

SAME TRACK

THE CULTURAL NEWSLETTER FOR WABTEC EMPLOYEES

Frontline Spotlight

Mritunjay Singh and Atul Kumar Singh are leading their team to better safety practices by living out the People First Commitments.



Picture This

See how we've performed with safety across Freight Equipment so far this year, and how we can make progress in putting People First.



Competitive Edge

Jennifer Shea discusses how the new People First Commitments campaign is fostering a culture of safety around Wabtec.



Managers' Roundtable

Managers across the company share how they work with their teams to take responsibility for safety and risk mitigation.



Employee Excellence

See how different facilities have launched the People First Commitments and taken the charge to improve safety on their sites.



Picture This

Q1 Safety Check-In

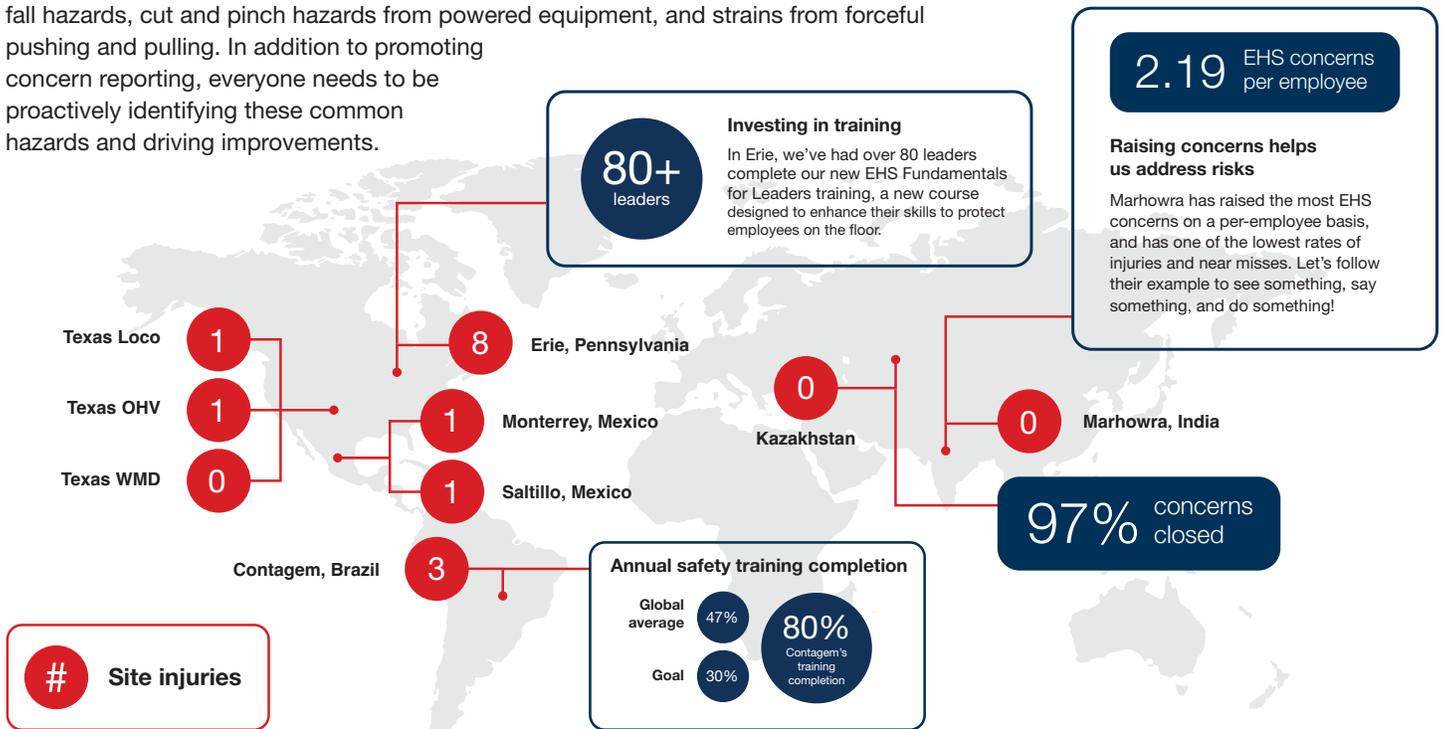
Our safety performance this year

See how we've performed with safety across Freight Equipment so far this year, and how we can make progress in putting People First.



Hazards hidden in plain sight

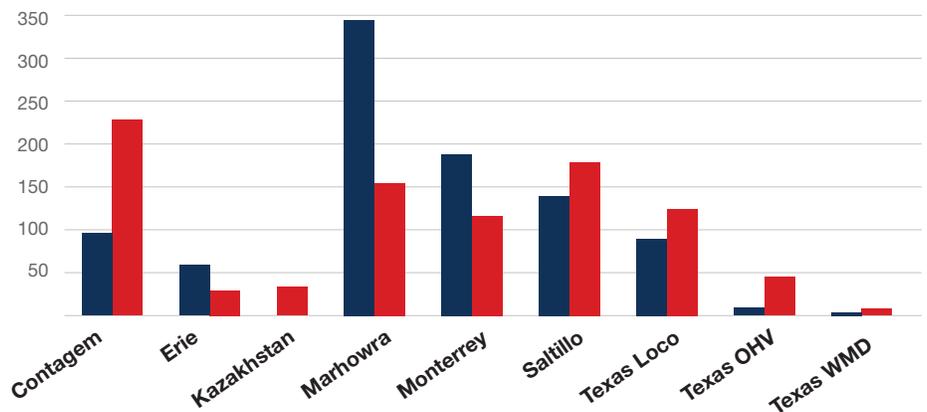
Similar to last year, most recordable injuries in 2024 so far involve employees performing normal job tasks, with over one year experience on that job. These include slip/trip/fall hazards, cut and pinch hazards from powered equipment, and strains from forceful pushing and pulling. In addition to promoting concern reporting, everyone needs to be proactively identifying these common hazards and driving improvements.



Closing EHS concerns

Overall, our frontline employees have raised 972 EHS concerns, which helps us address potentially unsafe factors before an injury occurs, and we've closed 93% of these concerns in a timely manner. Our Kazakhstan site has closed 97% of its concerns so far, and none have gone past due.

- Q1 2023 EHS concerns
- Q1 2024 EHS concerns



Frontline Spotlight

Reducing Risk Together

Taking responsibility for team safety

Mritunjay Singh and Atul Kumar Singh are leading their team to better safety practices by living out the People First Commitments.



On the front line, safety often comes down to consistency and attention to detail. Here, Mritunjay Singh, Assistant Engineer in Marhowra, and his manager, Atul Kumar Singh, share how they've built a culture of safe practices on their teams that lines up with the People First Commitments.

Tactics for improving safety

Across Wabtec, there are several strategies we've identified that help us improve safety. Mritunjay leads by example on his team with putting these tactics into action. "Our team uses a two-minute warning strategy to stay safe on the shop floor, which requires us to check all aspects of a process from a safety perspective before starting work," he says. "And as a team, we make sure to discuss the challenges related to safety in our shift assembly meetings."

Mritunjay thinks these precautions have made a tangible difference. "We've seen daily improvements of our existing safety procedures thanks to the two-minute warning," he says. "I've been impressed with the ways the team has identified risks and followed up as needed to make sure concerns are closed."



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Other employees follow Mritunjay's example when they see him stopping unsafe practices and getting everything correct before resuming work.

— Atul

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Atul sees the impact Mritunjay's consistency has on the whole team. He says, "Mritunjay prioritizes safety in day-to-day work with daily team discussions and the two-minute warning, but he's also continuously looking for safety improvements through engineering controls in the form of safety kaizens. These benefit everybody."

Mitigation and prevention

One of the best ways to be safe is to address risks as soon as they're identified. Mritunjay says, "When we see something wrong, we're able to make safety suggestions for any of our processes. These suggestions are addressed based on potential severity to prevent any harm, so the most serious risks are always handled first."

Mritunjay's diligence with prevention is a benefit to the whole team. "Mritunjay constantly raises safety concerns, big and small, and always follows up for closure to make sure we've addressed all potential risks," Atul says.

Importantly, Mritunjay also gives his teammates someone to emulate. "Other employees follow Mritunjay's example when they see him stopping unsafe practices and

getting everything correct before resuming work," Atul says. "And that's great for the whole team. We have rewards and a recognition system for employees who perform safe acts and safety kaizens, and that helps employees to follow the example set by others, like Mritunjay."

Putting People First

A lot of the procedures the team uses to improve safety line up with the People First Commitments. The commitments connect to our first value at Wabtec, People First, and represent the critical actions employees have the responsibility and ability to enact:

- I am empowered to stop work.
- I report EHS concerns.
- I am responsible for my safety and the safety of others.

It's an individual's responsibility to put the commitments into action, but it's important for the whole team to create an environment where employees feel comfortable doing that. Mritunjay says, "Our team is working to put the commitments into action by actively listening and supporting our team members when they suggest a safety improvement process. We're also sure to acknowledge their achievements, provide safety resources, foster open communication, and address challenges collaboratively."

Atul thinks that the efforts of employees like Mritunjay, along with the coordinated contributions throughout the rest of the facility, are helping to make employees safer every day. "The People First value is very unique, and it helps to keep safety consistently at the front of everyone's mind," he says. "We are developing a culture of care by empowering everyone to stop work if they spot an unsafe act, and the leadership team and frontline managers are participating in the safety dialogue in line with our behavior-based safety culture development."

Competitive Edge

Making the Pledge

Our commitment to safety

Jennifer Shea discusses how the new People First Commitments campaign is fostering a culture of safety around Wabtec.



Jennifer Shea

Our People First value encourages employees to put their teams and themselves at the forefront of our operations. Without a safe and healthy workforce, our business can't thrive.

Recently, Wabtec has been asking our employees to renew their commitment to workplace safety as part of our continued effort to put our People First. Here, Jennifer Shea, Vice President, Global EHS & Regulatory, discusses ways employees can champion safety in their daily work.

Performance goals

A large part of ensuring safety is breaking it down into reasonable pieces. Zero accidents each year is our goal, but attaining that requires everyone's commitment.

At Wabtec, management starts by setting yearly goals to focus our teams on year-over-year improvement across a variety of key performance indicators. "We have both lagging and leading indicators, such as frequency and severity of injuries and proactive measures of employee engagement, like concerns and near misses reported."

"While Wabtec's overall safety goal for 2024 is a 10% injury rate reduction across the company, we measure actions, as well as outcomes, to ensure our goals are realistic.

"Employees can really help us by bringing safety concerns to our attention and by reporting near misses where a more serious event could have happened." Jennifer says, "By helping to identify hazards in Wabtec's

operations, we can reduce or eliminate risks before a negative consequence occurs in the future."

People First

Separate from the performance goals are the strategic initiatives, which are fostering a safer and more efficient culture at Wabtec. Jennifer says, "Our People First Commitments is a campaign that we launched at the beginning of this year to really focus our attention on what matters most when it comes to environmental, health, and safety."

The EHS team broke down the People First Commitments into three simple, yet powerful action statements that employees can remember in their daily work. "The





action statements are: I report EHS concerns; I am empowered to stop work; and I am responsible for my safety and the safety of my coworkers.”

Jennifer says the objective is to build a culture where employees actively look out for one another. “We want to foster a culture where everyone feels responsible for their safety and the safety of others.” Jennifer says, “We’re better together when it comes to making good decisions and working safely at Wabtec.”

Speaking up

Safety starts with speaking up when there is a potentially hazardous situation. Jennifer says employees should be comfortable stopping work or making a hazard known when they see an issue. “Hazards can be present in any environment. The great thing about our culture is that people are generally comfortable stopping work and making an adjustment,” says Jennifer. “But it still takes a little bit of courage to say something’s not right.”

Jennifer says diligence goes a long way in preventing hazards, especially when watching for situations that may not seem dangerous in the moment. “I was visiting one of our shops in Brazil and one of the rules is that there is no jewelry.” She remembers that she took off her watch, rings, and bracelet before walking onto the shop floor. “After a little while, one of the employees said, ‘You’re wearing earrings. There’s no jewelry on the shop floor.’ And it wasn’t intentional. I just forgot and I needed a reminder. That’s the environment that we want at Wabtec. It’s okay to raise your hand, ask a question, or remind another team member to work safely.”

Jennifer invites employees to speak up about their experiences, good or bad, related to keeping their teams safe. The core of Wabtec’s People First Commitments is putting people and our safety at the top of our list. “That means celebrating our team members who raise a safety concern, stop work, or report a near miss. It gives us an opportunity to learn. We ask what went wrong? How can we make it right?” Jennifer says, “At the end of the day, we want all our employees to go home in the same condition as they came to work. I’m grateful for the work that our teams are doing to get closer and closer to that vision every day.”



Managers' Roundtable

A Proactive Approach

Thinking ahead with safety

Managers across the company share how they work with their teams to take responsibility for safety and risk mitigation.



Gunjan Malhotra



Why is it important to put People First?

Shane: I think that people really are the foundation, so nothing gets done without them. They're the most important thing and they make everything possible. Putting People First is recognizing that value and ensuring that our decisions and our actions reflect that.

Gunjan: It's important because people are the building blocks and foundation for any organization. At Wabtec, we care about relationships and we believe in doing the right thing. And when people are valued, they've got an intrinsic motivation and a greater level of engagement, so they can contribute more to the organization.

Nathanael: For me, our people are our greatest asset. I think that's probably what differentiates us from our competition more than anything else.



How does safety factor into our People First value?

Shane: Once we recognize the People First value, we can commit to prioritizing the well-being of our employees and begin to create a work environment that supports their health and safety. Safety is really everyone's responsibility, and we all need to be watching out for each other. When people are empowered, they can stop work or raise EHS concerns. If you see something, say something, do something, it could very well make an impact. Calling out risks and hazards can and will prevent incidents and injuries.

Gunjan: When we say People First, we mean that our first priority is their safety

and creating a safe working environment for them. It's all about making sure that they go home unharmed, because their families are waiting for them. Safety is a critical piece in the People First value and it extends beyond the shop floor to the customer sites, as well, where our products are being used. It's our responsibility to ensure that everyone who's engaged in our services at Wabtec stays safe: our employees, customers, and suppliers.

Nathanael: There's nothing more important than putting people's safety first. The foundation of any high-achieving team has got to be a culture and an environment where they feel safe.



Safety is really everyone's responsibility, and we all need to be watching out for each other.
— Shane



How can employees and managers take more responsibility for safety?

Shane: First, by making sure that they understand all the potential hazards in their area, then ensuring that everyone is educated and trained on safety protocols, PPE, and best practices.



Shane Kline
Plant Manager (Distribution)
Erie, Pennsylvania



Gunjan Malhotra
Plant Manager
Marhowra, India



Nathanael Wydner
Lead Production Coach
Fort Worth, Texas

Once all of that is identified, we can start working together on how we mitigate risk and make improvements.

Gunjan: Safety is everyone's responsibility, and that becomes even more evident for managers and supervisors as we're not only responsible for our own actions, we're responsible for the actions of our teams. Therefore, it's critical for supervisors to continuously look for risks that may impact the health and working environment of the workplace. It is important to look at risk assessments to continuously work on bringing the intensity of the risk down.

On the employee side, it is very important to be present. An aware employee can

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We can't sit by and wait for safety concerns or unsafe things to happen to our teams or hear about them in other areas.

— Nathanael

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mitigate risks in the workplace better than a person who is not attentive, and the degree of risks fall significantly when attentive employees are the ones complying with requirements on the shop floor.

Nathanael: It's important to have regular safety dialogues that are meaningful with people, following up with them when they have concerns, and then just challenging ourselves and our teams to think and act proactively about safety. We can't sit by and wait for safety concerns or unsafe things to happen to our teams or hear about them in other areas. We have to be out there on a day-to-day basis looking for them, thinking about the worst-case scenarios, and trying to prevent those before they happen.



Export Kitting team in B63 in Erie, PA



Check out the Managers' Roundtable video on the digital version of *Same Track*.

Employee Excellence

People First Commitments Launch

Elevating safety across Wabtec

See how different facilities have launched the People First Commitments and taken the charge to improve safety on their sites.



Apodaca, Mexico

This year, we've launched the People First Commitments campaign. At Wabtec, we're all responsible for safety, and these commitments help us to keep our whole facilities safe. When you're on the floor, remember:

- I am empowered to stop work.
- I report EHS concerns.
- I am responsible for my safety and the safety of others.

Check out the launch events for the campaign from our different sites around the globe, and see how employees have been signing on to make safety a top priority.



Marhowra, India

Fort Worth, Texas



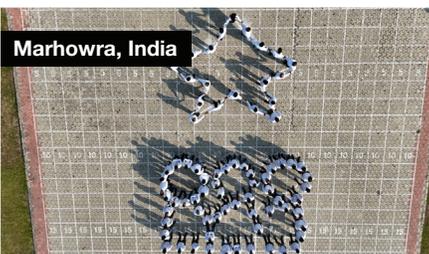
"People First means taking care of the safety and well-being of all employees. It's about thinking about the consequences that an incident can bring and making changes to prevent injuries."

— Alfonso Lara, Operation Manager, Apodaca, Mexico

Apodaca, Mexico



Marhowra, India



Fort Worth, Texas



Apodaca, Mexico