

Wabtec Australia Modern Slavery Statement

Section 1: Introduction

This modern slavery statement has been prepared for Evand Pty Ltd (“Evand”), a wholly-owned subsidiary of Wabtec Corporation, and Industrea Mining Equipment Pty Ltd (“IME”) and Wabtec Control Systems Pty Ltd (“WCS”), who are wholly owned subsidiaries of Evand. For the purposes of this disclosure, where our statement is limited to Evand and its owned or controlled entities in Australia (including IME and WCS), we have referred to “Wabtec Australia”. Where our statement is limited to those foreign entities of Wabtec Australia that are operating overseas as described in section 2 below, we have referred to them as “foreign entities” or “Chinese entities” or “Chilean entity”. Finally, where we refer to “Wabtec”, “we”, “us” or “our”, it is a reference to the entire Wabtec corporate group.

Section 2: Wabtec’s Structure, Operations, and Supply Chain

Wabtec is a leading global provider of equipment, systems, digital solutions, and value-added services for the freight and transit rail sectors. Drawing on over 150 years of experience, we are leading the way in safety, efficiency, reliability, innovation, and productivity. Whether it is freight, transit, mining, industrial, or marine, our expertise, technologies, and people – together – are accelerating the future of sustainable transportation.

SUSTAINABILITY PRINCIPLES

When it comes to corporate sustainability, Wabtec has a three-pronged approach that includes:

Innovating with purpose.

We are committed to developing responsible and sustainable products that minimize our impact on the planet.

Driving responsible operations.

We are committed to providing work environments and products that enable productive and efficient use of resources.

Empowering people and communities.

We are committed to driving an inclusive culture grounded in integrity, committed to the development of and investment in the communities where our teams live and work.

You can learn more about our ESG efforts, including our commitment to human rights, in our 2023 Sustainability Report, which is available at:

https://www.wabteccorp.com/2023_Sustainability_Report?inline.

Our headquarters are located in Pittsburgh, Pennsylvania, U.S.A., and we have offices and facilities in over 50 countries around the globe. As of December 31, 2023, we have a global workforce of

approximately 27,000 employees. Wabtec is listed on the New York Stock Exchange as Westinghouse Air Brake Technologies Corporation (“WAB”). Evand, IME and WCS are wholly owned by WAB.

Wabtec, including Evand and its subsidiaries, provide products and services through two principal business segments, the Freight Segment and the Transit Segment. Freight accounts for approximately 67% of Wabtec’s Portfolio: From the food on our tables to the products we purchase, freight rail is part of an integrated, efficient, and cost-effective network fueling the world’s economy. Today, around 20 percent of the world’s freight is moved by a Wabtec locomotive.

Transit accounts for approximately 33% 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 are manufactured using the latest technologies.

Wabtec Australia sources significant quantities of goods and services, including electronic components, metallic components, raw materials, and engineered systems. In 2023, we worked with 1,758 Tier 1 suppliers (including related entities) globally to support our Australian operations and facilities (either directly or indirectly). These 1,758 Tier 1 suppliers cover many categories of services and products, the largest of which are raw materials including steel (plate and sheet), and copper (bus bars, and tubes), fabrications, machined parts, electronics, electricals, engineered systems, and metallic commodities.

Evand (ABN 59 072 254 007) is based in NSW and is an Australian private holding company for its Australian subsidiaries:

1. Austbreck Pty Ltd;
2. F.I.P. Pty Limited;
3. Faiveley Transport Australia Ltd;
4. Industrea Mining Technology Pty Ltd;
5. IME;
6. Industrea Pty Ltd;
7. Industrea Wadam Pty Ltd;
8. Napier Turbochargers Australia Pty Ltd;
9. Relay Monitoring Systems Pty Ltd;
10. Wabtec Australia Pty Limited;
11. WCS; and
12. Wabtec Transportation Group Holdings Pty Ltd.

Other than IME and WCS, none of these Australian-based subsidiaries have revenue in excess of \$100 million Australian dollars. These entities manufacture and market freight and transit products, as well as aftermarket and digital services for components and locomotives. Products produced include digital solutions, pantographs, locomotive remanufacturing, relays, and braking system components.

The following 9 Evand subsidiaries are based outside of Australia:

1. Industrea Chile S.A (Chile);

2. ***Industrea Hong Kong YL Limited (Hong Kong)***;
3. Hunan Times Wabtec Transportation Equipment Co., Ltd. (China) (previously known as Hunan CSR Wabtec Railway Transportation Tech. Co (China)) (50% consolidated JV);
4. Shenyang CNR Wabtec Railway Brake Tech. Co. Ltd (China) (this entity is not controlled by Evand) (50% non-consolidated JV);
5. ***Orion Engineering Ltd. Hong Kong (Hong Kong)***;
6. Beijing Wabtec Huaxia Technology Company Ltd. (China);
7. ***GE (Shijiazhuang) Mining Equipment Co., Ltd. (China)*** (Name Changed on 11 Dec 2023 to ***Wabtec (Shijiazhuang) Mining Equipment Co., Ltd. (China)***);
8. ***Wabtec China Rail Products & Services Holding Limited (Invest Co.) (Hong Kong)***; and
9. ***Wabtec China Friction Holding Limited (Invest Co.) (Hong Kong)***.

Of these 9 entities, those that are ***bold italicized*** are in the process of being liquidated, or were liquidated during 2023 or are holding companies that have no operations.

Of the four operating entities, three produce and market freight and transit brake friction products in China and the other, domiciled in Chile, supplies digital mine software and associated services.

The complexity of our products and supply chain around the world drives us to a systematic approach to identifying and managing various risks associated with suppliers, including modern slavery.

Section 3: Wabtec’s Risk Assessment

We have used the UN Guiding Principles on Business and Human Rights to assess the risk of modern slavery in in our operations and supply chains, including assessing whether we cause, contribute or are directly linked to modern slavery.

Operational Risk

Wabtec Australia has approximately 748 employees and contingent workers in 5 states and more than 16 different work sites. Work conducted includes manufacturing of freight and transit products, as well as aftermarket and digital services for components and locomotives. To support these activities, employee roles and responsibilities may include manufacturing, warehousing, logistics, field services, and support functions (e.g. HR, commercial operations). Each of these sites follows Wabtec’s global standards and policies for recruitment and ongoing management of staff, including full-time staff (accounting for 80 – 85% of Wabtec Australia’s workforce) and contingent workers (accounting for 15 – 20% of Wabtec Australia’s workforce), except where local legal requirements require deviation from those policies or standards. Most of Wabtec Australia’s workforce is male (82%) with the remaining 18% being female. All staff have a right to join a union. All employees have a written employment contract and are paid above minimum wage.

Additionally, Wabtec has taken steps to encourage a safe and compliant work environment, including providing routine employee training and maintaining an open reporting program for employees to raise concerns. These practices are further described below. Overall, we have concluded that there is a low risk of modern slavery in the operations of Wabtec Australia given the recruitment policies in place, contractual and statutory protections provided to employees, and the primary roles of staff employed by Wabtec Australia.

Referring to the foreign entities, three produce and market freight and transit brake friction products in China. The other, domiciled in Chile, provides digital mine software (sourced from Australia) and associated services. The Chilean entity has 18 employees and operates from one site. The Chinese entities employ approximately 350 employees and 18 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:

- 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.

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.

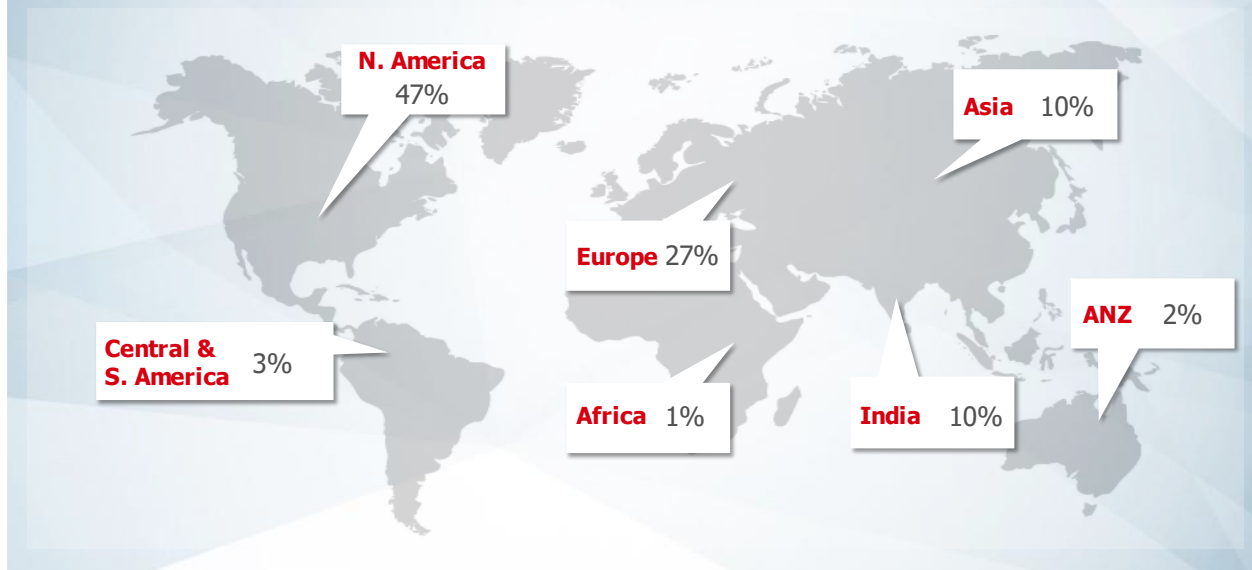
As part of our assessment of modern slavery risk, we reviewed whistleblower reports made by, or in connection to, Wabtec Australia and the foreign entities. There were no concerns raised in relation to modern slavery either within a Wabtec Australia entity, the foreign entities or suppliers to Wabtec Australia or the foreign entities.

Supply Chain Risks

Wabtec recognizes that our suppliers play a pivotal role in creating value for our customers, shareholders, employees, and the communities in which we operate. We are committed to working with our suppliers to mitigate modern slavery in Wabtec's supply chain. Notably, a significant number of suppliers to Wabtec Australia are its sister companies with operations in Europe and North America. These entities supply Wabtec Australia with transit products, freight components and equipment products. These companies are required to follow the processes and procedures described in this document for Wabtec, which prohibit modern slavery. Therefore, we consider these suppliers' operational risks to be low, subject to local suppliers having an inherent higher risk in jurisdictions that are more prone to modern slavery. Refer to section 4 for a description of our supply chain risk assessment process.

Wabtec's annual procurement spend for FY2023 was \$5.04B. 1.26% of that amount was spent by Wabtec Australia with their Tier 1 suppliers, which totaled 1,758 suppliers who are domiciled all over the world. Often the country of domicile of a supplier is not the origin of the goods supplied. In addition, Wabtec Australia's suppliers have their own unique supply chains with many sub-suppliers of their own. Wabtec Australia often has limited visibility of these sub-suppliers to non-related suppliers and whether they expose Wabtec Australia to modern slavery risks beyond high level industry-based risks. The map below shows where the Tier 1 suppliers of Wabtec Australia are domiciled.

Wabtec Australia sourcing footprint









Our Chilean entity supplies Wabtec Australia digital mine software and in-country resources to install such technology, so its supply chain risk reflects that of its related suppliers, supplemented by local suppliers as needed to operate a site in Chile. Chile is ranked as a relatively low-risk jurisdiction by the Global Slavery Index 2024.

For our Chinese entities in which Wabtec Australia has a controlling interest (Hunan Times Wabtec Transportation Equipment Co., Ltd. and Beijing Wabtec Huaxia Technology Company Ltd.), their direct supply chain includes related entities of Wabtec, supplemented by local suppliers. Their indirect supply chains are predominately local suppliers, excluding global supply programs such as travel, international transport logistics and computer hardware. The higher risk of modern slavery in these local supply chains reflects the increased inherent modern slavery risk in China compared to Australia, rather than any specific risks that were identified in our due diligence. Our 2023 review of our suppliers is described further below under the heading “Specific Supplier Risk Assessment and Mitigation Actions”.

Consistent with the due diligence process conducted in previous years, the following categories of direct and indirect suppliers may potentially expose Evand and its owned or controlled entities to modern slavery risk:

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 our risk assessment activities.

Section 4: Wabtec's Actions to Assess and Address Risk

Globally, Wabtec has implemented policies, procedures, and practices that are leveraged to help identify and address modern slavery in our own business operations and supply chain.

Wabtec uses the following approach to help identify and address modern slavery risk.

- (1) **Policies**: This Modern Slavery Statement continues to be supported by several policies and procedures, including our **Human Rights Policy, Supplier Code of Conduct, Code of Business Conduct and Ethics** and **Conflict Minerals Policy (now called Responsible Minerals Policy)**.
 - a. Wabtec's **Human Rights Policy**, issued in 2020, outlines our commitment to respecting human rights wherever we operate. Our policy and actions are guided by the UN Guiding Principles on Business and Human Rights, amongst other standards. As stated in the Human Rights Policy, we strive to eliminate all forms of forced, prison or indentured labor, slavery, human trafficking, and child labour. The Policy includes specific commitments to undertake ongoing due diligence to identify, prevent and mitigate any adverse impacts of our activities and provide access to remedy through effective reporting mechanisms. Wabtec's Human Rights Policy can be found at: <https://ir.wabteccorp.com/static-files/c4d32f5a-d771-450e-8d41-196b8eb18b61>.
 - b. Each Wabtec business unit utilises standard terms and conditions, which incorporate by reference Wabtec's **Supplier Code of Conduct**. The **Supplier Code of Conduct** includes

specific expectations regarding suppliers' compliance with obligations in respect of sustainable sourcing, fair employment practices, environment, health and safety (EHS), human rights, responsible mineral sourcing, working with government, improper payments, competition law, intellectual property, security and privacy, trade controls and customs matters and controllership and tax laws. Wabtec's Supplier Code of Conduct was updated during the reporting period and can be found at: <https://ir.wabteccorp.com/static-files/bb0dbc43-6373-4810-8ac1-1f39b8ca8ae3>.

- c. In 2023, Wabtec's **Code of Business Conduct and Ethics ("Code of Conduct")**, which outlines Wabtec's commitment to compliance, integrity, and fairness, was updated to include our new Vision, Mission, and Values, to align with our new behaviors. Our Code of Conduct, which applies to all employees and contingent workers, is the cornerstone of our Global Compliance Program and requires all personnel to behave fairly and compliantly in their dealings with customers, suppliers, other third parties, and each other. Among other things, the Code of Conduct 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 Code of Conduct can be found at: <https://ir.wabteccorp.com/static-files/fe76c10c-8311-4f5d-94d6-4ae16fbe98ff>.
 - d. 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 or adjoining countries. Wabtec has guidelines that outline the procedure to implement and operationalise the **Responsible Minerals Policy**, including conducting Supply Chain Due Diligence. If legacy 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. Wabtec's new vendor management system allows for coordination with any new supplier to ensure that they understand Wabtec's responsible sourcing policy and compliance requirements, the requirements of the Conflict Minerals Rule, and the OECD Guidance, while also collecting CMRTs from suppliers before they are initiated into the supply chain. This helps Wabtec more proactively identify, assess, and respond to supply chain risks. Further, Wabtec reserves the right to conduct audits to ensure compliance with its Supplier Code of Conduct, applicable laws and regulations, and the Responsible Minerals Policy. In 2023, the Responsible Minerals Policy was updated to include other rare earth minerals (including mica). Wabtec's current Responsible Minerals policy can be found at: <https://ir.wabteccorp.com/static-files/eb2e79c0-1128-4ffd-9d1f-3425302bdc54>.
- (2) **Processes, Procedures and Standards:** Our policies continue to be supported by processes, procedures and standards to mitigate the risks of modern slavery within our supply chain.
- a. **Open Reporting Program** – Wabtec and its business units have an open reporting system – **Speak Up Wabtec!** – that allows employees and third parties to report

concerns about policy violations, including concerns about modern slavery. Speak Up Wabtec! Is hosted by a third-party hotline provider, Navex Global, who offers a multi-lingual, confidential and anonymous means of reporting concerns in over 50 countries (<http://speakupwabtec.ethicspoint.com/>).

Wabtec expects employees to promptly report misconduct and integrity concerns through any of our open reporting channels, including managers, HR, Legal, Compliance teams, or by emailing speakupwabtec@wabtec.com. Employees also can anonymously raise concerns by using the [Speak Up Wabtec! E-tool](#), or by calling the Speak Up Wabtec! Hotline in Australia at 1800 058 817. International hotline numbers for over 50 countries are also available via the e-tool. The email address for Speak Up Wabtec! is included in our Supplier Code of Conduct, which is available on our website, incorporated into standard terms and conditions with suppliers and provided to all new suppliers. Our program seeks to address concerns promptly, thoroughly, and fairly. Wabtec does not tolerate any form of retaliation against employees, contractors or sub-contractors for reporting.

- b. **Responsible Supplier Assessment Practices** – Based on business risk assessments, there are a variety of supplier assessment tools used by Wabtec to evaluate compliance with human rights practices, including onboarding questionnaires, desktop supplier assessments, as well as periodic onsite supplier audits in High-Risk Countries pursuant to the Wabtec Freight Equipment & Service’s Responsible Supplier Assessment Policy. High-Risk Countries are defined as countries which have been deemed to have weak or limited controls and/or measures to prevent non-compliance with international standards for human rights or other labor protections. This definition incorporates country-specific information and data from governmental, international NGO, and industry standards related to human rights risks.

In 2023, 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 for suppliers to provide any updated information around modern slavery within the tool with no need for a yearly survey campaign.

Wabtec continues to implement a Supply Chain Risk Management tool, introduced in 2021, to enhance our understanding of risks to our supply chain. Realtime monitoring on over 75 different indicators allows additional visibility into key supplier areas such as fair labor practices and human rights, environmental law, and regulatory and legal activities.

- (3) **Governance:** Our governance framework guides decision-making around how we operate, innovate, and drive growth. This governance framework starts with Wabtec’s Board of Directors and its committees who oversee the execution of the company’s environmental, social, and governance (ESG) strategy as part of their oversight of Wabtec’s overall business. As mentioned above, details of Wabtec’s 2023 Sustainability Report can be found at https://www.wabteccorp.com/2023_Sustainability_Report?inline. Moreover, the

implementation of programs, policies, and procedures to assess and address ESG risks – such as modern slavery – is coordinated by a cross-functional team of regional and subject matter experts. Specifically, Wabtec’s program to address modern slavery is coordinated by members of the Sourcing Compliance, Supplier Quality, Human Resources, Environmental, Health, and Safety, and Legal teams.

- (4) **Terms and Conditions:** Each Wabtec business unit utilises standard terms and conditions, which incorporate by reference Wabtec’s Supplier Code of Conduct. Suppliers, where they accept Wabtec’s standard terms and conditions, are contractually obligated to adopt policies to address human rights (including sustainable sourcing, fair employment practices, environment, health and safety (EHS), security and privacy). Wherever possible, Wabtec seeks contractual rights to audit supplier’s compliance and seeks to work with suppliers to develop and implement corrective action plans where adverse human rights impacts are identified.
- (5) **Restricted Party List (RPL) Screening:** Wabtec screens its suppliers against a 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 that is flagged through this screening process will be subject to additional due diligence and (where necessary) be replaced with an alternate supplier. At a global level, Wabtec continues to run its list of suppliers against this database on a rolling basis to ensure no new risks are added to the supplier pool.
- (6) **Training and Awareness:** We recognize the need to build the capability of our employees, particularly, our Sourcing team and front-line managers, to not only identify potential red flags of modern slavery and human trafficking but also to take the required actions to respond appropriately. Modern Slavery training has been conducted and completed through Wabtec Corporation’s training module, called Wabtec Learning Management System. It was assigned to all Sourcing employees globally. Future training is being created to ensure annual training for all Sourcing employees. Additionally, key stakeholders and management (including the Sourcing and Human Resources teams) are routinely updated on human rights obligations in our global operations and supply chain.

Specific Supplier Risk Assessment and Mitigation Actions re Wabtec Australia

In 2023, Wabtec conducted a risk-based segmentation and assessment of Wabtec Australia’s external suppliers based on geographic risk and sector/product risk across the 1,758 Tier 1 suppliers identified in Section 2 above.

As part of this initial segmentation, Wabtec identified 190 suppliers producing materials in higher risk countries. Wabtec also identified an additional 294 suppliers who operate in higher-risk industries.

For 2023, Wabtec amended the scope of suppliers included, due to the integration of various businesses into Wabtec and understanding the amount of parts/products sent from Wabtec locations abroad. Based on Wabtec’s initial risk assessment the number of suppliers in respect of Wabtec Australia who

were sent surveys was reduced to 675. This assessment is ongoing and we are working with our suppliers to ensure that anti-slavery practices are in place.

Wabtec has globally audited over 160 suppliers. These audits seek to ensure (among other things) that that the human rights, labour rights (including hours of work, paid above minimum wage, reasonable rates of overtime, etc) and safety of the workforce are being respected. Suppliers with significant findings must address them in a timely manner or Wabtec will take further action, including the potential termination of the relationship with the supplier. To date, no audited Wabtec Australia suppliers have required action to exit the relationship with that supplier, albeit ongoing review of the compliance of higher risk suppliers continues.

Section 5: Assessing the Effectiveness of Wabtec's Actions

Wabtec continues to implement ways to measure our program effectiveness, including but not limited to:

- (1) Measuring the number of the suppliers surveyed or audited;
- (2) Tracking to closure any significant flags raised through the RPL screening;
- (3) Where significant non-compliance by a supplier is identified, Wabtec uses its leverage to encourage the supplier to take corrective action or an alternative supplier will be identified;
- (4) Tracking the number of concerns raised regarding modern slavery or human rights;
- (5) Measuring the penetration of our supplier contract terms and conditions addressing modern slavery and human rights; and
- (6) Documenting any specific findings tied to red flags and supplier corrective actions and suppliers exited due to continued non-compliance with Wabtec's Human Rights Policy.

During the reporting period, we progressed the initiatives that we had set out to achieve in 2023, namely, the updating of our Supplier Code of Conduct and Code of Conduct, implementing HICX and updating our Responsible Minerals Policy.

In 2024, our ongoing efforts to better understand our potential connection to modern slavery risks will include the following initiatives:

- (1) continuing to implement the onboarding tool (HICX), reviewing the information collected from suppliers in relation to modern slavery and prioritizing the actions arising from the results of the review;
- (2) implementing a new sustainability assessment tool for suppliers. This tool will be used to gather information from the supplier on modern slavery policies/procedures. Results generated from the tool will also be used in Wabtec's Supplier Selection Matrix for some sections of the business. The tool automatically generates scores based on each supplier's assessment responses;
- (3) continue to find ways to simplify the surveying process with suppliers to drive better response rates in order to help us better understand where modern slavery risks lie with our suppliers; and
- (4) develop a bespoke modern slavery training program for the Sourcing team and front-line managers to equip them to identify potential red flags and respond appropriately.

Section 6: Remediation

Wabtec recognises the importance of taking steps to identify and remediate any findings or concerns identified during our supply chain due diligence.

Prompt and Thorough Investigation of Concerns Raised: Wabtec employees and external stakeholders are encouraged to raise any concerns and have multiple channels to do so, including our above-referenced open reporting hotline, “**Speak Up Wabtec!**”, that is available in local languages and is administered through a third-party. Any form of retaliation against concern raisers is prohibited. Wabtec seeks to investigate all concerns promptly and objectively in accordance with its investigation protocols. If a violation by a supplier is confirmed, Wabtec will, where possible, use its leverage to encourage the supplier to take corrective action or an alternative supplier will be identified.

Supplier engagement: We continue to evaluate supplier responses as they are received. In addition, we seek to expand the scope of suppliers that are surveyed year on year. At a minimum:

- (i) we seek 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.
- (ii) if a significant risk is identified, we 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 their best endeavors to mitigate the risk and this fails, then Wabtec will seek alternative suppliers.

Section 7: Other relevant information

Wabtec is a member company of Railsponsible, an industry initiative focused on sustainable procurement, with the aim of continuously improving sustainability practices throughout the railway industry supply chain. 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.

Section 8: Process of Consultation

All Wabtec entities operate under a common set of governance policies and programs. This includes the programs through which modern slavery risks in our operations and our supply chains are assessed and addressed. A process of consultation has been undertaken across Wabtec, Evand and its subsidiaries (including IME and WCS) to help guide the drafting of this statement. This included engagement with the following functions (which each have global responsibility, including Wabtec Australia and the foreign entities): Compliance, Legal, Human Resources, Sourcing; as well as relevant Wabtec Australia General Managers and relevant Executive Leadership Team members.

This statement was approved by the board of Evand on 30 June 2024 in Melbourne, Australia.

Signed

A handwritten signature in black ink, appearing to read 'H. Van Wyk', with a stylized flourish at the end.

Henro Van Wyk
Director
30 June 2024

Annexure A– Reporting Criteria

Reporting Criterion	Page
1 & 2. Identify the reporting entity and describe its structure, operations and supply chains	1 – 3
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	3 – 6
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	6 – 11
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	10
6. Describe the process of consultation with any entities the reporting entity owns or controls	11
7. Any other relevant information	11