

SAME TRACK

THE CULTURAL NEWSLETTER FOR WABTEC EMPLOYEES

Competitive Edge

Emery Lawson and Mary Bresnahan in Fort Worth share how they've implemented Wabtec's EHS philosophy to make a positive long-term community impact.



Leader's Letter

Justin Downs discusses the legacy of safety at Wabtec and calls the team to action to course-correct after a recent increase in incidents.



Safety Roundtable

Members of the Safety Coordinator Program in our Erie plant discuss how the program benefits from the expertise of many.



Frontline Spotlight

Shashi Kant and his manager, Partha Hatua, share the steps Shashi takes on a daily basis to elevate safety efforts on the floor.



Picture This

Year-to-date safety performance averages across key locations.





Refocusing on Safety

Meeting the standards of Wabtec's history

Justin Downs discusses the legacy of safety at Wabtec and calls the team to action to course-correct after a recent increase in incidents.

Team,

Wabtec was founded with safety as a core value. George Westinghouse designed the industry's first air brake as a safe means of stopping a train. More than 150 years later, safety remains a core value at Wabtec. The well-being of our employees, our customers, and their customers depends on it. Putting people first is at the heart of our mission. All company initiatives and decisions are viewed through this lens. To accomplish this, we strive to continuously improve and foster a culture that proactively addresses hazards, encourages learning, protects the environment, and drives the company toward its goal of zero accidents.

We have seen an uptick in safety incidents recently, which is a concern. Our team is experiencing an increased number of injuries such as sprains, strains, and pinches. All these incidents are avoidable. We have the policies and processes in place to prevent these injuries. It is critical that we get back to basics and follow the safety processes. Look out for one another's well-being. Call a time-out to do a review if something doesn't look right to make sure the work you are doing is safe. I also encourage you to bring ideas and suggestions up to your manager and EHS representative for ways to improve safety. No one knows the day-to-day operations better than you, so your insights on safety improvements are valuable.

This month's issue is focused on safety. It will highlight best practices, the latest statistics, and important viewpoints from around our operations. Please take time to read through the information and share any ideas on how we can improve safety. It is important that safety is top of mind, and everyone goes home to their families each day healthy and safe.

Thank you for your hard work and focus on safety,

Justin Downs

JOIN OUR GLOBAL EDITORIAL BOARD

We're seeking employees from all regions to serve on the editorial board for this publication. You'll build global connections and help make the people in your plant or facility more visible. The time commitment is just one 30-minute meeting per month. If you're interested in joining, please email WabtecCommunications@wabtec.com.

Competitive Edge

Uniting Safety and Sustainability

Protecting employees and environments

Emery Lawson (left) and Mary Bresnahan (right) in Fort Worth share how they've implemented Wabtec's EHS philosophy to make a positive long-term community impact.



At Wabtec, we focus on safety in the short, medium, and long term in all our decision making — which makes it important to consider environmental and health concerns in addition to the possibility of acute injury. Here, Emery Lawson, Lead Environmental Specialist, and Mary Bresnahan, Senior EHS Fixed Facilities Staff Manager, both from Fort Worth, discuss their approach to the environment, health, and safety (EHS) and some of the specific accomplishments from their team.

Hand in hand

Emery sees protecting Wabtec employees and protecting our broader communities as fundamentally linked. "You can't disconnect protecting the environment and working safely in industry. As a business, when we strive to protect the environment, we are also protecting the health of employees and the community," she says. "Clean water, clean air, and proper waste disposal are all part of

protecting health, safety, and the environment."

Mary shares a similar view. "It's all connected because the people and the plant are what make the operation run. We choose to facilitate safe operations that are compliant with regulatory standards while striving to conserve our resources, and that's why the business will reward us with more work time and time again," she says. "It's also important that we play a role in developing and impacting the community around us in a positive way."

Improving how we're moving

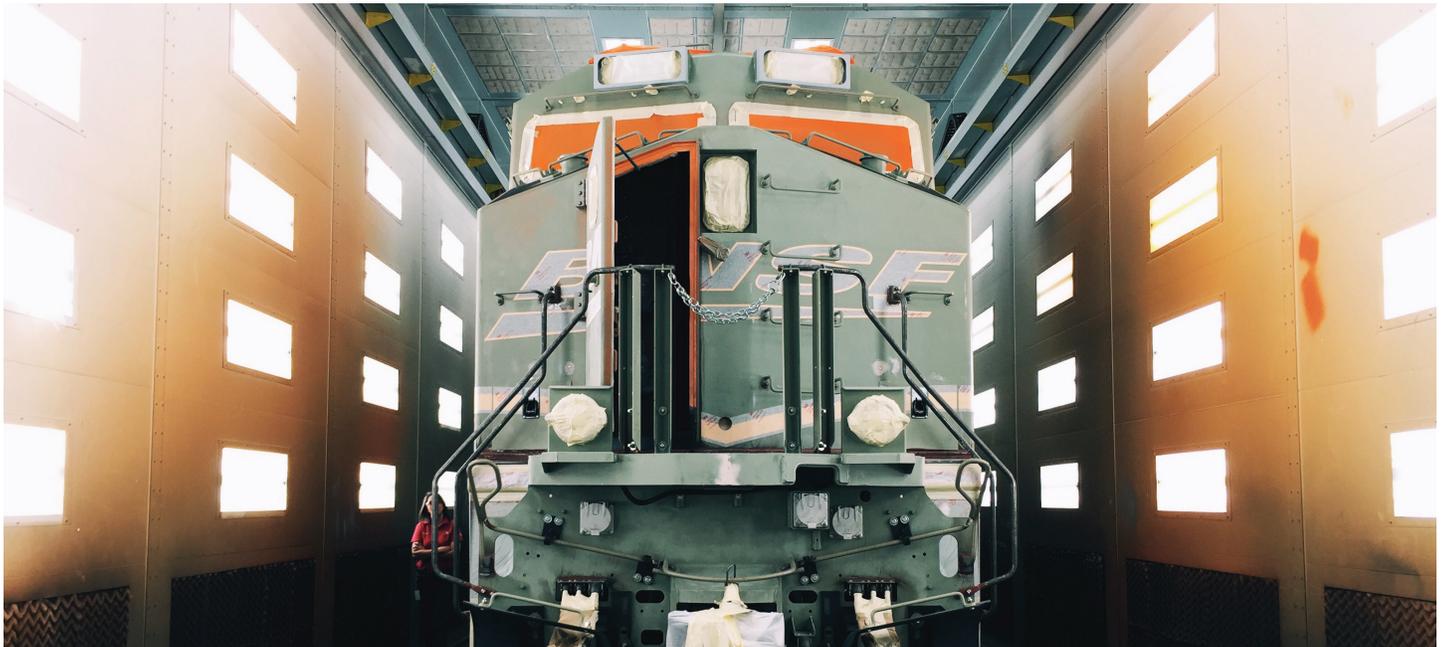
One success story with EHS at Fort Worth has to do with paint emission reductions — which makes production safer and allows us to increase our production capacity from 500 to 750 locomotives per year. "This increase was accomplished by working with our paint supplier and the regulatory agency to

ensure that all emissions from the painting process meet emission standards. There are many work practice controls, such as keeping containers closed, that can have an impact on overall emissions," Emery says. "Our team members are committed

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A New Leader in EHS

To further our commitment to Environmental Health and Safety, Jennifer Shea will take on an expanded role as Vice President, Global Environmental Health and Safety.

Jennifer is excited about the opportunity to continue working with Wabtec's Operations and EHS teams on risk reduction, compliance assurance, and learning and development as part of Wabtec's journey to EHS excellence.

and focused on this and recognize the importance it plays in the business.”

Initiatives like this add value across the business — from production to reputation, which can be the difference in Wabtec increasing sales or not. It takes a united effort from the whole team to bring these goals to fruition. Emery says: “Environmental risk is ultimately reputational risk for the business, so ensuring we get it right every time is engrained in our culture. Our motto is: one team, one goal.”

Closing the loop for good

Emery finds the work she does to be meaningful on a global scale. “Our commitment to the environment, health, and safety at Wabtec moves our world forward because we’re producing quality locomotives in a sustainable manner, and rail is the most sustainable way to move freight,” she says. “We are making an impact here and now. Working for a company with a true circular economy means a lot to us.”

For Emery, working in the rail industry — and specifically with Wabtec and our

commitment to sustainability — is a force for positive, sustainable decision making. “Reducing, recycling, and reusing is what sustainability is all about. The modernization and revival of old locomotives with minimal waste is an exciting program to be part of,” she says.



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In addition to the things already in production at Wabtec, Emery sees even more opportunities on the horizon. She says, “Our engineering teams are working toward research and testing of alternative fuels on our locomotives which

could make an impact on emissions and resource conservation for our customer.”

Full steam ahead

When it comes to EHS, Emery believes the best way to become as strong as possible is for every individual to take the initiative personally. “Every member of the team is expected to be engaged and make an impact — and everyone is empowered to stop the line if they feel an operation should be reviewed for safety,” she says. “We try to keep it simple. Addressing things one by one is how a culture grows and matures.”

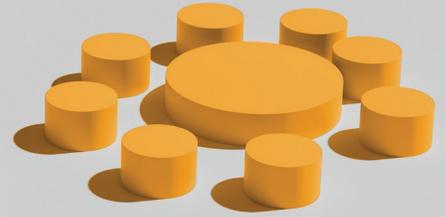
It’s clear to Emery that we’ll need everyone on board and striving for excellence if we want to reach our goals as a company — because those goals are ambitious. “Wabtec has big plans for the future. We are committed to a sustainable future with energy and water conservation efforts to improve our environmental footprint by 2030,” she says. “Presence and persistence on the floor are how we can all make a tangible impact.”

Safety Roundtable

Erie's Safety Coordinator Program

Engaging with safety from the ground up

Members of the Safety Coordinator Program in our Erie plant discuss how the program benefits from the expertise of many.



What's the purpose of the Safety Coordinator Program?

John Tome: We always strive to send the employee home the same way that they come to work: healthy and safe. The safety coordinators' job is to make sure that happens.

Brian Chismar: The goal is to make the Erie campus as safe as possible. Hourly and salaried employees not only communicate with each other about safety, but work together to eliminate hazards and reduce risks.

Gabriel Miehl: I look at it as a bridge. We're taking employees that speak shop, who know the work, know the tools, know the process, and then we get together with them as the EHS function. We speak EHS, and we each translate for each other.

Joe Pinetti: The safety coordinator program has been the catalyst for EHS success here. When it comes to safety, this program allows us to bridge the gap between a union workforce and the company to share a common goal of an accident- and incident-free workplace as a team.



Why is the Safety Coordinator Program so effective?

John Tome: We have 16 coordinators dedicated to the safety program here, and they're all subject-matter experts in their own areas. I'm a machinist, but we have electricians, welders, and assemblers, and we have specialists that are focused in maintenance labs too. For any problem, we can pull an expert in from somewhere else to help them solve a problem for safety.

Brian Chismar: We have hourly employees, plant managers, the EHS department, and the site leader, all meeting to set the guidelines and focus of the Safety Coordinator Program. It really sets up the ability to provide checks and balances for safety from all levels of leadership.

Gabriel Miehl: We're part of OSHA's voluntary protection program. That program is truly not just unique within Wabtec, it's unique within the VPP program itself. In addition, if we want to think about program longevity, this started back in August of 1995. It's definitely provided a lot of worth over that time frame.

Joe Pinetti: We're putting dedicated boots on the ground every day across the site to increase safety awareness. The employees seem more empowered to voice concerns as they come up. And they're willing to discuss and participate in solutions.



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John Tome
Safety Coordinator



Brian Chismar
Safety Union Liaison



Gabriel Miehl
Manager of Health and Safety



Joe Pinetti
Safety Coordinator



How have you seen the program improve safety?

John Tome: Lately, we've done weekly hazard hunts for the shop floor. All employees are eligible to receive tokens for doing the hazard hunt for the week, and then they can use them to purchase swag from the company.

Another example is a tool that was designed here in Erie that we call operation prevention. It allows the management team to work with somebody who has a safety problem, and they bring us in as the mediator. We can sit down with that employee and talk to them, peer to peer. That's had a 97% success rate.

Brian Chismar: As the union liaison for safety, I can tell you that this program has allowed for both union and nonunion workers to collaborate to form a safety culture that engages everyone as a safety team. It is highly regarded by both union and salaried employees. The program has been integral in allowing



The employees seem more empowered to voice concerns as they come up and are willing to discuss and participate in solutions.



Erie to become a VPP site and maintain that status, which is highly respected by OSHA.

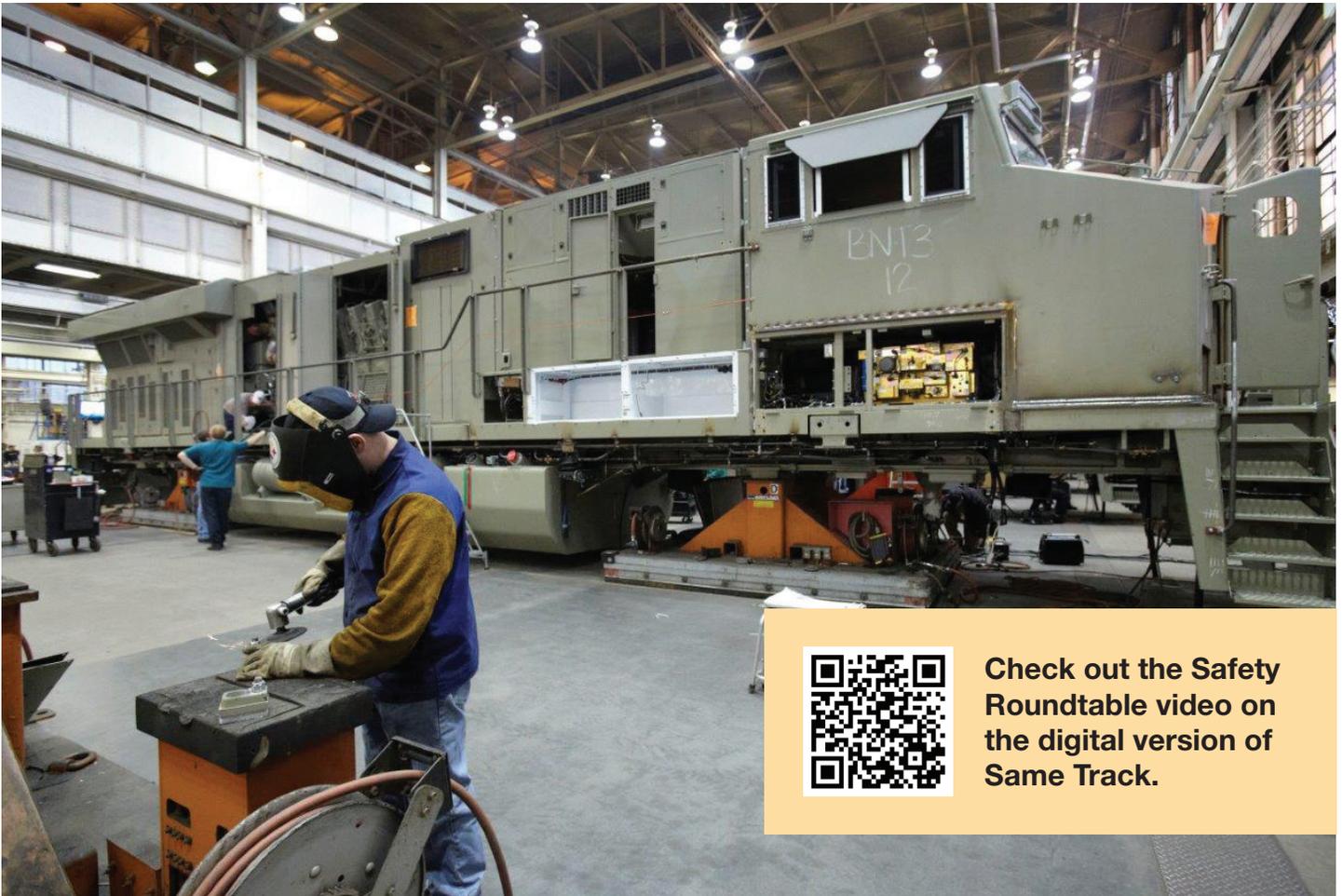
Gabriel Miehl: When I go to the shop floor and talk to someone, I do it as an EHS professional, versus a coordinator who's able to go and talk basically welder to welder, or forklift driver to

forklift driver, assembler to assembler. It's a whole different dynamic.

Joe Pinetti: Because we have such a close connection with the floor and the people doing the work, it gives us an honest look at what works and what doesn't. And being able to connect, to communicate at this level has significantly increased engagement and participation in all our programs.



This program has allowed for both union and nonunion workers to collaborate to form a safety culture that engages everyone as a safety team.



Check out the Safety Roundtable video on the digital version of Same Track.

Frontline Spotlight

Shashi Kant

Continuous improvement in safety

Shashi Kant and his manager, Partha Hatua, share the steps Shashi takes on a daily basis to elevate safety efforts on the floor.



Shashi Kant, Junior Engineer in Bihar, has earned a reputation for his stellar commitment to safety day in and day out. For him, the motivation is simple. “For me, keeping myself and my family in good health, free of injury, is the priority. Without this, life would be a burden,” he says. “At the same time, I also want to see to it that others are not negatively impacted by my way of working.”

A worthy example

Shashi’s manager, Partha Hatua, shares some of the traits Shashi brings that raise the bar when it comes to safety. “Generally, it’s good to inspect what you expect. You might think that everyone is working safely and understands what they’re supposed to be doing, but unless you go out, audit it, check on them, and follow up, you won’t know for sure,” Partha says. “Shashi has the ability to spot potential issues and act proactively to determine solutions, either by himself or by influencing others.”

Partha points out that many of the qualities that make Shashi such a strong proponent of safety are things that other employees can imitate with the right effort. “He is also extremely organized and has a do-it-himself mindset,” Partha says. “Not everyone will have all the required skills and knowledge right away, but if you have the mindset not to compromise with safety, then you will achieve your goals.”



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Making the extra effort

Shashi takes a pragmatic approach to implementing better safety practices. “Firstly, we follow the Wabtec Two-Minute Warning (2 x 1 = 0) concept,” he says. “When everyone takes two minutes before the start of work to identify task-related hazards and take precautions, we can achieve zero accidents in the workplace.”

Shashi continues, “It’s important to plan your job well, to follow safe method instructions, not to bypass safety steps, and to always use precautionary gear.” Shashi also looks to inspire the same mentality in others on the floor. “I encourage the team to stop work if there is any perceived risk of an accident and to take adequate precautions before starting work. All safety concerns raised by the team should be addressed swiftly,” he says.

Shashi is motivated by incidents in other facilities where seemingly minor choices had big consequences. “We get communications on incidents that we share within the team to show how a small negligence can lead to serious injuries,” he says.

Becoming a safety star

Shashi has earned recognition for the way he makes safety a priority. He says: “I’ve been working to create the culture of safe work around me, and that has continued as I’ve taken on the additional role of Safety Star Cap. I strive to constantly emphasize the culture of safety on the shop floor.”

Partha expands on why Shashi was awarded this additional role. “Getting all employees to think in terms of personal responsibility for their own safety is no small task — it can only be achieved over time,” he says.

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Partha has seen Shashi make a tangible difference with the increased responsibility. “As a Safety Star Cap, Shashi embarks on comprehensive safety communication initiatives to connect employees. He takes a multifaceted approach, asking everyone to work together so we can get on the same page and focus on safety,” he says. “His innovative mind encourages people to participate in the theme-based audit on safety behaviors, hazard identification and risk assessments (HIRAs), safety kaizens, and process improvements.”

Picture This

Safety Goals and Progress

Year-to-date safety performance averages across key locations.

INJURIES

PER 200,000 HOURS WORKED



LOST TIME CASES

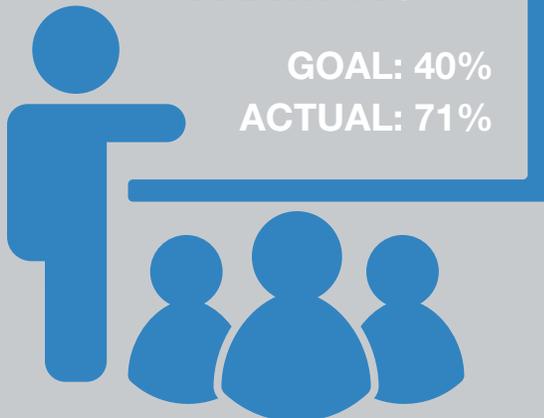
PER 200,000 HOURS WORKED



LAGGING

LEADING

TRAINING



WABTEC MANAGEMENT SYSTEM

