

Wabtec Publishes Its Inaugural Reconciliation Action Plan in Australia

Melbourne, Australia, May 30, 2023 — Wabtec today published its first Reconciliation Action Plan (Reflect RAP), a formal statement documenting how the company will support reconciliation with Aboriginal and Torres Strait Islander peoples in Australia. The plan is part of Wabtec’s people first approach to a diverse and inclusive workforce where all employees treat each other with respect and dignity.

“This is an important moment for our business as we deliver our Reflect RAP,” said Wendy McMillan, Senior Regional Vice President, South East Asia, Australia and New Zealand. “With a People First approach, Wabtec is focused on creating a true culture of inclusion, and our Reflect RAP will enable us to forge a deeper understanding of our sphere of influence and the contribution we can make to reconciliation.”

The RAP lays out Wabtec’s vision of reconciliation, where Aboriginal and Torres Strait Islander cultures are celebrated and respected. It also details how the company contributes to these communities. Wabtec outlines four core actions in its Reflect RAP:

- Relationships — establishing and strengthening mutually beneficial relationships with First Nations stakeholders and organisations
- Respect — increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning
- Opportunities — improving employment outcomes by increasing First Nations recruitment, retention, and professional development, and increasing Aboriginal and Torres Strait Islander supplier diversity
- Governance — establishing and maintaining an effective RAP Working Group to drive governance, provide support for effective implementation of commitments, and continue Wabtec’s reconciliation journey by developing the next plan

Based on the core pillars of *relationships*, *respect*, and *opportunities*, the RAP documents provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting self-determination.

“It is important to approach our reconciliation journey with a sense of reflection, as we commit ourselves to education, awareness and learning about the rich histories of the Aboriginal and Torres Strait Islander communities, and the unique cultures of the world’s oldest living civilization,” said McMillan. “Wabtec’s continued success is only possible when our employees bring together the diversity of their backgrounds, perspectives, experiences, and cultures to develop truly innovative solutions that reflect the incredibly diverse customers and stakeholders we serve around the globe. We look forward to identifying areas of potential partnership with Aboriginal and Torres Strait Islander organisations and communities, to ensure the sustainability of future RAPs and reconciliation initiatives.”

Wabtec Australia’s Executive Team and the RAP Steering Committee advocated for the plan’s development in 2022. The RAP Steering Committee worked in close collaboration with First Nations consultant, Mr. Noel Niddrie from Winangali — one of Australia’s leading Indigenous engagement agencies — who provided guidance on this first step of the company’s journey. Reconciliation Australia, the lead independent not-for-profit organisation for reconciliation, partnered with Wabtec to guide, review, and endorse its inaugural Reflect RAP.

To download the Reflect Reconciliation Act Plan, visit:

<https://www.wabteccorp.com/Reflect-Reconciliation-Action-Plan-2023?inline>

About Wabtec

Wabtec Corporation (NYSE: WAB) is focused on creating transportation solutions that move and improve the world. The company is a leading global provider of equipment, systems, digital solutions and value-added services for the freight and transit rail industries, as well as the mining, marine and industrial markets. Wabtec has been a leader in the rail industry for over 150 years and has a vision to achieve a zero-emission rail system in the U.S. and worldwide. Visit Wabtec's website at www.wabteccorp.com.

###

Media Contact:

Global - Tim Bader
+1 682-319-7925
tim.bader@wabtec.com

Australia – Ian Eckersley
+61 432-754-897