regularly reviewing performance metrics, implementing an EHS governance strategy, and identifying, elevating and managing risks, potential non-compliance and other issues appropriately.
- **Drive responsible operations** by requiring our leaders to provide the right resources and support necessary to meet these EHS commitments and holding those leaders accountable for the EHS performance within their operations.

Penalties for Violation

Employees who violate Wabtec's policies are subject to disciplinary action, including termination of employment or other appropriate action as deemed necessary under the circumstances. In addition, if laws are violated, employees or the Company may be subject to criminal penalties or civil sanctions (damage awards or fines). Wabtec also could lose government contracting privileges.

4- REPORTING

How to Raise a Question or Concern: At Wabtec, we have always believed that we are not only responsible for doing things right, but that we also have an obligation to do the right things. We encourage any party to report any concerns immediately if they see or suspect unethical, illegal or unsafe conduct of any kind – or behavior that just does not seem right. Employees are encouraged to raise concerns to their manager or supervisor, human resources, EHS, legal, compliance or internal audit. Concerns also may be reported confidentially and anonymously by any party, through our **Speak Up Wabtec!** program.

Online Reporting (can be submitted anonymously): <http://speakupwabtec.ethicspoint.com/>

Email: speakupwabtec@wabtec.com

U.S. Toll-free Helpline: +1 (800) 682-5845 or +1 (877) 860-1054

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Outside U.S.: Toll-free numbers currently in effect for other countries are available at <http://speakupwabtec.ethicspoint.com/>. You may remain anonymous when you call from a country in which anonymous reporting is allowed.

Regardless of the reporting channel, all reported concerns are taken seriously and thoroughly investigated. Wabtec does not tolerate any retaliation by any individual against any party who raises a concern or reports wrongdoing.

5- CONTACTS

Department (or Individual)	Contact Name
Corporate EHS	Todd Shingleton, Vice President, EHS
Corporate Legal	Jennifer Shea, Executive Counsel, EHS Legal

6- REVISION HISTORY

Date	Revision	Reason/Description
October 19, 2016	Initial release	
December 10, 2020	Updated to reflect Wabtec's corporate policy template, changed from "People First Policy" to "Safe Environments Policy" to include policy expectations related to environmental, as well as health and safety	Wabtec policy harmonization effort

7- REVIEW AND APPROVAL

	Name	Function
Prepared by:	Jennifer Shea	EHS Legal
Verified by:	Todd Shingleton	Corporate EHS
Approved by:	Niki Theophilus	Corporate Human Resources