



EHS Policy

Document:	Policy
Reference:	WC-P-EHS-001
Revision:	2.0
Effective Date:	11/01/2023

1- PURPOSE

Wabtec Corporation (“Company” or “Wabtec”) is committed to **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. This is critical to our mission to unlock our customers’ potential by delivering innovative and lasting transportation solutions.

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 strive to continually improve our Environmental, Health, and Safety (“EHS”) program by incorporating best practices within our industry. At Wabtec, our innovation is not only focused on our technology and products, but also protecting the employees and communities where we live and work.

This **EHS Policy** sets forth Wabtec’s expectations that each Company employee, no matter what position they hold, is responsible for ensuring a safe work environment, reducing the environmental impact of their operations, and complying with EHS laws, regulations, and Wabtec standards.

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 Safe Environments. 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 or eliminates 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 revolutionize the way the world moves for future generations.

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 reducing the waste, emissions, and discharges from our operations and by conserving the use of energy, waste, 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.

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- **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- DEFINITIONS (IF APPLICABLE)

Not applicable

5- SPECIAL SITUATIONS / EXCEPTIONS (IF APPLICABLE)

Not applicable

6- ROLES AND RESPONSIBILITIES (IF APPLICABLE)

Not applicable

7- CONTACTS (IF APPLICABLE)

Department (or Individual)	Contact Information
Corporate EHS and Legal	Jennifer Shea, Corporate VP EHS and Legal

8- REFERENCES

Not applicable

9- REVISION HISTORY

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Date	Revision	Reason / Description
10/19/2016		Initial release
12/10/2020	1.0	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
11/01/2023	2.0	Changed from "Safe Environments Policy" to "EHS Policy". Updated to include additional expectations related to the environmental impact and to align with the updated Vision, Mission and Values of the Company.

10- REVIEW AND APPROVAL

The **Review and Approval** section identifies the authorities and the names of the persons preparing, verifying and approving the policy.

	Business Unit	Name	Function
Prepared by:	Corporate	Andrea Campo	Corporate EHS Performance Manager
Verified & approved by:	Corporate	Amelia Adkins	Senior Director – EHS Governance and Operational Excellence
Released by:	Corporate	Jennifer Shea	Corporate VP EHS and Legal

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