



WABTEC'S 2025 GLOBAL MODERN SLAVERY STATEMENT

Wabtec is committed to combatting the risk of modern slavery and human trafficking in our business and supply chain. Our approach to human rights, including modern slavery and human trafficking, forms part of Wabtec's commitment to conducting business in a way that is sustainable for our employees, customers, and the communities in which they work and live.



Wabtec Corporation's 2025 Global Modern Slavery Statement

As the world's foremost rail technology corporation, and drawing on over 150 years of experience, Wabtec is leading the way in creating a more sustainable freight and passenger transportation network. Wabtec and its subsidiaries provide products and services through two principal business segments: Freight and Transit.

Freight accounts for approximately 72% of Wabtec's portfolio and our freight solutions help customers deliver goods and services with greater speed and greater savings. Freight rail is part of an integrated, efficient, and cost-effective network fueling the world's economy.

Transit accounts for approximately 28% of Wabtec's portfolio. At Wabtec, we provide products and services to virtually every major rail transit system around the world, supplying an integrated series of brakes, doors, and components for commuter and metro cars, as well as buses, that deliver safety, efficiency, and passenger comfort. We offer an extensive array of products, from pneumatic, electronic, and hydraulic brake equipment to HVAC and sanitation systems. Each of our products draws on our deep experience tailoring components to meet the specific needs of our customers and is manufactured using the latest technologies.

In our 2025 Global Modern Slavery Statement ("GMSS" or the "Statement"), we share our progress in building a robust supply chain that upholds Wabtec's sustainability and human rights commitments. This Statement is submitted on behalf of Wabtec Corporation and all of its direct and indirect subsidiaries, including subsidiaries subject to the Australia Modern Slavery Act 2018 ("Australia MSA"), the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 ("Canada MSA"), the Norwegian Transparency Act ("NTA"), the UK Modern Slavery Act 2015 ("UK MSA"), and the California Transparency in Supply Chains Act ("California TSCA"), which require qualifying businesses to disclose the steps they are taking to ensure that slavery, forced labor, child labor, and/or human trafficking are not taking place in their supply chains or any other part of their operations.

This Statement provides information required for these disclosures and provides guidance to other stakeholders of Wabtec Corporation, its subsidiaries, and affiliates. All data and figures in this Statement are current as of the fiscal year ending December 31, 2024. Unless otherwise specified, references to "Wabtec," "we," "us," "Company," or "our" refer to Wabtec Corporation, subsidiaries, and affiliates.



Wabtec Corporation Company Overview

Headquartered at 30 Isabella Street, Pittsburgh, PA 15212, and with over 30,000 employees worldwide and offices and facilities in over 50 countries, [Wabtec Corporation](#) (NYSE: WAB) is a global corporation committed to leading the way in creating a more sustainable freight and passenger transportation network. With 2025 marking Wabtec's 155th anniversary, and roots that trace back to its founding triumvirate of George Westinghouse, Thomas Edison, and Louis Faiveley, Wabtec has always built technologies and implemented solutions for a variety of sectors that are critical to meeting the needs of customers and governments alike. And because operational excellence and sustainability are among our priorities, we also conduct business in a way that is sustainable for our employees, customers, and the communities in which they work and live. To learn more about Wabtec's commitment to sustainability and for a summary of our positive impact, please see our Sustainability Report, available at: [2024 Sustainability Metrics Report](#).

The supply chain in the rail and industrial equipment industry is complex, with many tiers between material suppliers and manufacturers such as Wabtec. Our supply chain includes component suppliers as well as indirect suppliers of facilities, equipment, materials, and services.

Wabtec's Values Reflected in Our Policies

Wabtec's [Human Rights Policy](#), [Code of Business Conduct & Ethics](#), [Supplier Code of Conduct](#), and [Responsible Minerals Policy](#) address a broad range of human and workplace rights in our global operations and supply chain to ensure fairness, ethical behavior, dignity, and respect. Wabtec's policies are regularly reviewed and revised to ensure they remain current and appropriate.

Wabtec's Human Rights Policy

Our [Human Rights Policy](#) applies to all employees and the entire Wabtec enterprise, including subsidiaries, majority-owned joint ventures, and newly acquired companies. This policy complements Wabtec's [Code of Business Conduct & Ethics](#), and we inform and provide training to our employees about this policy. Wabtec's commitment to human rights is guided by international human rights principles proposed by independent organizations, such as the United Nations Universal Declaration of Human Rights; the United Nations Guiding Principles on Business and Human Rights ("UNGP"); the International Covenant on Civil and Political Rights; the International Labor Organization Declaration on Fundamental Principles and Rights at Work; and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises.

Key elements of the Human Rights Policy include: Safe and Healthy Working Conditions; Anti-Discrimination; Workplace Respect, Freedom of Association and Privacy; Fair Compensation; Prevention of Forced Labor, Human Trafficking, and Child Labor; and Rights of Indigenous Peoples. Wabtec operates within the framework of our Code of Business Conduct & Ethics and expects its employees, suppliers, and other partners to undertake business practices in accordance with applicable law, policy, and core values.

Wabtec's Code of Business Conduct & Ethics

The [Code of Business Conduct & Ethics](#), outlining Wabtec's commitment to compliance, integrity, and fairness, was updated to include our new Vision, Mission, and Values. This Code of Business Conduct & Ethics, which applies to all employees and contingent workers, is the cornerstone of our Global Compliance Program and requires all personnel to act fairly and compliantly in their interactions with customers, suppliers, other third parties, and one another. Among other things, it reaffirms Wabtec's respect for human rights, links to our Human Rights Policy, and encourages employees to raise concerns about suspected human rights violations in our supply chain.

Wabtec’s Supplier Code of Conduct

Wabtec procures a variety of products and services around the world. Given the nature and geography of Wabtec’s business, our supply chain is both extensive and diverse.

Each Wabtec business unit utilizes standard terms and conditions, which incorporate by reference [Wabtec’s Supplier Code of Conduct](#). This Supplier Code of Conduct applies to all suppliers of Wabtec and its worldwide affiliates and sets forth Wabtec’s expectations regarding our suppliers’ compliance with following the practices: sustainable sourcing; fair employment practices; environment, health & safety (“EHS”); human rights; and responsible mineral sourcing.

As part of this commitment to upholding human rights, suppliers agree to do the following:

1. Respect the human rights of their employees and others in their business operations and abide by Wabtec’s Human Rights Policy;
2. Not employ child labor;
3. Not use forced, prison, or indentured labor, or workers subject to any form of physical, sexual, or psychological compulsion, exploitation, or coercion, or engage in or abet trafficking in persons; and
4. Provide supporting data on their supply chain policies/procedures for human rights when requested.

Wabtec expects all of its suppliers to adhere to the Supplier Code of Conduct and all applicable laws and regulations and to ensure that these requirements are met within their supply chain. Supplier adherence is a key consideration when Wabtec makes sourcing decisions. Wabtec reserves the right to conduct audits to ensure compliance with its Supplier Code of Conduct or applicable laws and regulations. Wabtec also may terminate a supplier relationship if the supplier fails to comply with Wabtec’s policies aimed at combating modern slavery and human trafficking.


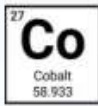




Wabtec’s Responsible Minerals Policy

[Wabtec’s Responsible Minerals Policy](#) outlines our commitment to avoiding and eliminating the use of minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo and/or adjoining countries. Wabtec conducts supply chain due diligence to operationalize this policy, and if suppliers are deemed to have product risk tied to conflict minerals or other rare earth minerals, they are required to commit to and implement a corrective action plan within a reasonable timeline. In addition, Wabtec reserves the right to conduct audits of its suppliers to ensure compliance with its Responsible Minerals Policy.

Measures Taken to Identify and Address Modern Slavery Risks

Wabtec periodically assesses its potential human rights impacts and identifies opportunities for improvement using the UNGP. Wabtec’s assessments have identified the following categories of direct and indirect suppliers where the potential for modern slavery risks may exist:

Wabtec risk assessment areas

 <p>Electronic Components Wabtec sources electronic components for certain products which may have modern slavery risks</p>	 <p>Cobalt Wabtec suppliers may be sourcing Cobalt with the risk of modern slavery/labor protections for use in batteries</p>
 <p>Conflict Minerals Wabtec suppliers may be sourcing materials associated with the risk of conflict minerals and modern slavery</p>	 <p>Transportation Wabtec transports components through ocean shipping through 3rd parties which may be associated with modern slavery risk</p>
 <p>Rare Earth Minerals Wabtec suppliers may be sourcing materials associated with the risk of modern slavery/labor protections</p>	 <p>Higher Risk Countries Wabtec is sourcing from some suppliers domiciled in countries with weak or limited controls and/or measures to prevent non-compliance with international standards for human rights or other labor protections</p>

This is not an exhaustive list and may be expanded as new areas are identified during the Company’s risk assessment activities.

To address the potential risk of modern slavery in our supply chain, Wabtec has established standardized policies and processes to evaluate, monitor, and audit suppliers against our Supplier Code of Conduct through a supply chain due diligence program and the following practices:

1. **Restricted Party List (“RPL”) Screening:** Wabtec screens its suppliers against an RPL database to ensure that we are not dealing with a supplier with whom we are legally prohibited from doing business, including entities that may have been sanctioned for engaging in modern slavery. Any supplier flagged through this screening process will be subject to additional due diligence and, where necessary, be replaced with an alternative supplier. Wabtec continues to run its list of suppliers against this database on a rolling basis to ensure that no new risks are added to the supplier pool.
2. **Responsible Supplier Assessment Practices:** Wabtec evaluates its suppliers’ compliance with human rights practices by utilizing onboarding questionnaires, desktop supplier assessments, as well as periodic onsite supplier audits in high-risk countries pursuant to the Wabtec Freight Equipment and Service’s Responsible Supplier Assessment Policy.
3. **Onboarding Tools:** In 2025, Wabtec continued to implement a new onboarding tool called HICX. This tool allows Wabtec to collect modern slavery information from its suppliers at the time of onboarding. This tool also allows suppliers to provide any updated information around modern slavery without the need for a yearly survey campaign.
4. **Supplier Monitoring:** Wabtec employs a Supply Chain Risk Management tool that allows for real-time monitoring on over 75 different indicators in key supply chain risk areas such as fair labor practices, human rights, environmental law, and regulatory and legal activities.

Wabtec continues to evaluate supplier responses to modern slavery surveys as they are received. In addition, Wabtec seeks to expand the scope of suppliers that are surveyed year over year. At a minimum:

1. Wabtec seeks to engage with suppliers highlighted as a potential risk. Wabtec will provide them with

feedback on our expectations of their policies, procedures, controls, and gaps observed based on their responses or Wabtec’s assessments.

2. If a significant risk is identified, Wabtec will work with the supplier to develop a remediation plan which may include a site audit. If the supplier is unwilling to change in order to mitigate risk or any actual impacts/findings, or use of their best endeavors fails to mitigate the risk, then Wabtec will seek alternate suppliers.

Wabtec also implements ways to measure the effectiveness of its policies and processes referred to above, including (but not limited to):

1. Measuring the number of suppliers surveyed or audited;
2. Tracking to closure any significant red flags raised through the RPL screening;
3. When significant non-compliance by a supplier is identified, the supplier will be encouraged to take corrective action, or an alternate supplier will be found;
4. Tracking the number of concerns raised regarding modern slavery or human trafficking; and
5. Recording any specific findings related to red flags and supplier corrective actions, as well as noting suppliers exited due to continued non-compliance with Wabtec’s Human Rights Policy.

Training and Communications

Wabtec employees are required to complete periodic training on Wabtec policies and certify that they have read and understand the Code of Business Conduct & Ethics and that they have reported any potential violations.

Additionally, specific training on modern slavery and human trafficking is assigned on a mandatory basis to all sourcing employees globally and offered to all employees voluntarily. This training addresses the identification of potential red flags of modern slavery and human trafficking and how to take the required action to respond appropriately.

Accountability

Wabtec requires its employees to follow its Code of Business Conduct & Ethics and its Human Rights Policy and maintains an open reporting program, [Speak Up, Wabtec!](#), through which potential violations of the law, Wabtec’s Code of Business Conduct & Ethics, and/or other Company policies, including potential human rights violations or concerns, may be reported. Speak Up, Wabtec! is available online and via hotline anytime and offers a multilingual, confidential, and, where permitted by applicable law, anonymous means of reporting concerns in over 50 countries. Wabtec treats all reports confidentially, as allowed by law and Wabtec’s policies. Wabtec does not tolerate any form of retaliation against anyone for reporting a concern or actual or potential violation of the law or Company policy.

Speak Up, Wabtec! contact details are included in our Supplier Code of Conduct, incorporated into our standard terms and conditions with suppliers, and are provided to all new suppliers upon onboarding.

Consultation Process

All Wabtec entities operate under a common set of governance policies and programs. This includes the programs through which modern slavery risks in the Company’s operations and supply chain are assessed and addressed. A process of consultation and engagement has been undertaken across Wabtec and its direct and indirect subsidiaries to help guide the drafting of the Statement.



Conclusion

This Statement is issued on behalf of Wabtec Corporation and all direct and indirect subsidiaries, including subsidiaries subject to the Australia MSA, the Canada MSA, the NTA, the UK MSA, and the California TSCA.

This Statement has been reviewed and approved by the Board of Directors.

Appendix A

Index for Australia Modern Slavery Act 2018

Criterion #	Requirement Description	Location in Wabtec GMSS
1	Identify reporting entity	Page 2: Paragraph 4
2	Structure, operations and supply chain	<p>Page 3: Wabtec Corporation Company Overview</p> <p>Additional Information: Evand Pty, Ltd. ("Evand"), the holding company for Wabtec's Australian subsidiaries, is a wholly owned subsidiary of Wabtec Corporation, while Industrea Mining Equipment Pty Ltd and Wabtec Australia Pty Ltd, being the only Australian based subsidiaries of Wabtec who had revenues in excess of A\$100 million, are wholly owned subsidiaries of Evand. Evand and its owned or controlled entities in Australia are referred to as "Wabtec Australia." Wabtec Australia has approximately 850 employees and contingent workers in 5 states and more than 16 different work sites. Work conducted includes manufacturing freight and transit products, as well as aftermarket and digital services for components and locomotives. A significant number of the products manufactured and sold by Wabtec Australia are sourced from Wabtec facilities around the world, including the USA. Wabtec Australia's supply chain policies and procedures, including steps taken to prevent and reduce risks of forced labour and child labour therein, are the same as Wabtec Corporation's global policies and procedures described in this Statement.</p>
3	Risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	<p>Pages 5-6: Measures Taken to Identify and Address Modern Slavery Risks</p> <p>Additional Information: Wabtec Australia has multiple foreign subsidiaries in China, Hong Kong and Chile. Two of the foreign subsidiaries produce and market freight and transit brake friction products in China. Another subsidiary, domiciled in Chile, provides digital mine software (sourced from Australia) and associated services. The Chilean entity has approximately 12 employees and operates from one site. The Chinese entities employ approximately 321 employees and 17 contractors across three sites, manufacture and market products similar to the products made and sold by Wabtec Australia. The employees of the Chinese entities are part of a union which has been established in accordance with the laws and regulations in China. Such a union is obliged to protect the rights and interests of the employees, including:</p> <ol style="list-style-type: none"> a. maintaining close contact with the employees; b. listening to and reflecting the opinions or requirements of the employees to the employer; c. caring about the lives of the employees; d. helping the employees resolve difficulties; and e. otherwise serving the interests of employees. <p>Furthermore, all employees in China are recruited and hired in accordance with relevant laws, sign a labor contract with their employer and are free to leave by terminating such contract upon 30 days' prior notice to the Company. Finally, these foreign entities are subject to Wabtec's global policies and procedures addressing human rights and modern slavery. Thus, we believe their operations have a low modern slavery risk profile.</p> <p>As part of our assessment of modern slavery risk, we reviewed whistleblower reports made by, or in connection to, Wabtec Australia</p>

		and the foreign entities. There were no concerns raised in relation to modern slavery either within a Wabtec Australia entity, the foreign entities or suppliers to Wabtec Australia or the foreign entities.
4	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Pages 4 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
5	Describe how the reporting entity assesses the effectiveness of such actions	Pages 4 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
6	Describe the process of consultation with entities that the reporting entity owns or controls	Page 7: Consultation Process
7	Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Additional Information: Wabtec is a member of Railsponsible, an industry initiative focused on sustainable procurement. The initiative aims to improve environmental and social practices of companies across the rail supply chain through best practice sharing and capability building. Railsponsible is an important vehicle through which Wabtec engages and collaborates with industry leaders in areas such as sustainable procurement and climate change. Wabtec also is a member of the Responsible Minerals Initiative.

Appendix B

Index for Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023

Criterion #	Requirement Description	Location in Wabtec GMSS
1	Subsection 11(1): A description of the steps taken to prevent and reduce risks of forced labour and child labour	Page 4 - 7: Human Rights Policy - Accountability
2	Subsection 11(3)(a): The entity's structure, activities and supply chains	Page 3: Wabtec Corporation Company Overview Additional Information: Wabtec Canada, Inc. is a corporation headquartered in London, Ontario (1030 Clarke Road, London, Ontario, N5V 3B2) and Wabtec Transportation Canada Inc. is a corporation headquartered in Winnipeg, Manitoba (84 Terracon Place, Winnipeg, Manitoba, R2J 4G7). Wabtec Canada, Inc. and Wabtec Transportation Canada are wholly owned subsidiaries of Wabtec Corporation. Their business includes developing custom electronics, door manufacturing, manufacturing heat transfer products, and research and development. Wabtec products sold in Canada are sourced from Wabtec facilities worldwide, including those in the USA. The supply chain policies and procedures of Wabtec Canada, Inc. and Wabtec Transportation Canada Inc., including measures to prevent and mitigate forced and child labour, follow the same global standards outlined in this Statement.
3	Subsection 11(3)(b): Policies and due diligence processes in relation to forced labour and child labour	Pages 4 - 7: Human Rights Policy – Accountability
4	Subsection 11(3)(c): The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk	Pages 5 - 6: Measures Taken to Identify and Address Modern Slavery Risks
5	Subsection 11(3)(d): Any measures taken to remediate any forced labour or child labour	Pages 4 - 7: Human Rights Policy – Accountability
6	Subsection 11(3)(e): Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains	Pages 4 - 7: Human Rights Policy – Accountability Additional Information: Wabtec has not identified any instances of human slavery in the Company's supply chain, therefore it has not needed to implement any remediation measures or remediate any lost income to the most vulnerable families. If instances are identified, they will be subject to corrective action.
7	Subsection 11(3)(f): The training provided to employees on forced labour and child labour	Pages 6 – 7: Training and Communications
8	Subsection 11(3)(g): How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	Pages 4 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks

Appendix C

Index for Norwegian Transparency Act

Criterion #	Requirement Description	Location in Wabtec GMSS
1	Annual statement disclosing the organization's efforts to conduct human rights due diligence in its supply chains and business operations.	Page 2: Paragraph 4

Appendix D

Index for UK Modern Slavery Act 2015

Criterion #	Requirement Description	Location in Wabtec GMSS
1	The organisation's structure, its business, and its supply chains	Pages 2 - 3: Wabtec Corporation's 2025 Global Modern Slavery Statement – Wabtec Corporation Company Overview
2	Policies in relation to slavery and human trafficking	Pages 4 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
3	Due diligence processes in relation to slavery and human trafficking in its business and supply chains	Pages 4 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
4	The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Page 5 - 6: Measures Taken to Identify and Address Modern Slavery Risks
5	Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Page 5 - 6: Measures Taken to Identify and Address Modern Slavery Risks

Appendix E

Index for California Transparency in Supply Chains Act

Criterion #	Requirement Description	Location in Wabtec GMSS
1	Verification: Steps to verify product supply chains to evaluate and address risks of human trafficking and slavery	Pages 4 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
2	Audits: Supplier audits to evaluate supplier compliance with company standards for trafficking and slavery in supply chains.	Pages 4 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
3	Certification: Direct supplier certifications that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.	Pages 4 - 6: Supplier Code of Conduct – Measures Taken to Identify and Address Modern Slavery Risks
4	Accountability: Internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking	Pages 5 - 7: Measures Taken to Identify and Address Modern Slavery Risks – Accountability
5	Training: Training for employees and management on human trafficking and slavery, who have direct responsibility for supply chain management.	Pages 6 - 7: Training and Communications