



Human Rights Policy

Document:	Policy
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Revision:	1.0
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PURPOSE

As a leading supplier of critical components, locomotives, services, signaling and logistics systems and services to the global rail industry, Wabtec is committed to respecting internationally recognized human rights principles throughout our global operations.

Our policy and actions conform with, and are guided, by the following standards and policies:

- The United Nations Universal Declaration of Human Rights (UDHR);
- The United Nations Guiding Principles on Business and Human Rights (UNGPR);
- The International Covenant on Civil and Political Rights;
- International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; and
- The OECD Guidelines for Multinational Enterprises.

This policy complements Wabtec's Code of Conduct.

This policy applies to the entire Wabtec enterprise, including subsidiaries, majority-owned joint ventures, and newly acquired companies. We inform and provide training to our employees about this policy. We also require the business partners and suppliers in our worldwide supply chain to adopt and enforce the concepts in this policy.

POLICY

Wabtec is committed to respecting recognized human rights principles aimed at promoting and protecting human rights in the countries in which we operate. We recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions.

Consistent with our commitment, and in accordance with applicable law and practice, we:

- work to establish safe and healthy working conditions and to evaluate the impact of our operations on local communities and the environment;
- aim to attract and retain the best qualified people available without regard to age, ancestry, color, creed, ethnicity, gender, gender expression or identity, genetic information, marital status, mental or physical disability, national origin, pregnancy, race, religion, sex, sexual orientation, veteran status, or other categories defined by law;

- prohibit discrimination and harassment based on any of the above factors, and retaliation against a person who has made a complaint or given information regarding possible violations of any Wabtec policy;
- value diversity as a key to the success of our business strategy and utilize the Wabtec Diversity Council to help achieve this objective;
- consult with relevant internal and external stakeholders to understand human rights related concerns and issues and remediate activity that is inconsistent with this policy;
- do not condone and strive to eliminate all forms of forced, prison or indentured labor, slavery, human trafficking, and child labor;
- recognize and respect the unique historical treatment and collective rights of Indigenous Peoples, also known as First Peoples, First Nations, Aboriginal Peoples, Scheduled Tribes or Native Communities;
- seek to compensate our employees fairly and competitively where they work; and,
- respect principles of freedom of association and privacy.

We promote and respect the rule of law and comply with the applicable law in the countries where we operate. We operate within the framework of our Code of Conduct and provide training to relevant employees, suppliers and business partners. We expect our business practices to be undertaken in accordance with applicable law, policy and our core values.

EXPECTATIONS FOR BUSINESS PARTNERS

Wabtec has a large and diverse network of business partners and suppliers.

Wabtec is committed to the highest standards of ethical and business conduct as it relates to the procurement of goods and services. Our relationship with our third-party providers, including our consultants and contract labor, are defined by contracts which are based on lawful, ethical, fair and efficient practices.

We expect our business partners and suppliers to obey laws, treat workers fairly, provide a safe and healthy workplace, and protect the environment. We are committed to working with these parties to uphold the principles in this policy. Our standard purchase order terms and conditions require that suppliers comply with our Supplier Code of Conduct, including an expectation that our suppliers conduct all business in a manner that respects human rights. We assess potential human rights impacts across our supply chain, including any impact from forced, prison, indentured or child labor, slavery or human trafficking through supplier onboarding, self-assessments, and targeted onsite audits. Any findings of non-compliance with our Supplier Code of Conduct are recorded and corrective actions are tracked to closure. A supplier's continued non-compliance may lead to additional actions, up to and including termination of the business relationship.

REPORTING

At Wabtec, we have always believed that we are not only responsible for doing things right, but that we also have an obligation to do the right things. We encourage any party to report any concerns immediately if they see or suspect unethical, illegal or unsafe conduct of any kind – or behavior that just does not seem right.

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Concerns may be reported confidentially and anonymously by any party, through our **Speak Up Wabtec!** program.

Online Reporting (can be submitted anonymously): <http://speakupwabtec.ethicspoint.com/>

Email Reporting: speakupwabtec@wabtec.com

Toll-free Helpline (U.S. / Canada – English Speaking): 1-877-860-1054 or 1-800-682-5845

Toll-free Helpline (U.S. / Canada – Non-English Speaking): 1-888-273-6085

Toll-free Helpline: Wabtec maintains toll-free Helpline numbers in various countries. Toll-free numbers currently in effect for other countries are posted at <http://speakupwabtec.ethicspoint.com/>. You may remain anonymous when you call from a country in which anonymous reporting is allowed.

Regardless of the reporting channel, all reported concerns are taken seriously and thoroughly investigated. Wabtec does not tolerate any retaliation by any individual against any party who raises a concern or reports wrongdoing.