



Living our new Vision, Mission, and Values

Empowered by
MindGym



Vision Where we are going

**Revolutionize
the way the
world
moves for future
generations.**



Mission Why we do what we do



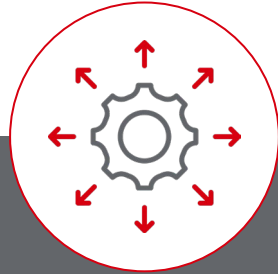
**Unlock our customers'
potential by delivering
innovative and lasting
transportation
solutions.**

Values How we will get there



People First

We care about relationships. Whether it's for each other or our customers, we do the right thing. People, and their safety, top our list.



Expand the Possible

We look for ways to improve what we create and how we do it. We are lifelong learners. We are obsessed with making things better to drive exceptional results.



Embrace Diversity





We celebrate a variety of experiences, expertise, and backgrounds, and aspire to create a place where we all belong.



One Wabtec

We are one global community that works together to achieve our shared Mission. Wherever we go, we go there together.

Bringing our Values to life: The Behaviors

Our Values	Behavior It means that I am...	What to do	What not to do
 People First	Responsible	Own your impact on the wellbeing and safety of others. Take action when you see something.	Fail to respect personal boundaries or stay silent.
	Empathetic	Show respect and understanding of others.	Sacrifice results in order to protect someone's feelings.
	Reliable	Live the Values. Walk the talk.	Use reliability as a reason to be inflexible.
 Expand the Possible	Curious	Lead with questions to inspire passion and creative ideas.	Allow curiosity to pull us outside of our business goals.
	Courageous	Fearlessly speak up and take risks. Fail fast and learn.	Take uninformed risks or be reckless with resources.
	Innovative	Challenge the status quo.	Change for the sake of change or choose a short-term fix over a long-term solution.
 Embrace Diversity	Inclusive	Ensure everyone feels welcome, valued, and safe to be themselves.	Fail to create a sense of belonging.
	Accepting	Show interest in people and ideas that are different than you/yours.	Emphasize how differences divide us rather than unite us.
	Advocating	Stand up for people and ideas.	Call out exclusions in an unconstructive manner or fail to address biases.
 One Wabtec	Collaborative	Be a team player and bring in others to deliver on our Mission.	Collaborate with the same people instead of expanding your network.
	Transparent	Communicate openly. Create trust, community, and awareness.	Be disrespectful, overshare, or share private or confidential information.
	Humble	Be accountable. Own your mistakes.	Let your ego get in the way or hesitate to share your knowledge and expertise.