

# SUSTAINABILITY REPORT



# NOVEMBER 2021



**FEDERAL SIGNAL**  
*Moves. Cleans. Protects.*

# TABLE OF CONTENTS

About This Report	3
Our Mission & Vision	4
A Message From Our CEO	5
Who We Are	6
Our Values	7
Our Locations	8
Our Brands	9
Our Businesses	10
Application Focuses:	
Safe Digging / Vacuum Excavation	14
Street Sweeping	15
Sewer Cleaning	16
Product Sustainability & Innovation	17
Industry Advocacy	19
Professional Associations & Memberships	20
Facility Environmental Matters	21
Investing in the Environment	22
Plant Enhancements	23
Environmental Performance in Our Facilities	24
Energy Performance Metrics	25
Energy Goals & Management	26
Community Engagement	27
COVID-19 Response	29
Our People	31
Diversity, Equity & Inclusion	33
Workplace Safety	34
Employee Benefits	35
Human Rights	36
Supply Chain Sustainability	37
Governance & Ethics	38
Risk Management	40
Stakeholder Engagement	42
ESG Data Summary	43
GRI Index	44

 Our website and our Annual Report on Form 10-K for the year ended December 31, 2020, which was filed with the Securities and Exchange Commission (SEC) on February 25, 2021, (2020 Form 10-K) contain additional information about our Company, our businesses, and our brands. Visit [federal-signal.com](https://www.federal-signal.com)

# ABOUT THIS REPORT

This is Federal Signal's second annual Sustainability Report, highlighting the progress we have made on our Environmental, Social, and Governance (ESG) initiatives.

In preparing this report, we conducted a materiality assessment to understand the ESG topics that are most important to our internal and external stakeholders. This report provides details on our performance on many of these topics.

Our businesses share a similar strategy and common values but, for the most part, operate relatively independently of each other. Over the course of the last few years, we have also completed several acquisitions. For these reasons, when preparing this report, we were diligent in collecting data that was consistent and complete across our business portfolio. We would like to express our gratitude to the many people at our business units who discovered and organized volumes of source data, provided creative input, including case studies and photographs, and shared their enthusiasm for the ESG project. Going forward, we aim to continue to enhance our reporting capabilities across additional ESG topics.

This report was produced following the Global Reporting Initiative (GRI) Sustainability Reporting Standards and the Institutional Shareholder Services Inc. (ISS) Environmental and Social Disclosure QualityScore™ Framework.

Information in this report covers our fiscal year ended December 31, 2020 unless otherwise indicated. Certain metrics also include references to our performance in 2018 and 2019. We may make periodic updates on our ESG performance in the future, and intend to include those updates on the [sustainability page](#) of our website.

We are proud to be a company whose products have inherent environmental and social importance, and we hope that our pride is evident upon reading this report.

## Safe Harbor Statement

These materials contain various forward-looking statements as of the date hereof and we undertake no obligation to update these forward-looking statements regardless of new developments or otherwise. Statements in these materials that are not historical are forward-looking statements. Such statements are subject to various risks and uncertainties that could cause actual results to vary materially from those stated. Such risks and uncertainties include but are not limited to: direct and indirect impacts of the coronavirus pandemic and the associated government response, economic conditions in various regions, product and price competition, supply chain disruptions, work stoppages, availability and pricing of raw materials, risks associated with acquisitions such as integration of operations and achieving anticipated revenue and cost benefits, foreign currency exchange rate changes, interest rate changes, increased legal expenses and litigation results, legal and regulatory developments and other risks and uncertainties described in filings with the Securities and Exchange Commission.

Please note, some photographs appearing in this report were taken prior to the start of the pandemic and may not reflect the Company's current COVID-19 safety protocols, including social distancing and face mask policies.



# OUR MISSION & VISION



At Federal Signal, we are relentless in our commitment to our customers to build and deliver equipment of unmatched quality that moves material, cleans infrastructure, and protects the communities where we work and live.

As part of our mission, we firmly believe that sustainability is critical when thinking about the future. Whether it be pursuing environmentally sustainable operating practices in our facilities or finding new ways to support the communities where we live, we are steadfast in our commitment to doing what is right. We recognize that sustainability means protecting the planet for future generations to come.

**Federal Signal strives to be the #1 provider of infrastructure maintenance equipment and public safety tools for the industries and communities we serve.**

# A MESSAGE FROM OUR CEO

At Federal Signal, we are committed to making a difference to our customers, our communities, and our environment.



## JENNIFER L. SHERMAN

President and CEO Jennifer L. Sherman has worked together with the Board of Directors and executive leadership team to strengthen the Company's strategic focus and growth, promote margin expansion, and improve shareholder value. Her focus on new product development earned the Company a 2016 Chicago Innovation Award and a 2017 nomination for CEO Innovator of the Year from the Executives' Club of Chicago. In 2020, the University of Michigan awarded Ms. Sherman the David D. Alger Alumni Achievement Award.

Ms. Sherman has long demonstrated a strong commitment to supporting non-profits, including her work as a board member for The Community House (former Board Chair), Center for Disability and Elder Law, WTTW/ WFMT, and the Field Museum of Chicago, where she serves on the Diversity, Equity, Access and Inclusion Committee. Ms. Sherman is a visiting lecturer at the University of Michigan Ross School of Business.

The past year was one of reckoning. The global pandemic that continues to alter so many aspects of our lives has emphasized the importance of businesses treating their employees as the lifeblood of the organization. Across the country, we have seen an increase in necessary conversations about greater diversity, equity, and inclusion, while a series of devastating natural events around the world have heightened and highlighted the necessity for action on addressing the damage that is being done to our planet.

As an employer of over 3,800 people, we at Federal Signal consider it our duty to have a clear and measurable plan to face these challenges. In our second annual Sustainability Report, we outline the steps we are taking to work towards a sustainable future for all.

Our people are the backbone of Federal Signal, and their wellbeing, in and out of the workplace, is a critical focus. When the pandemic first hit, we reacted quickly to find new ways to protect our employees while our essential businesses remained operational in support of critical infrastructure. We reconfigured workspaces, staggered manufacturing shifts, and invested in temperature screening capabilities and personal protective equipment. We also offered free at-home COVID-19 test kits to all employees, including their household members, and launched "Project 85", an initiative to encourage employees to get vaccinated. Our teams also found creative ways to serve our customers with new and innovative digital tools.

I am immensely proud of the commitment our businesses have shown to their local communities during the most challenging of times. From making donations to local charitable organizations, to providing meals to families in need, our businesses have remained beacons of stability in their surrounding areas.

At Federal Signal, we have always focused on providing our employees a competitive benefits package and an environment where each person feels like they belong. It is our strong belief that no one should ever be treated differently because of where they come from, what they believe, or what they look like, and we take great pride in being an employer that welcomes and embraces all cultures and viewpoints. This includes our commitment to building a diverse and inclusive workforce that is reflective of the communities in which we operate.

Of course, our collective safety relies upon the future health of our environment, which is why we have developed a series of actions to help reduce our environmental footprint. We have committed to a 10% reduction of our water, natural gas, and electricity consumption intensity by 2023. We have also invested over \$40 million over the past three years funding ongoing research and development, with an increasing share of that spend dedicated to vehicle electrification projects. To that end, we recently launched our plug-in hybrid electric Broom Bear street sweeper, and expect to release additional electric offerings in the next year. We are also actively studying ways to further expand our electrification offerings across our suite of product lines.

Since the Company's foundation over 120 years ago, the world has faced trials and tribulations of all kinds, yet human ingenuity has exhibited a remarkable power to adapt to these challenges. Once again, now is the time for less talk and more action. I am thrilled to see other companies making similar efforts around their ESG initiatives, and while I know that it won't always be easy, I can say this: Federal Signal will do its part to make the world a better place.

Thank you,

A handwritten signature in blue ink that reads "Jennifer".

Jennifer L. Sherman

President and Chief Executive Officer

# WHO WE ARE

Federal Signal Corporation was founded in 1901, and joined the New York Stock Exchange (NYSE) in 1969. We trade under the ticker symbol FSS.

We are a designer, manufacturer, and supplier of products and integrated solutions for municipal, governmental, industrial, and commercial customers. Our product portfolio includes sewer cleaners, industrial vacuum loaders, vacuum excavation and hydroexcavation trucks (collectively, "safe digging trucks"), street sweepers, road-marking and line-removal equipment, waterblasting equipment, dump truck bodies, trailers, specialty material handling vehicles, and safety and security systems, as well as technology-based products and solutions for the public safety market. In addition, we engage in the sale of parts, service and repair, equipment rentals, and training as part of a comprehensive aftermarket offering to our customers.



- IN BUSINESS FOR 120+ YEARS
- LISTED ON THE NYSE FOR 50+ YEARS



CRAIN'S CHICAGO BUSINESS 2020  
**NOTABLE**  
WOMEN IN MANUFACTURING





# OUR VALUES

WE BELIEVE THAT THE CORE VALUES OF INTEGRITY, HONESTY, AND EQUALITY ARE FUNDAMENTAL TO ALL WE DO. ON TOP OF THOSE BASIC VALUES, WE BELIEVE IN:



INTELLECTUAL  
CURIOSITY

ADAPTABILITY

FOCUS

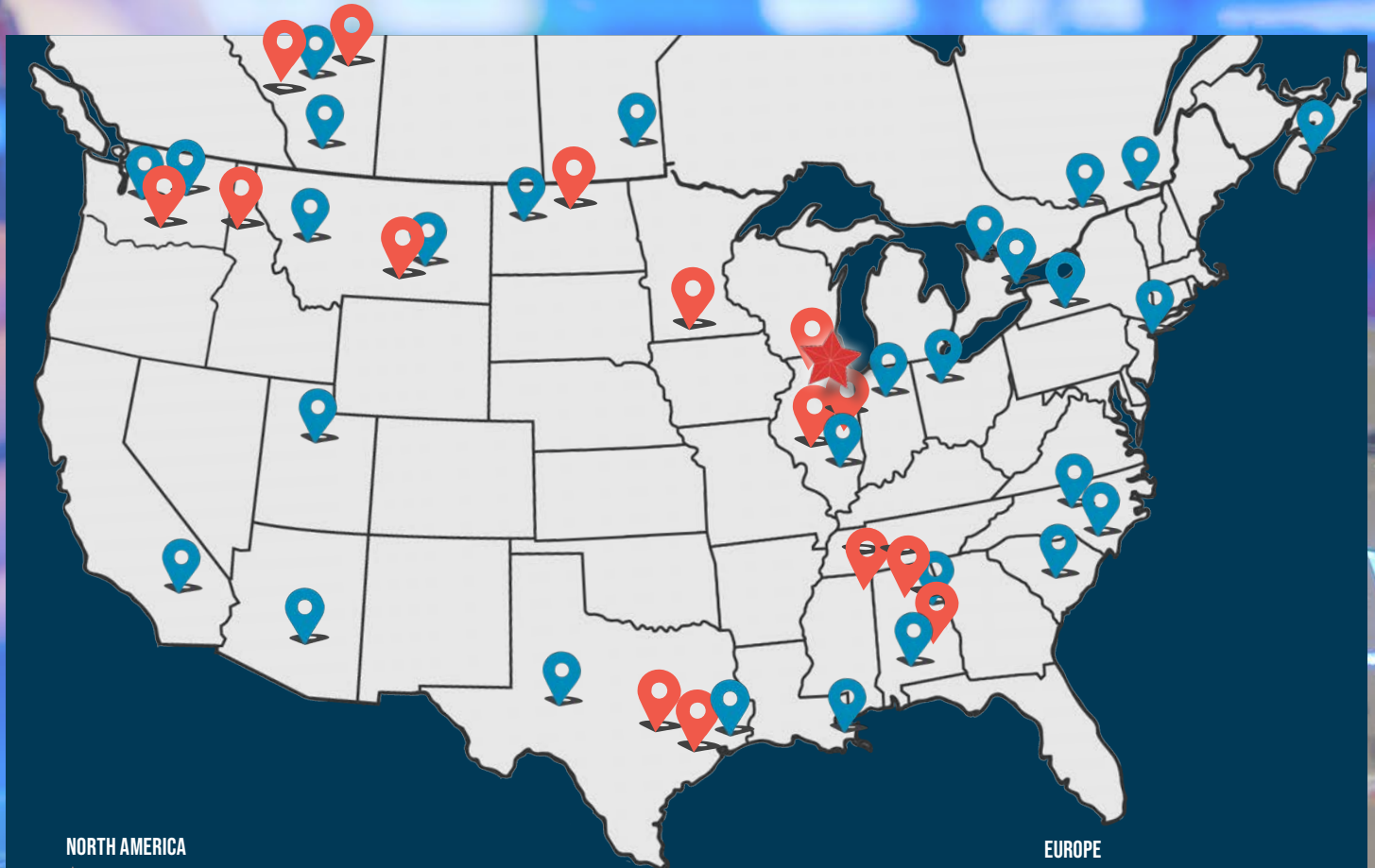
CLARITY

JUDGMENT

PASSION

OPTIMISM

# OUR LOCATIONS



## NORTH AMERICA



### Corporate Headquarters

- Oak Brook, Illinois
- Fayette, Alabama
- Homewood, Alabama
- Leeds, Alabama
- Tempe, Arizona
- Long Beach, California
- Post Falls, Idaho
- Elgin, Illinois
- Streator, Illinois
- University Park, Illinois
- Highland, Indiana
- Gonzales, Louisiana
- Lake Crystal, Minnesota

- Tishomingo, Mississippi
- Billings, Montana
- Missoula, Montana
- New Brunswick, New Jersey
- Rochester, New York
- High Point, North Carolina
- Monroe, North Carolina
- Rugby, North Dakota
- Williston, North Dakota
- Toledo, Ohio
- Lexington, South Carolina
- Houston, Texas
- La Porte, Texas
- Midland, Texas

- Salt Lake City, Utah
- Marysville, Washington
- Snohomish, Washington
- Tacoma, Washington
- Calgary, Alberta, Canada
- Edmonton, Alberta, Canada
- Nisku, Alberta, Canada
- Winnipeg, Manitoba, Canada
- Halifax, Nova Scotia, Canada
- Innisfil, Ontario, Canada
- Ottawa, Ontario, Canada
- Toronto, Ontario, Canada
- Montreal, Quebec, Canada

## EUROPE

- Newcastle, United Kingdom
- Katowice, Poland
- Barcelona, Spain
- Madrid, Spain

## AFRICA

- Gauteng, South Africa



**18 PRINCIPAL MANUFACTURING FACILITIES IN  
FIVE COUNTRIES AROUND THE WORLD**



**30+ SERVICE CENTER/CUSTOMER SUPPORT LOCATIONS**

**3,800+ EMPLOYEES**

\*Location and employee data as of November 2021



# OUR BRANDS

**FEDERAL SIGNAL**  
Safety and Security Systems  
Public Safety Systems

**FEDERAL SIGNAL**  
Safety and Security Systems  
Heavy Duty

**FEDERAL SIGNAL**  
Safety and Security Systems  
Signaling

**FEDERAL SIGNAL**  
Safety and Security Systems  
Systems

**CRYSTEEL**

**DURACASS**

**ELGIN**  
Subsidiary of Federal Signal Corporation

**Solutions**

**Depot**

**GROUND FORCE**  
WORLDWIDE

**GUZZLER**

**HighMark**  
Subsidiary of Federal Signal Corporation

**J-CRAFT**

**Jetstream**  
Subsidiary of Federal Signal Corporation

**Joe Johnson**  
Equipment

**MRL**  
MRL EQUIPMENT COMPANY, INC.  
Subsidiary of Federal Signal Corporation

**NTE**

**OSW**

**OX BODIES**

**PUBLIC WORKS EQUIPMENT**  
Subsidiary of Federal Signal Corporation

**Rugby**

**Travis**

**TRUCK BODIES**  
& EQUIPMENT INTERNATIONAL

**TRUVAC**  
by Vactor reg., inc.

**VACTOR**  
Subsidiary of Federal Signal Corporation

**FEDERAL SIGNAL VAMA**  
Safety and Security Systems

**Victor**

**WESTECH**  
Subsidiary of Federal Signal Corporation

**Wtb**

## LEADING GLOBAL BRANDS OF PREMIUM VALUE-ADDING PRODUCTS AND SYSTEMS

# OUR BUSINESSES

The products that we manufacture and supply, and the services that we provide, are divided into two groups: the Environmental Solutions Group and the Safety and Security Systems Group.

## ENVIRONMENTAL SOLUTIONS GROUP

Our Environmental Solutions Group (ESG) is a leading manufacturer and supplier of a full range of street sweepers, sewer cleaners, industrial vacuum loaders, safe digging trucks, high-performance waterblasting equipment, road-marking and line-removal equipment, dump truck bodies, and trailers. The Group manufactures vehicles and equipment in the U.S. and Canada that are sold under the Elgin®, Vactor®, Guzzler®, TRUVAC®, Westech™, Jetstream®, Mark Rite Lines, Ox Bodies®, Crysteel®, J-Craft®, Duraclass®, Rugby®, Travis®, OSW™, NTE™, and WTB™ brand names. The Group's product offerings also include certain products manufactured by other companies, such as refuse and recycling collection vehicles, camera systems, ice resurfacing equipment and snow removal equipment. Products are sold to both municipal and industrial customers either through a dealer network or by direct sales to service customers, generally depending on the type and location of the customer. In addition to vehicle and equipment sales, the Group also engages in the sale of parts, service and repair, equipment rentals and training as part of a comprehensive aftermarket offering to its current and potential customers through its service centers located across North America. In October 2021, we completed the acquisition of substantially all of the assets and operations of Ground Force Manufacturing, a leading manufacturer of specialty material handling vehicles.



TRUVAC FLXX, A FLEXIBLE VACUUM TRUCK PROVIDING MAXIMUM PAYLOAD, PERFORMANCE, AND PRODUCTIVITY IN A SMALLER AND MORE MANEUVERABLE PACKAGE



## Elgin Sweeper

Elgin is a leading manufacturer of street sweepers primarily designed for large-scale cleaning of curbed streets, parking lots, and other paved surfaces utilizing mechanical sweeping, vacuum, and recirculating air technology.



## FS Depot

Supporting over 100 dealer locations worldwide, FS Depot is the aftermarket sales and distribution center for Vactor sewer cleaner, Elgin street sweeper, TRUVAC hydroexcavator, and other parts.



## FS Solutions

FS Solutions offers unsurpassed expertise and a unique breadth of environmental cleaning solutions such as equipment, parts, rental, service, and training to meet the needs of industrial cleaning professionals.



## Ground Force Manufacturing

A leading manufacturer of specialty material handling vehicles that support the extraction of metals, with a product portfolio that includes fuel and lube trucks, water trucks, dump bodies, and rock spreaders.



## Guzzler

Guzzler is a leading manufacturer of industrial vacuum loaders used to manage industrial waste or recover and recycle valuable raw materials.



## Jetstream

Jetstream manufactures high-pressure waterblasting equipment and accessories for commercial and industrial cleaning, and maintenance operations.



## Joe Johnson Equipment

Joe Johnson Equipment (JJE) is Canada's largest supplier of infrastructure-maintenance equipment. JJE has a long-standing reputation for distributing industry-leading products through its national branch network with a keen focus on customer support.





## Mark Rite Lines Equipment Company/ HighMark Traffic Services

MRL manufactures truck-mounted and ride-on road-marking and line-removal equipment. HighMark Traffic Services is a road-marking service provider, operating primarily within the state of Montana.



## OSW Equipment & Repair

Leading manufacturer of dump truck bodies and a custom upfitter of custom truck equipment and trailers.



## Truck Bodies & Equipment International

Truck Bodies & Equipment International (TBEI) manufactures and sells dump truck bodies and trailers under the Ox Bodies, Crysteel, J-Craft, Duraclass, Rugby, and Travis brand names.



## TRUVAC

Under the TRUVAC brand, introduced in 2019, we manufacture a range of premium vacuum and hydroexcavation trucks designed to satisfy the safe digging requirements of businesses or organizations that locate and verify underground utility lines and pipes.



## Vactor

Vactor is a leading manufacturer of equipment solutions for cleaning and maintaining sewers and catch basins. Its products include truck- and trailer-mounted combination sewer cleaners, jetters, and auxiliary equipment.



## Westech

Westech is a manufacturer of high-quality, rugged vacuum excavation trucks.



# OUR BUSINESSES

## SAFETY AND SECURITY SYSTEMS GROUP

Our Safety and Security Systems Group (SSG) is a leading manufacturer and supplier of comprehensive systems and products that law enforcement, fire rescue, emergency medical facilities, campuses, military facilities, and industrial sites use to protect people and property. SSG offers systems for community alerting, emergency vehicles, first responder interoperable communications, and industrial communications. Specific products include public safety equipment such as vehicle lightbars and sirens, industrial signaling equipment, public warning sirens, and general alarm/public address systems. Products are sold under the Federal Signal™, Federal Signal VAMA®, and Victor® brand names. The Group operates manufacturing facilities in the U.S., Europe, and South Africa.

### Public Safety Equipment

With operations in the U.S. and Europe, we manufacture reliable and high-performing products for emergency and work truck vehicles. We specialize in emergency and warning lights, sirens, directional lighting, and smart police vehicle systems.



### Industrial Signaling Equipment

Our Industrial Signaling products are certified for use in territories governed by the International Electrotechnical Commission and/or the National Electrical Code standards. Designed for process control, plant safety, emergency evacuation and more, our products are used in manufacturing, tunneling and mining, and other industrial applications.



### Warning Systems

We are a leading provider of communication and security equipment systems for offshore, marine, industrial, and municipal environments. Our intuitive systems include interoperable alerting and notification solutions with a modular design methodology that allows systems to be deployed separately or collectively.



# APPLICATION FOCUS

## SAFE DIGGING/ VACUUM EXCAVATION



### VACUUM EXCAVATION IS A SAFER ALTERNATIVE TO MECHANICAL DIGGING IN THE PRESENCE OF BURIED UTILITIES

TRUVAC FLXX



Many traditional methods of excavation utilize shovel digging and backhoe operation, which are imprecise and time consuming, and can cause damage to underground utilities resulting in unforeseen costs and service interruptions for consumers.

Vacuum excavation is a nondestructive method of digging that involves the use of pressurized water and a high-powered vacuum system to expose buried infrastructure, or prepare an area for new installations, while minimizing the likelihood of damage to the utility. This method is often referred to as safe digging.

Because the technique significantly reduces the chance of damage to underground infrastructure, it is becoming increasingly accepted as standard practice in the utility industry and has propagated widely throughout the United States. 19 states and the Occupational Safety and Health Administration (OSHA) now include vacuum excavation as part of their “safe excavation” best practices. About 1,000 U.S. workers are hurt every year by excavation cave-ins, and safe digging helps to avoid cave-ins and hazardous gas leaks.<sup>2</sup>

When it comes to quality engineering, innovation, and reliable service, no other vacuum excavators can match TRUVAC's extensive line of vacuum excavation products utilizing both hydroexcavation and air excavation.



The Common Ground Alliance estimates that excavation damages to underground utilities cost the U.S. approximately \$30 billion annually<sup>1</sup>

<sup>1</sup>“Damage Information Reporting Tool.” CGA - Common Ground Alliance, Sept. 2021, <https://commongroundalliance.com/DIRT>.

<sup>2</sup>“Preventing Deaths and Injuries from Excavation Cave-Ins (85-110).” Centers for Disease Control and Prevention, The National Institute for Occupational Safety and Health (NIOSH), 6 June 2014, <https://www.cdc.gov/niosh/docs/85-110/default.html>.



# APPLICATION FOCUS

## STREET SWEEPING



### ESSENTIAL AND PRACTICAL APPROACH TO REDUCING AIR AND WATER POLLUTION IN THE ENVIRONMENT

Maintaining streets and roads is key to protecting the environment, improving safety, protecting vehicles, and improving community aesthetics.

Street sweeping not only makes the streets cleaner, it's an essential and practical approach to reducing air and water pollution in our local communities and environment, and is an important part of stormwater pollution prevention. This cleaning method prevents unwanted toxins and materials from flowing into storm drains, streams, waterways, and bays and is critical in reducing backups and flooding. It also keeps job sites clean and safe, and assists in minimizing tire damage.

Street sweeping has been defined as a best management practice by the U.S. Environmental Protection Agency (EPA) in preventing stormwater runoff. Well-maintained sanitary and storm sewers are critical to maintaining the health of the community.

Elgin Sweeper is committed to providing municipalities with environmental solutions that reduce stormwater and air pollution. From our alternative fuel sweepers and waterless dust control sweepers to our single-engine technology, Elgin Sweeper is an industry leader in developing innovative products that result in cleaner streets, water, and air.



Street sweeping is defined as a best management practice by the EPA in preventing stormwater runoff<sup>1</sup>

<sup>1</sup> "National Menu of Best Management Practices (BMPs) for Stormwater-Pollution Prevention and Good Housekeeping," EPA, Environmental Protection Agency, <https://www.epa.gov/npdes/national-menu-best-management-practices-bmps-stormwater-pollution-prevention-and-good>.

# APPLICATION FOCUS

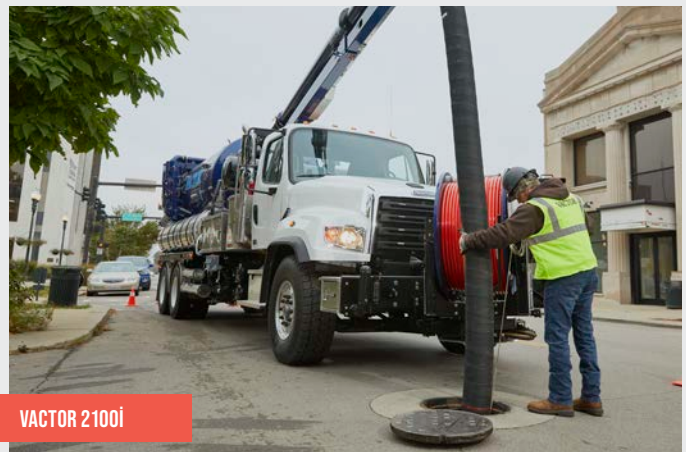
## SEWER CLEANING

### WELL-MAINTAINED SANITARY AND STORM SEWERS ARE CRITICAL TO MAINTAINING THE HEALTH OF A COMMUNITY

Sewer cleaning products are designed to serve one purpose—to improve water system infrastructure and enhance the safety and wellbeing of our communities and the families who live and work in those communities.

Most people are unaware of all that goes on beneath the surface of their cities, homes, and streets, but maintaining the system that moves wastewater and stormwater is essential to maintaining the health and safety of a community. Sanitary sewers are used to transport sewage from homes and commercial buildings to treatment facilities. When not properly maintained, they can become clogged by obstructions including roots, grease, debris, and more. When overflows occur, human health can be affected, and freshwater resources can be damaged. Our sewer cleaning equipment is used by municipalities and contractors to provide routine maintenance of sewer systems, stormwater systems, catch basins, and water treatment facilities. These systems and facilities are part of the critical infrastructure that cities and towns rely on to provide a safe and healthy environment for residents.

At our Vactor Manufacturing facility in Streator, IL, we produce a portfolio of sewer cleaning product options to meet the many application needs that municipalities and companies use around the world to ensure a working infrastructure. Through routine inspection and cleaning, by identifying and solving problems below ground, Vactor seeks to be the #1 provider of infrastructure maintenance equipment and safety tools in the world.



VACTOR 2100i



With up to 75,000 sanitary sewer overflows each year, preventing sewer overflows is a national enforcement priority for the EPA<sup>1</sup>

<sup>1</sup>"Sanitary Sewer Overflows (SSOs)." EPA, Environmental Protection Agency, <https://www.epa.gov/npdes/sanitary-sewer-overflows-ssos>.



# PRODUCT SUSTAINABILITY & INNOVATION

## Street Sweeper Electrification

### Plug-In Hybrid Electric Broom Bear

Elgin has an ongoing commitment to create products that reduce their carbon footprint, improve air quality, and mitigate climate change. Powering sweepers with rechargeable batteries reduces emissions, noise, and maintenance.

#### From Concept to Reality

Developed through Elgin's innovation process and successfully piloted in 2019, our plug-in hybrid electric Broom Bear sweeper uses a high-capacity battery to power the sweeper. The battery can be recharged while driving or when plugged into an electrical outlet.

#### Less Fuel, Less Noise

Our plug-in hybrid electric Broom Bear sweeper consumes dramatically less fuel relative to the baseline Broom Bear, while maintaining overall sweeping performance. The hybrid sweeper's low noise level is an added benefit for the operator, and especially for residents living in areas where sweepers routinely operate.

#### Ongoing Innovation

We have received initial orders for long-term performance evaluations and are currently testing a hybrid electric version of our popular three-wheel product, the Pelican. Our teams continue to work on identifying the technologies and architectures that will enable fully electric street sweepers without compromising performance.

#### Sustainability Commitment

The plug-in hybrid electric Broom Bear is another example of Elgin Sweeper's ongoing commitment to help municipal customers reduce their carbon footprint, assist cities with their sustainability initiatives, improve air quality, and mitigate climate change.

ELGIN PLUG-IN HYBRID ELECTRIC BROOM BEAR





Federal Signal places a high priority on developing new products and services, as well as enhancing our existing products and services.

## Research & Development Spending

**~\$40 M** in last three years

**167** active patents

**50+** patent applications 2018–2020

## Sewer Cleaner Enhancements

### Smarter Equipment, Smarter Future

Whether by helping operators onsite or managers and supervisors working remotely, or by ensuring job sites are safe for local communities, Vactor's sewer cleaning trucks keep getting smarter in order to help preserve critical infrastructure, enhance operator safety, and reduce equipment downtime. Vactor's IntuiTouch control system provides truck operators with controls that are intuitive, informative, and intelligent.

### Geofencing Technology

Utilizing a sewer cleaner's location, geofencing technology enables operators to remotely set water pressure parameters for work crews to prevent nearby residential and commercial property damage. The Vactor module automatically records a job report containing GPS location, date, time, and several other data points.

### Digital Work Zone Alerting

Working in conjunction with a sewer cleaning customer in Idaho, Federal Signal has incorporated digital siren technology into several test vehicles. This technology broadcasts a truck's location to a cloud platform that provides digital mapping services to help prevent traffic congestion caused by sewer cleaning operations and increases the safety of work crews by lowering the risk of being hit by passing vehicles.

## Warning Systems

### Federal Signal's CommanderOne® Messaging System

Our warning systems are trusted around the world to protect people and property from natural hazards of all kinds. Activated individually or in unison, over geographies ranging in size from a single town to an entire state, our systems provide verifiable indoor and outdoor audible notifications that can withstand the growing frequency and intensity of natural disasters such as hurricanes and tornadoes.

CommanderOne®, our cloud-based control and messaging system, enables emergency managers to monitor and control their warning sirens from any desktop or mobile device. It offers real-time data with actionable insights, enabling them to make important decisions quickly.

VACTOR INTUITOUCH IN-CAB TOUCH SCREEN CONTROLS



VACTOR INTUITOUCH WIRELESS REMOTE CONTROL SYSTEM



COMMANDERONE® LE CLOUD-BASED CONTROL FOR WARNING SYSTEMS



# INDUSTRY ADVOCACY

We support the development of policies and standards that make our roads, communities, and surrounding environment cleaner and safer for future generations. We work with organizations such as the EPA, the National Utility Contractors Association (NUCA), Common Ground Alliance (CGA), and many others to promote legislation that keeps our water systems running, our buried utilities safe, and our air and watersheds clean. Below are several highlights of where we are actively engaging in the conversation, as well as the committed participation of our dedicated employees.



The **National Truck Equipment Association (NTEA)** represents manufacturers, distributors, installers, and customers as the undisputed resource and advocate for the North American work truck industry. Focusing on multiple areas, NTEA provides industry research, education, regulatory and policy advocacy, and in-depth technical information.

**Tina Albright, our VP of Human Resources & Safety at TBEI, was elected as First Vice Chair of NTEA Board of Directors' Executive Committee for the 2021-2022 term.** She has served on the Board since 2017 and was elected to the Executive Committee in 2019. Her service has included work on industry education, workforce development, government relations, and much more. With over 25 years of experience at TBEI, Tina has been at the leading edge of change in the work truck industry for her entire career.

Beginning March 2022, Tina is in line to become the first female to serve as Chair of NTEA's Board of Directors' Executive Committee. Beyond overseeing the organization's direction and initiatives, she will have a particular focus on preparing the work truck industry for the generational shifts influencing access to labor and training, paths to market, and production methods.



**TINA ALBRIGHT, VICE PRESIDENT, HUMAN RESOURCES & SAFETY, TBEI  
FIRST VICE CHAIR, BOARD OF DIRECTORS' EXECUTIVE COMMITTEE, NTEA**



**Associated Equipment Distributors (AED)** is an international trade association representing companies involved in the distribution, rental, and support of equipment used in construction, mining, forestry, power generation, agriculture, and industrial applications.

**Michael Paric, our Director of Dealer Sales and Development, has served as AED's Eastern Canada Regional Director since 2018** and has been a voice for North American equipment distributors in both Washington, D.C. and Ottawa. AED advocates on behalf of all its members to promote knowledge, understanding, and enhancement of the continually evolving role of equipment suppliers in the rapidly changing marketplace.



**MICHAEL PARIC, DIRECTOR OF DEALER SALES AND DEVELOPMENT, ENVIRONMENTAL SOLUTIONS GROUP, FEDERAL SIGNAL  
REGIONAL DIRECTOR, EASTERN CANADA, AED**

# PROFESSIONAL

# ASSOCIATIONS & MEMBERSHIPS

Federal Signal, its businesses, and its team members belong to numerous professional organizations and industry associations, including:

## FEDERAL SIGNAL CORPORATION

American Payroll Association  
Association of Certified Fraud Examiners (ACFE)  
Association of Corporate Counsel (ACC)  
Chicago Bar Association (CBA)  
Chicago Finance Exchange (CFE)  
Illinois CPA Society (ICPAS)  
Illinois State Bar Association (ISBA)  
National Association of Corporate Treasurers (NACT)  
National Safety Council  
Society for Human Resource Management (SHRM)  
The Institute of Internal Auditors (IIA)

## ENVIRONMENTAL SOLUTIONS GROUP

American Equipment Manufacturers (AEM)  
American Gas Association  
American Public Works Association (APWA)  
American Rental Association (ARA)  
American Traffic Safety Services Association (ATSSA)  
Association of Ontario Road Supervisors (AORS)  
Canadian Public Works Association (CPWA)  
Canadian Transportation Equipment Association (CTEA)  
Distribution Contractors Association  
Gas Technology Institute (GTI)  
Georgia Utility Contractors Association  
Great Lakes Trenchless Association

Hydrovac Alliance of Ontario (HVAO)  
Illinois Asphalt Pavement Association (IAPA)  
MISS DIG 811  
Municipal Equipment and Operations Association Ontario (MEOA)  
National League of Cities (NLC)  
National Association Sewer Service Companies (NASSCO)  
National Association of Trailer Manufacturers (NATM)  
National Plasterers Council (NPC)  
National Railroad Construction (NRC)  
National Trailer Dealers Association (NTDA)  
National Truck Equipment Association (NTEA)  
National Utility Contractors Association (NUCA)  
North American Power Sweeping Association (NAPSA)  
North American Rendering Association (NARA)  
North American Society for Trenchless Technology (NASTT)  
Ontario Good Roads Association  
Ontario Public Works Association (OPWA)  
Ontario Recreation Facilities Association (ORFA)  
Ontario Regional Common Ground Alliance (ORCGA)  
Ontario Waste Management Association (OWMA)  
Society for Protective Coatings (SSPC)  
U.S. Ice Rink Association  
Water Environment Federation (WEF)  
WaterJet Technology Association (WJTA)

Waterjet Technology Association / Industrial & Municipal Cleaning Association (WJTA-IMCA)

## SAFETY AND SECURITY SYSTEMS GROUP

American Association of State Troopers  
Audio Engineering Society  
Calumet Manufacturing Industry Sector Partnership (CMISP)  
Canadian Professional Sales Association  
Connecticut Police Association  
Electro Federation Canada (EFC)  
Fire Apparatus Manufacturers Association (FAMA)  
Fire Department Safety Officers Association (FDSOA)  
Georgia Association of Chiefs of Police  
Massachusetts Association of Chiefs of Police  
NAFA Fleet Management Association  
National Association of Electrical Distributors (NAED)  
National Electrical Manufacturing Representative Association (NEMRA)  
National Fire Protection Association  
National Truck Equipment Association (NTEA)  
NTEA - Ambulance Manufacturers Division (NTEA-AMD)  
New Hampshire Association of Fire Chiefs  
North Carolina Sheriff's Association  
SAE International  
Society of Automation Engineers (SAE)  
Specialty Equipment Market Association (SEMA)  
Transportation Safety Equipment Institute (TSEI)  
Virginia Sheriff's Association

In all cases, we strictly adhere to local laws and regulations governing interaction with government officials and political giving.



# FACILITY ENVIRONMENTAL MATTERS

We take pride in being a steward of the environment and the communities where we live and work. We continue to prioritize our efforts toward making our manufacturing facilities environmentally conscious. On the following pages, we highlight some of the latest environmental developments at our locations, as well as initiatives to improve both our businesses and their impact on local communities.



## FACILITY IMPROVEMENTS

- Multiple facilities have upgraded to newer laser cutting technology, instantly improving the quality and consistency of our products, as well as improving energy efficiency and cutting down on waste.
- We continue to automate and reduce material handling where it most benefits our employees, making the environment safer while also improving quality.
- We increased the tornado shelter capacity at our Streator, Illinois, facility.

## RECYCLING

- At our University Park, Illinois, facility, we recycle all of our electronic components, scrap metal, and old computer equipment through established recycling companies.
- At our Streator, Illinois, facility, a new water reclamation system allows pre-shipment inspection water to be recycled.
- Improvements to the paint process at our Rugby, North Dakota, plant have both significantly sped up the process as well as led to less paint being wasted.

## ENVIRONMENTAL COMPLIANCE

- We continue to monitor our facilities' compliance with all applicable environmental laws and regulations.
- Hazardous and non-hazardous waste from our facilities is always properly handled and then hauled away by a licensed operator for recycling or disposal.

# INVESTING IN THE ENVIRONMENT

## OSW EQUIPMENT AND REPAIR, SNOHOMISH, WASHINGTON

In February 2021, we acquired OSW Equipment, a leading dump body manufacturer based in Snohomish, Washington. This strategic acquisition expanded our dump body footprint into the Pacific Northwest and enhanced our new product development capabilities. Environmental sustainability initiatives undertaken by OSW were considered as part of our M&A due diligence process, and OSW's commitment to environmental preservation was an attractive part of the transaction that harmonizes with Federal Signal's ongoing sustainability goals.

In 2019, OSW consolidated operations by building a state of the art manufacturing facility. Washington's environmental compliance regulations requires that any new construction have a neutral or positive impact on the local watershed, with a particular emphasis on maintaining salmon migration patterns.

With the surrounding ecosystems in mind, OSW made the decision to invest in the long-term sustainability of the facility. OSW incorporated a stormwater management system built to withstand a 100-year rain event, as well as protecting the property's surrounding wetlands and installing catch basins. The stormwater management system consists of a 1.5 million gallon capacity underground vault to collect all the water from the facility's 2.5-acre footprint as well as upstream sources, and it uses both mechanical and biological filtration to treat the water before releasing it downstream into the local watershed.

The water exiting the system is regularly assessed to be cleaner than the water naturally flowing in the local stream. In addition to the stormwater management system, wetlands enhancements were made to help prevent erosion, and the permeable pavement used for the parking lot and driveway areas mitigate flash flooding by reducing the amount of impervious surfaces on the property.

The ~\$2.75 million investment made in the facility and wetlands enhancement have had a positive impact on the business, as well as the local community, helping OSW to strengthen operations, prevent flooding in the surrounding areas, and allow the surrounding wetlands and watershed to be healthy and free flowing.



OSW MANUFACTURING FACILITY



1.5M GALLON CAPACITY UNDERGROUND VAULT



# PLANT ENHANCEMENTS

## RUGBY MANUFACTURING PLANT EXPANSION

The expansion of our manufacturing facility, located in Rugby, North Dakota, commenced in late 2019, with the objective of increasing the facility's throughput and improving product quality.

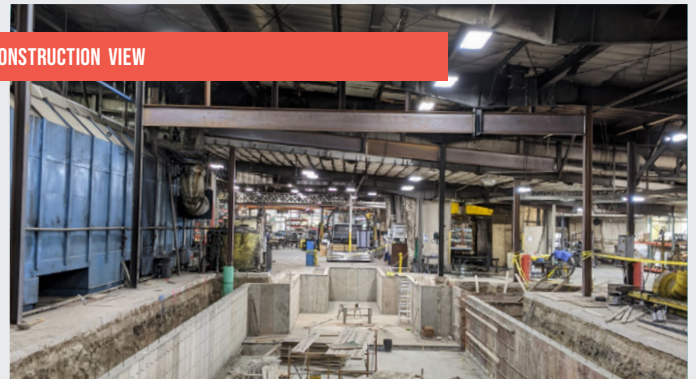
The overall plant area was increased by 25% to 200,000 square feet, adding flexibility in reconfiguring the main production line to reduce manual material handling opportunities and decrease production waste.

New equipment, like a laser cutting machine and automated surface preparation and paint application systems, allows for better utilization of raw materials and the reuse of process consumables that would otherwise go to waste.

AERIAL VIEW OF EXPANDED RUGBY MANUFACTURING PLANT



CONSTRUCTION VIEW



## VACTOR MANUFACTURING PLANT EXPANSION COMPLETED

The expansion of our Vactor Manufacturing site in Streator, Illinois, is now complete, boosting production capacity for Vactor's sewer cleaners and the TRUVAC® branded series of hydroexcavators.

The project increased the size of the plant by 174,000 square feet and includes multiple design features to reduce the impact on the environment, such as a water reclamation system to prevent water used during thorough product testing from being flushed down the drain, which saves approximately 200,000 gallons per year. Also, given the plant's location in Central Illinois, Vactor worked with its design engineer and the City of Streator to increase tornado shelter capacity for employees, and to incorporate a high-capacity tornado shelter to protect critical paint equipment in order to prevent production interruption in the event of a natural disaster.

AERIAL VIEW OF COMPLETED VACTOR PLANT EXPANSION



# ENVIRONMENTAL PERFORMANCE

## IN OUR FACILITIES



STORMWATER MANAGEMENT SYSTEM CONSTRUCTION

**FEDERAL SIGNAL IS COMMITTED TO REDUCING OUR ENVIRONMENTAL FOOTPRINT GLOBALLY. WE ARE CONTINUALLY LOOKING FOR OPPORTUNITIES TO REDUCE EMISSIONS, WATER CONSUMPTION, AND WASTE GENERATION IN THE FACILITIES WE OPERATE.**

We operate 18 principal manufacturing facilities around the world. In addition, we support our customers through a network of service centers. These facilities consume energy and water, and produce waste, in quantities that vary with changes in business volume and product mix.

Each of our businesses is directly responsible for implementing the most impactful environmental performance improvement opportunities for its operations.

With our active M&A pipeline, we believe that normalizing our consumption values to a common reference such as annual revenue allows for a more productive long-term evaluation of our sustainability metrics.

Because a single acquisition occurring during a fiscal year could significantly change our consumption values singlehandedly, the metrics shown here include only consumption and revenue data for those businesses that were owned for the full calendar year.

Our Vactor Manufacturing and Federal Signal VAMA facilities are ISO 14001 certified for environmental management, and we are considering the certification process for additional locations moving forward.

	2016	2017	2018	2019	2020	2021	2022
Elgin							
University Park (SSG)							
FS Depot							
FS Solutions							
Jetstream							
JJE							
MRL							
PWE							
TBEI							
Vactor							
Vama							
Victor							
Westech							

Full Years Included in This Report
  Years and Businesses Not Included in This Report
  Partial Year Data Not Included in This Report

Full-year financial and environmental data from 2018, 2019, and 2020 was analyzed for this report. If a business was divested or acquired during a calendar year, that data was not included in this report.

# ENERGY

## PERFORMANCE METRICS

### WE HAVE WORKED CONSISTENTLY TO REDUCE OUR ENERGY AND WATER CONSUMPTION.

We believe accountability is key to making progress on our sustainability ambitions, and benchmarking our performance year-over-year is a critical component of the journey towards protecting the climate for future generations.

Below you can find our measurements for water, natural gas, and electricity consumption, normalized by dollar revenue, as well as our greenhouse gas emissions. Across all of our facilities and operations, we are committed to working towards reducing our energy and water consumption.

In the interest of transparency, the previous years' data published in our last Sustainability Report has been revised to present the most accurate information available as we continue to improve our data gathering and validation processes.

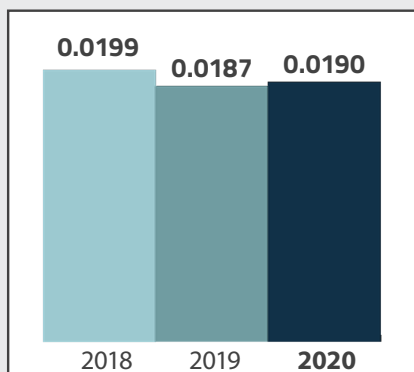
### RESOURCE CONSUMPTION

We are committed to conserving resources, recycling materials, and reducing waste and pollutants at every stage of the product lifecycle.

Since many of our products consume or collect water as part of their functions, they must be tested for watertightness at the factories. This demand adds to the quantity of water consumed in our operations. As we progress, we will vigorously pursue the development and implementation of technologies that minimize the consumption of natural resources and reduce pollutant emissions in our products and at our facilities.

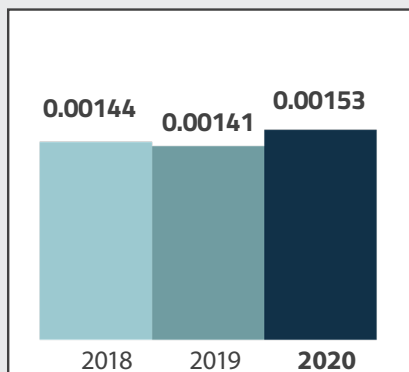
#### WATER

in Gallons per Dollar Revenue



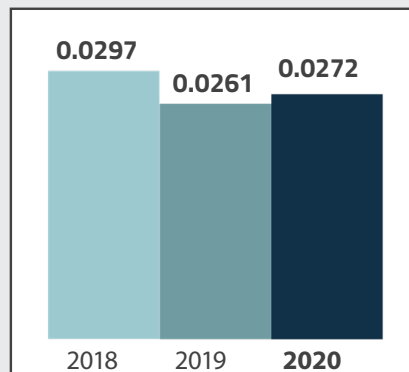
#### NATURAL GAS

in Therms per Dollar Revenue



#### ELECTRICITY

in kWh per Dollar Revenue



In 2020, our natural resource consumption intensities were higher than 2019 on a per revenue basis. This was largely due to a 7% year-over-year decrease in revenues, primarily due to the impact of the COVID-19 pandemic.

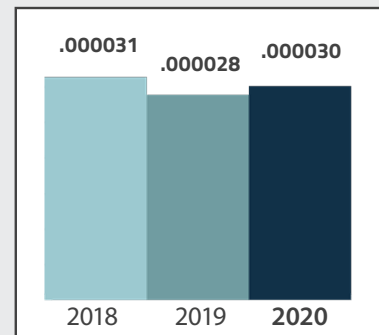


# ENERGY GOALS & MANAGEMENT

WE ARE DELIVERING ON OUR SUSTAINABILITY COMMITMENTS BY PRIORITIZING INITIATIVES TO SUPPORT OUR COMPANY-WIDE ENERGY, WATER, AND GREENHOUSE GAS (GHG) EMISSIONS INTENSITY GOALS.

- Produce electric and alternate-fueled products to reduce our customers' emissions and their own reliance on fossil fuel supply.
- Focus on reducing water consumption by reclaiming water used in the production of our products.
- Reduce electricity price volatility by swapping old production equipment for more efficient alternatives, by improving interior air circulation, and limiting the exchange of interior and exterior air.
- Source the majority of raw material and component purchases from suppliers in the United States and Canada, limiting our exposure to disruptions in overseas supply chains caused by climate change, political, or economic disruptions.

## GREENHOUSE GAS EMISSIONS



Total Tons CO<sub>2</sub> Emitted/\$ Revenue

In 2020, our natural resource consumption intensities were higher than 2019 on a per revenue basis. This was largely due to a 7% year-over-year decrease in revenues, primarily due to the impact of the COVID-19 pandemic.

## 2023 ENERGY & RESOURCE RELATED GOALS\*

### GHG EMISSIONS

GOAL

**10%**

reduction of GHG emissions intensity in our facilities

2020 PROGRESS TO DATE

**41%**

reduction of GHG intensity since 2018

### WATER CONSUMPTION

GOAL

**10%**

reduction of water consumption intensity in our facilities

2020 PROGRESS TO DATE

**48%**

reduction of water intensity since 2018

### ELECTRICITY CONSUMPTION

GOAL

**10%**

reduction of electricity consumption intensity in our facilities

2020 PROGRESS TO DATE

**84%**

reduction of electricity intensity since 2018

### NATURAL GAS CONSUMPTION

GOAL

**10%**

reduction of natural gas consumption intensity in our facilities

2020 PROGRESS TO DATE

While we did not make meaningful progress toward our natural gas consumption goal in 2020, we remain committed to our stated goal

## ACTIONS WE ARE TAKING

- Adopting energy efficiency measures at facilities
- Enhanced consumption education and awareness campaigns at facilities
- Facility investments e.g., water reclamation system at Vactor
- Process improvements and enhancements to accelerate progress toward our energy goals

\*Full-year financial and environmental data from 2018, 2019, and 2020 was analyzed for this report. If a business was divested or acquired during a calendar year, that data was not included in this report.

# COMMUNITY ENGAGEMENT

## FEDERAL SIGNAL'S COMMITMENT

**IN THE FACE OF THE GLOBAL PANDEMIC AND THE DISRUPTION IT HAS CAUSED, OUR COMMITMENT TO THE LOCAL COMMUNITIES WHERE WE WORK AND LIVE HAS NEVER BEEN MORE IMPORTANT.**

With facilities located across North America, our businesses stepped up to the challenge to be good stewards in their communities, make meaningful efforts to help the families and organizations most heavily impacted by the pandemic, and remain open to continue our work as a manufacturer that supports critical infrastructure in communities everywhere. Here are some highlights of local giving and support undertaken at several of our locations:



**Greater Canada and New York**  
Donated to local food banks across Canada and the state of New York, with the goal of assisting individuals and families who need it most during these difficult times.



**Houston, Texas**  
Supports Houston Food Bank's School Market Program, focused on alleviating child and teen hunger for students across the greater Houston metropolitan area.

**VACTOR**

**Streator, Illinois**  
Donated over 40 turkeys and hams to the Streator Food Pantry and to the PADS Homeless Shelter to make meals for the homeless. Employees also raised \$5,030 for the Make-A-Wish Foundation's Penguin Plunge.



**Rugby, North Dakota**  
Partners with local restaurants and other businesses to supply free lunches and dinners to local families in need.



**Fayette, Alabama**  
Continues to partner with Fayette County school districts and school leadership to supply meals to local families in need.





**University Park, Illinois**  
Conducted an employee fundraising drive for two local charities: the Together We Cope food pantry; and the Treasure Chest Foundation, which provides gifts for children who are going through cancer treatment.



**Homewood, Alabama**  
Donated to the YMCA of Birmingham, Alabama to help fund childcare for essential workers.



**Lake Crystal, Minnesota**  
Supports the Back Pack Food Program, part of North Mankato, Minnesota's Feeding Our Communities Partners, collectively serving 1,200 students at 28 area schools within five school districts even while schools are shut down due to COVID-19.



**Houston, Texas**  
Piloted the new "Jetstream Cares" program, with the mission of supporting the interests of our employees and giving back to the communities where they serve.



**Tishomingo, Mississippi**  
Supports The Food Depot of Tishomingo County and the Belmont UMC Food Pantry. Together, these pantries serve Tishomingo County and the surrounding areas and are critical to community welfare during this pandemic.

**A healthy business begins with healthy communities, so we take social responsibility as seriously as environmental responsibility.**



Our annual commitment to matching employee gifts through the 'Give Where You Live' program, established in 2018, is \$100,000.

**Give Where You Live**



FEDERAL SIGNAL Connecting Employees to Their Communities



**Federal Signal facilities also take part in:**

- Make-a-Wish
- National Red Cross Blood Drives
- St. Jude's Research
- Susan G. Komen Foundation
- United Way programs



# COVID-19 RESPONSE

**THROUGHOUT THE COVID-19 PANDEMIC, OUR ESSENTIAL BUSINESSES REMAINED OPERATIONAL IN SUPPORT OF CRITICAL INFRASTRUCTURE AND PUBLIC SAFETY NEEDS.**

Our products move material, clean infrastructure, and protect the communities where we work and live, so the need to adapt to the changing circumstances was never a question. The health and safety of our workforce has always been our highest priority, so we quickly implemented a range of measures to establish a safe work environment during these difficult times.

In February 2020, in response to the onset of the COVID-19 pandemic, Federal Signal established a cross-functional task force to monitor ongoing developments, implement mitigation plans, and centrally coordinate its responses throughout the pandemic. In addition to the centralized COVID-19 response team, local response teams were established at every business unit as well. The management team utilized daily update calls to communicate issues related to safety and risk mitigation, share COVID-related best practices, and rapidly disseminate evolving guidance from federal, state, and local health departments, while promoting a consistent, iterative response.

Several examples of the enhanced health and safety measures implemented across the organization:

- Making at-home COVID test kits available to all our employees, including their household members, at no cost
- Staggering manufacturing shifts and reconfiguring workspaces to allow for social distancing
- Investing in temperature screening capabilities, facility cleaning, and proactively securing personal protective equipment
- Issuing face mask policies
- Providing additional paid time off



**SOCIAL DISTANCING CAMPAIGN ACROSS ENTERPRISE**



**VACTOR'S ON-SITE VACCINATION CLINIC**



**MEMBERS OF UNIVERSITY PARK'S ESSENTIAL WORKFORCE**

# COVID-19 RESPONSE

## Project 85



Once access became more prevalent, we launched a Company-wide initiative called “Project 85” to raise awareness about COVID-19 vaccines, assist eligible employees in gaining access to available vaccines, and encourage participation levels. We have hosted on-site vaccination events at multiple locations, provided ongoing educational updates and on-site materials on vaccine-related topics, supported employee vaccination logistics, and developed a system of individual and collective incentives to work towards protecting the health and safety of our workforce and local communities.

In addition to protecting our employees, one of our objectives in launching this initiative was to provide comfort to the customers and suppliers we frequently interact with in person that a high percentage of our customer-facing employees were vaccinated. We also want to provide a mechanism to encourage eligible employees to feel more comfortable traveling to support our customers.

## Reclaiming Tomorrow, Together

The COVID-19 pandemic presented our customers, often frontline and essential workers, with numerous new challenges, so we adapted to meet their evolving needs. While pivoting manufacturing to produce face shields for our first responder customers, we developed our “Reclaiming Tomorrow, Together” customer education initiative to demonstrate how our products could be used to perform essential cleaning and sanitization functions. We also introduced several new digital marketing tools to allow us to reach customers in new ways. The tools included revamping our digital presence, conducting virtual equipment demonstrations, creating digital training academies, and launching our e-commerce site, which is initially focused on certain product lines within our Safety and Security Systems Group.



[fedsigresponse.com](https://fedsigresponse.com)

**To the heroes who put others first, who bear the responsibility of being essential, you are the best of us. Federal Signal thanks you for your service and dedication. You give us hope that tomorrow will bring a new day.**

# OUR PEOPLE

**FEDERAL SIGNAL IS COMMITTED TO DRIVING SUSTAINABILITY INITIATIVES THROUGHOUT THE ORGANIZATION, AND FEW ARE MORE IMPORTANT THAN EMPOWERING AND SUPPORTING OUR PEOPLE. WE TAKE PRIDE IN THE WORK THAT WE DO, AND BUILDING A DIVERSE AND INCLUSIVE WORKFORCE IS ESSENTIAL TO MAINTAINING THE LONG-TERM HEALTH OF OUR BUSINESS.**

## Employee Training and Development

Federal Signal is one big family, and we are proud to support the development of our employees. We believe there is always more to learn and so we offer extensive training opportunities to our workforce within our facilities. Training areas include essential topics like workplace safety and anti-fraud training, as well as lean manufacturing principles and internal sales training programs.

To supplement internal training opportunities, we also offer tuition reimbursement plans for education at accredited external organizations. Our Tuition Assistance Program is designed to assist and encourage employees to expand their knowledge, skills, and job effectiveness. If employees wish to continue their studies at a local accredited institution of higher learning, they may apply for up to \$5,250 of tuition reimbursement per calendar year for job-related development courses at both the undergraduate and graduate levels. We recognize that leadership development and employee engagement contribute to our long-term success as a business.

Our salaried workforce receives yearly performance reviews, with exceptions made only for certain union-represented segments in accordance with their negotiated contracts.



PRODUCT TRAINING AT JETSTREAM



WATERBLAST EQUIPMENT TRAINING AT JETSTREAM



## Talent Acquisition

We believe that building a workforce that is diverse and inclusive is essential, which is why we focus on developing sustainable, iterative processes to assess, recruit, and develop individuals from our surrounding communities. In addition, we foster relationships with local high schools and area colleges to teach technical skills and training that tomorrow's jobs will require.

- TBEI's School of Weld teaches trade skills in an 80-hour on-the-job program at several TBEI locations. Offering one-on-one instruction, the school equips workers with all the knowledge and skills needed to weld on TBEI's world-class dump truck bodies.
- Elgin Sweeper proudly works with local high school and community college welding and fabrication programs. During 2020, as the pandemic forced remote learning, Elgin engineers volunteered as virtual panelists to showcase a number of career paths involved in making Elgin Sweeper products and manufacturing jobs close to home.
- Our University Park location collaborates with the Governors State University Student Training Experience Program (STEP) to give students an opportunity to gain practical work experience through internships related to their fields of study.
- Since 2011, Vactor Manufacturing has been part of a local co-op program with Streator Township High School that allows students to gain hands-on experience at the plant. This year, Vactor hosted six co-op students at the plant learning necessary skills to be successful in the workforce. The program not only gives our employees the chance to mentor and teach the next generation, but also provides students a full-time position opportunity at Vactor following graduation.



TBEI SCHOOL OF WELD ON-THE-JOB TRAINING



80-HOUR WELDER TRAINING CERTIFICATE



GROUND FORCE HEADQUARTERS, POST FALLS, IDAHO



PARTNERSHIP WITH LOCAL HIGH SCHOOL

# DIVERSITY, EQUITY & INCLUSION

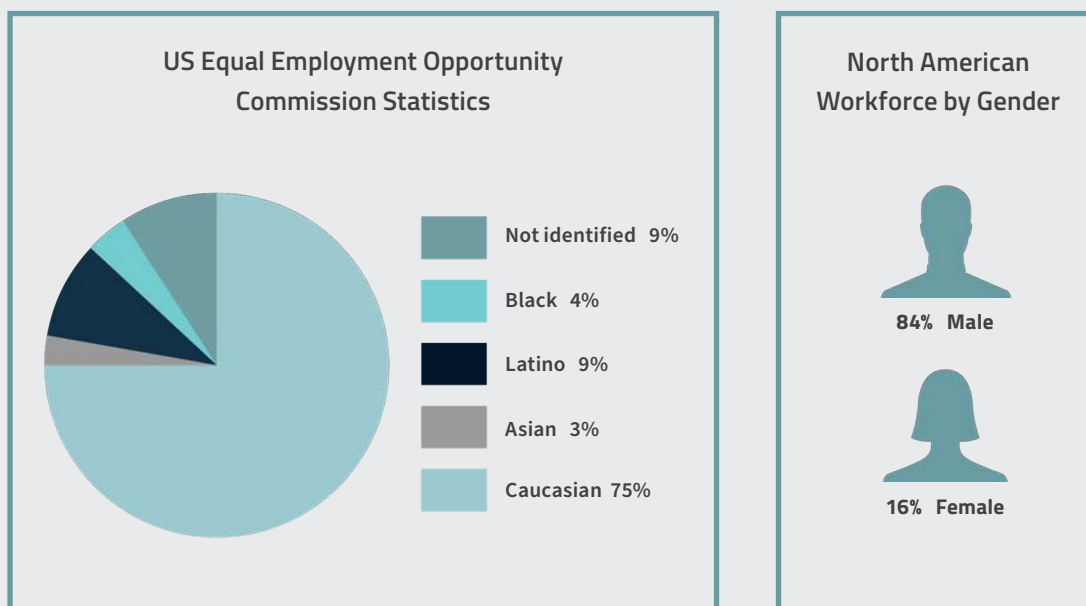
**AS PART OF OUR COMMITMENT TO BUILDING A CULTURE THAT ACKNOWLEDGES, EMBRACES, AND CELEBRATES DIVERSITY, EQUITY & INCLUSION, FEDERAL SIGNAL TAKES A CLEAR AND STRATEGIC APPROACH TO FOCUS ON THIS AREA.**



As an industry leader, it's critical for the right example to come from the top. In 2021, our Executive Leadership Team, composed of business leaders from across the organization, has championed diversity, equity, and inclusion (DEI) into its program offerings and facilitated a comprehensive educational awareness training led by an industry expert to identify opportunities and further associate engagement and career growth.

## 2021 WORKFORCE DEMOGRAPHICS

At our various locations, we strive to reflect an appropriate representation of the community at-large, while also seeking to amplify and elevate the voices that are not given the same equal opportunity for prosperity. We believe that building a workforce that is diverse and inclusive is essential, which is why we have implemented sustainable, iterative processes to assess, recruit, and develop individuals from our surrounding communities.





# WORKPLACE SAFETY

## Safety Council

The safety of our employees is a top priority. We have a Company-wide Safety Council, consisting of safety managers from each business, that regularly meets to collaborate and implement safety improvement initiatives. In addition, Federal Signal established a cross-functional task force to monitor ongoing developments, implement mitigation plans, and centrally coordinate its responses throughout the pandemic.

Our Workplace Hazard Reduction programs and awards recognize and accelerate progress toward our goal of zero workplace accidents by identifying and sharing safety improvement ideas across all our businesses.

## 2020 Workplace Hazard Reduction Awards

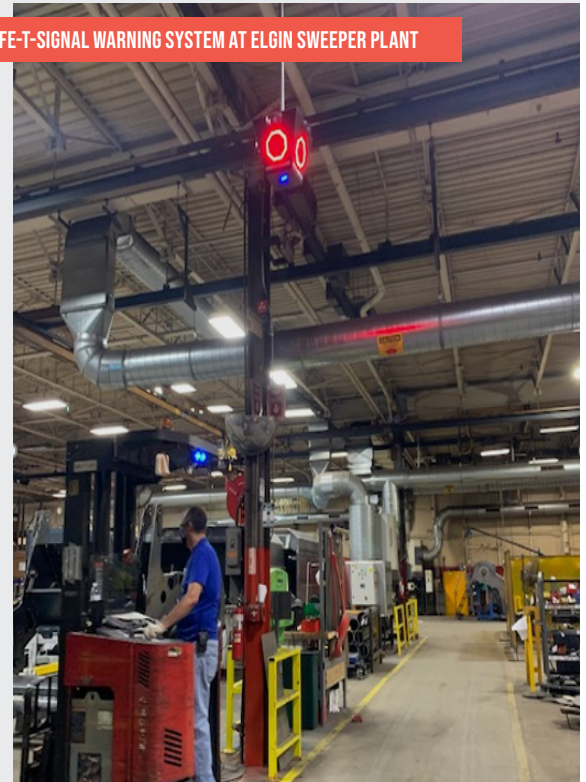
To celebrate and share the purposeful improvements made to our workplaces, we announced the 2020 Federal Signal Workplace Hazard Reduction Awards to recognize the business units implementing locally innovative solutions to safety challenges and other changes demonstrating improvement in workplace safety.

## 2020 President's Safety Award

The Federal Signal President's Safety Award recognizes the U.S. location with the most improved Total Case Incident Rate (TCIR) year-over-year. The 2020 President's Safety Award was presented to FS Depot. These outstanding results demonstrate the strong commitment and dedication to safety from our employees, supervisors, and management.

**In 2020, zero OSHA reportable deaths were recorded at Federal Signal businesses.**

OVERHEAD SAFE-T-SIGNAL WARNING SYSTEM AT ELGIN SWEEPER PLANT



PIVOT SAFETY GATE AT MRL





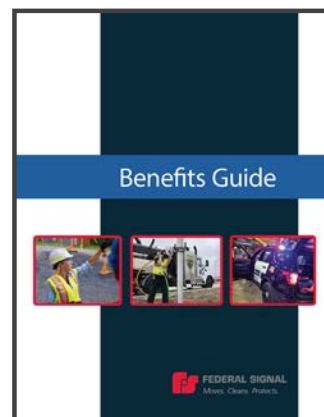
# EMPLOYEE BENEFITS

WE BELIEVE THAT A COMPETITIVE BENEFITS PACKAGE SUPPORTS RETENTION, BOOSTS MORALE, AND LEADS TO OVERALL EMPLOYEE SATISFACTION. THROUGHOUT OUR BUSINESSES, WE PROVIDE OUR EMPLOYEES AND THEIR FAMILIES WITH THE OPPORTUNITY TO ACCESS AN ARRAY OF BENEFITS, BY PARTICIPATING IN PROGRAMS AND SERVICES THAT SUPPORT HEALTHY LIFESTYLES, BUILD FINANCIAL SECURITY, AND IMPROVE PERSONAL WELLBEING.



## BENEFIT OPTIONS FOR OUR DOMESTIC EMPLOYEES INCLUDE:

- Medical and Prescription Drug Plans
- Employee Wellness Plan
- Dental Plan
- Vision Plan
- Flexible Spending Accounts for Healthcare and Dependent Care
- Health Savings Account
- Employer-Paid Life and Accidental Death & Dismemberment Insurance
- Short-Term and/or Long-Term Disability
- Retirement Savings Plan with Company Match
- Employee Assistance Program
- Parental Leave under FMLA
- Paid Personal Time Off (Vacation, Personal Days and Holidays)



# HUMAN RIGHTS

Our commitment to the advancement of human rights is informed by established, globally accepted standards such as the United Nations' Guiding Principles on Business and Human Rights. In every state and country where we operate, we uphold standards that meet or exceed those established by local, state, and national legal frameworks, and we expect our suppliers to do the same.



## Equality and Nondiscrimination

We are committed to the principles of equality and nondiscrimination, recognizing that all persons are entitled to equal protection under the law without discrimination based on race, age, gender, disability, sexual orientation, nationality, or any other legally protected grounds.

## Elimination of all forms of forced or compulsory labor

We are opposed to all work that is exacted from any person under the threat of any penalty or for which the person has not offered to work voluntarily.

None of our operations, or those of our suppliers, pose any significant risk for incidents of forced or compulsory labor.

## The effective abolition of child labor

We are opposed to the economic exploitation of children, including any and all forms of labor that jeopardize their education and development.

None of our operations, or those of our suppliers, poses any significant risk for incidents of child labor, or the exposure of young workers to hazardous work.

## Freedom of Association

We recognize the rights of workers to the freedom of association, including the right to form and join organizations of their own choosing, including workers' and employers' organizations, in accordance with applicable laws.

## Union Statements

We respect the rights of our employees to bargain collectively in accordance with applicable labor laws. A number of our facilities employ workers represented by trade unions. Approximately 16% of our U.S. hourly workers were represented by unions as of December 31, 2020. We communicate regularly with our trade unions and employees, and we believe that our labor relations with our employees are good.

## Ethics Reporting

We have established a confidential reporting hotline, managed by the office of the General Counsel, to be used by anyone with a good-faith belief that violations of our policies may have occurred in any of our facilities or those of our suppliers.

# SUPPLY CHAIN SUSTAINABILITY

We expect our suppliers to embrace our commitment to integrity and conduct their business in compliance with all laws, rules, and regulations, as well as our internal guidelines and policies. Therefore, we have established a Supplier Code of Conduct and we expect our suppliers to adhere to the standards set forth by this policy while doing business with and/or on behalf of Federal Signal.

ELGIN SWEEPER FACILITY



## Laws and Regulatory Compliance

We expect all suppliers and agents to conduct business activities in compliance with our **Supplier Code of Conduct** including those laws that prohibit unfair or illegal trade practices, bribery, kickbacks, unfair pricing, or misrepresentation of products or services. These laws include, but are not limited to:

- Antitrust and fair competition laws
- Anti-corruption laws for the applicable country where business is conducted, as well as the Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act
- Anti-boycott laws, trade embargoes, and import/export control laws
- Laws and regulations associated with insider trading
- Equal Opportunity
- Health & Safety

Our **Supplier Code of Conduct** also requires suppliers to follow international norms on child labor, forced labor, and other labor issues, and to identify and address human trafficking and conflict minerals in their operations and supply chains.

We perform annual anti-bribery training and conduct routine audits to ensure compliance with our program.

## Conflict Minerals

Our Conflict Minerals policy and our Supplier Code of Conduct reflect our commitment to the responsible sourcing of Conflict Minerals used in our products, and to avoiding the knowing use of Conflict Minerals in our products which directly or indirectly finance, benefit, provide support to, contribute to, assist with or facilitate armed conflict in the Democratic Republic of the Congo and adjoining countries. If we determine that any supplier is violating this policy, we reserve the right to either suspend or discontinue the use of the supplier in a timely fashion, or require the supplier to commit to a suitable corrective action or risk mitigation plan. Any supplier's continued failure to adhere to our policies and/or refusal on its part to address issues of concern may lead to suspension or termination of our business relationship with the supplier.

## Supply Chain Due Diligence

We conduct a reasonable country of origin inquiry to determine the source and chain of custody of Conflict Minerals in the components and materials supplied to the Company that are contained in its products. Our due diligence measures are in reasonable conformity, in all material respects, with the internationally recognized due diligence framework in the Organisation for Economic Cooperation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and related supplements for each of the Conflict Minerals.



# GOVERNANCE & ETHICS

THE BOARD IS ELECTED BY THE STOCKHOLDERS TO OVERSEE THE INTERESTS OF THE STOCKHOLDERS IN THE OVERALL SUCCESS OF THE BUSINESS AND ITS LONG-TERM FINANCIAL STRENGTH AND TO OVERSEE SENIOR MANAGEMENT.

## Committees of Our Board of Directors

Pursuant to our By-Laws, we have established standing Board committees, including: (i) Audit; (ii) Compensation and Benefits; and (iii) Nominating and Governance. The Board has determined that all of the members of these committees are independent as defined under NYSE and SEC rules. The Board has adopted a charter for each committee to comply with the requirements of the NYSE and applicable law, copies of which are available on the [corporate governance page of our website](#).

We separate the roles of CEO and Chairman of the Board. Separating these positions allows our CEO to focus on the day-to-day leadership and performance of our Company while allowing our Chairman to lead our Board in its fundamental role of providing advice to and oversight of management. The independent Board members have also elected a Lead Independent Director who serves as principal liaison between the CEO and the independent directors, approves agendas for Board meetings, chairs meetings of the independent directors in executive sessions, and provides independent governance oversight of management. Our Board believes this is the appropriate leadership structure for our Company at this time and demonstrates our commitment to good corporate governance. The Board retains the authority to modify this leadership structure as and when appropriate to best address the Company's current circumstances and to advance the interests of all stockholders.

## Corporate Governance

Our Executive Leadership Team, led by CEO Jennifer Sherman, provides strategic and day-to-day management of our activities. Ultimate oversight of the Company rests with our Board of Directors. Our Board is currently comprised of seven directors, including two women. Additional information about our Corporate Governance policy and a description of our Board committees is available on the [corporate governance page of our website](#).

## Sustainability Governance

As of 2021, Sustainability Governance falls under the newly created position of Director, Sustainability & Investor Relations, which is part of the Executive Leadership Team, and reports directly to the Chief Financial Officer. The new executive position was formed at the direction of the Company's CEO, and focuses on advising, developing, and implementing strategies on environmental, social, and governance matters and related new initiatives across the business divisions. The Board of Directors will continue to receive reports on environmental, social, and governance matters annually. As the role of sustainability within corporations continues to grow in importance, so too will our dedication and commitment towards building a better society for future generations.

## Board of Directors by the Numbers

### DIRECTOR TENURE

**7.4**

average director tenure in years

### DIVERSITY

**29%**

of our board members are women

### DIVERSITY

**43%**

of our board members are considered diverse

### DIRECTOR AGE

**64**

average director age

### MEETING ATTENDANCE

**99%**

in 2020

### OTHER PUBLIC COMPANY BOARDS

**57%**

of board members have positions on other boards

### LEAD INDEPENDENT DIRECTOR



Yes

Women account for 29% of the seats on our Board of Directors, compared with 25.6% for companies in the Russell 3000 Index as a whole.<sup>1</sup>

In 2017, 2018, and 2019, we were recognized with a "W" Winning Company Award by 20/20 Women on Boards.



<sup>1</sup>50/50 Women on Boards Gender Diversity Index™, 5 Oct. 2021.  
5050wob.com/wp-content/uploads/2021/10/Gender\_Diversity\_Index\_Final\_.pdf

## Ethics Training and Compliance

To support our objective to operate with the highest principles and standards of ethical behavior, we have established many standard procedures and policies that are distributed and/or maintained on our internal networks. Additionally, employees and vendors and non-US distribution channel members are trained and periodically asked to certify compliance with these policies which include:

- Company Policy for Business Conduct (Employees)
- Policy for Business Conduct (Directors)
- Code of Ethics for CEO and Senior Financial Officers
- Supplier Code of Conduct
- Compliance Hotline
- Anti-Bribery Compliance Procedures
- Anti-Bribery Training
- Anti-Fraud Training

## Environmental Compliance Oversight Committee (ECOC)

Our ECOC is responsible for overseeing all enterprise wide environmental and sustainability matters. The ECOC was formed in 2020 at the direction of the Company's CEO, and reports at least annually to the Board of Directors.

## Compliance Hotline

We have established an anonymous confidential reporting hotline that allows Company employees, shareholders, and interested third parties to report on possible violations of laws, regulations, or Company policies. The hotline is staffed 24/7 and reported matters are referred to our Chief Compliance Officer for investigation and resolution. The program is evaluated by our Internal Audit Department and reviewed annually by the Audit Committee.

## Our Anti-Bribery Program

In order to strengthen our anti-bribery and anti-corruption efforts, we have developed a program with the primary objective of promoting a culture that encourages conduct compliant with anti-bribery laws. Under this program:

- The Chief Compliance Officer provides program sponsorship and oversight. The Company Policy for Business Conduct defines the rules of behavior.
- We have established standard policies and procedures that set expectations of our employees and establish controls against certain risks, such as improper payments to third parties.
- Employee anti-bribery training is conducted annually.
- FCPA compliance materials are sent to all international sales channel partners at least biennially.
- Employee hotlines and websites are available for internal / external party complaints.
- Our Internal Audit monitoring program includes annual testing for policy compliance.
- Participation metrics are reported to the Audit Committee.

# COMPLIANCE HOTLINE



FEDERAL SIGNAL CORPORATION maintains a confidential toll-free hotline that allows Company employees, shareholders and interested third parties to report on possible violations of laws, regulations, or Company policies. Reports may be made on an anonymous basis. The hotline is staffed 24 hours a day, every day. Possible violations may also be reported online.

Employees are encouraged first to report any issues to their local human resources department. Matters reported through the hotline are referred to the Company's Chief Compliance Officer, Daniel A. DuPré, who will coordinate investigation and resolution.

**HOW TO MAKE A REPORT**

 **Dial: 866-776-7015**

 [federalsignal.ethicspoint.com](https://federalsignal.ethicspoint.com)

If mailed, please mark your envelope "CONFIDENTIAL".

**FEDERAL SIGNAL CORPORATION**  
1415 W. 22ND STREET, SUITE 1100  
OAK BROOK, IL 60521  
ATTENTION: DANIEL A. DUPRÉ, GENERAL COUNSEL AND CHIEF COMPLIANCE OFFICER

 **FEDERAL SIGNAL**  
*Moves. Cleans. Protects.*



1 OF PDS 202108\_200220W

# RISK MANAGEMENT

**OUR RISK MANAGEMENT ACTIVITIES FOCUS ON MANAGING RISKS AND OPPORTUNITIES IN A NUMBER OF CATEGORIES INCLUDING:**

- **MACROECONOMIC TRENDS**
- **INDUSTRY COMPETITION**
- **REGULATORY AND LEGAL ENVIRONMENTS**
- **INFORMATION SECURITY**
- **TALENT ACQUISITION & RETENTION**



**FEDERAL SIGNAL HEAVY DUTY WORK TRUCK PRODUCTS**

Understanding the risks to our Company and preparing to mitigate them is an important part of Corporate Governance. While our Board of Directors has overall responsibility for the oversight of risk management, day-to-day risk management is the responsibility of the executive team.

Our executive team reviews our Company's risk profile through several different means and the mitigation of those risks is a team effort that spans the entire organization. Among other processes, the Company conducts an annual Enterprise Risk Management (ERM) assessment to identify, assess, manage, and monitor key risks we may encounter.

ERM is incorporated into our strategic planning process. Business unit teams identify top risks that could significantly impede the accomplishment of their strategies or materially affect performance. These key risks, following vetting, inform the development of action plans that form a critical component of our strategic

plans. Action plans are also regularly reviewed for execution performance and the continuing relevance of the key risks they are intended to address.

Our Board, either as a whole or through its committees, regularly discusses with management: (i) our Company's major risk exposures; (ii) the potential impact of such exposures; and (iii) the steps we take to monitor, control, and mitigate such exposures. This analysis includes sustainability-related risks such as climate change impacts, environmental and governmental regulations, and other risks as they apply to our distribution channel, supply chain, succession planning, information technology threats, strategies relating to our facilities footprint, growth initiatives, and innovation. Many of these risks are described in our 2020 Form 10-K, and Quarterly Reports on Form 10-Q filed with the SEC during 2021.



# Climate Change

Federal Signal addresses climate change by consistently evaluating options to mitigate risks across the value chain, and in conjunction with our product innovation team, is committed to building products that protect our communities during natural disasters and promote the reduction of carbon emissions, energy, and water consumption.

# Data Security & Privacy

As cybersecurity attacks have become increasingly more prevalent, we have implemented programs to mitigate potential risks to our processes and systems from these information technology-related disruptions.

In the event we identify or foresee a security issue, we have defined procedures to respond and recover as quickly as possible.

Overseeing our efforts on a day-to-day basis is our corporate cybersecurity team, which includes expert security partners, all of which are diligent in providing ongoing education and training throughout the organization as well as monitoring the environment.

Our approach to cybersecurity enables Federal Signal to drive data security principles across the organization. Additional information can be found on the [corporate governance page of our website](#).

# Materiality Assessment

Understanding our unwavering commitment to our stakeholders, we have divided the matters that senior leadership tackles every day into three categories: Product Innovation, Sustainable Future, and Building Community and Our People. Each item may address economic, environmental, and/or social concerns.

## Product Innovation

Developing innovative, high-performing products that are safe, and useful, and that address the evolving needs of our customers includes:

- Product lifecycle analysis/management
- Legislation support and best-practices development
- Product quality control, safety, and reliability
- Innovation management
- Cybersecurity/data protection
- Customer satisfaction
- Product fuel consumption and alternative fuel

## Sustainable Future

Our efforts to produce our products using methods that are increasingly sustainable in environmental and social terms include:

- Energy management, greenhouse gas, and other air emissions
- Sustainability governance, policy, and management
- Waste management
- Water management
- Eco-friendly products
- Material sourcing/conflict minerals
- Supply chain management

## Building Community & Our People

Our endeavors to grow and develop our workforce, to be a force for good within the local and extended communities of which we are a part, and to run our business with the highest of principles include:

- Local community engagement
- Talent attraction, development, and retention
- Corporate governance
- Ethical business conduct
- Employee safety and labor relations
- Diversity and equal opportunity
- Employee wellbeing and work/life balance
- Performance and leadership management
- Risk and crisis management
- Internal culture development/communication
- Employee training and continuing education



# STAKEHOLDER ENGAGEMENT

Federal Signal approaches stakeholder engagement as a key part of our corporate strategy. Our stakeholders include customers, communities, employees, and stockholders. By engaging in an open and proactive dialogue, we are able to make better informed decisions that will have a profound impact on our success as a company.

With the outbreak of COVID-19 in early 2020, we proactively adjusted many of our engagement processes with the use of technology, including hosting virtual meetings and attending virtual conferences.

Customer engagement is a central aspect of our innovation process. This process places discovery of customer needs at the beginning of any new product or solution development effort. New product development teams regularly spend significant amounts of time with customers where they work, trying to thoroughly understand their job requirements and challenges before designing a new product or feature specification. The objective of this extensive process is to introduce products that delight customers and that change the dimension of competition.

- EMPLOYEES
- CUSTOMERS
- COMMUNITIES
- INVESTORS
- TRADE ASSOCIATIONS
- REGULATORY AGENCIES
- SUPPLIERS

Our business units regularly attend industry conferences and trade shows, and customers are frequent visitors to our production facilities.

Community and employee engagement activities are addressed thoroughly in separate sections of this report.

Stockholder engagement is a multi-pronged effort: Quarterly earnings calls and Form 10-Q filings, and annual proxies and Form 10-K filings all represent formal, SEC-required methods of investor engagement. We also engage with the stockholder community through our proactive investor outreach efforts. In 2020, members of our executive team:

- Attended 14 investor conferences both in-person and virtually
- Participated in five non-deal roadshows in cities across North America, meeting with investors both at their offices and virtually
- Held more than 270 discussions with shareholders and potential shareholders



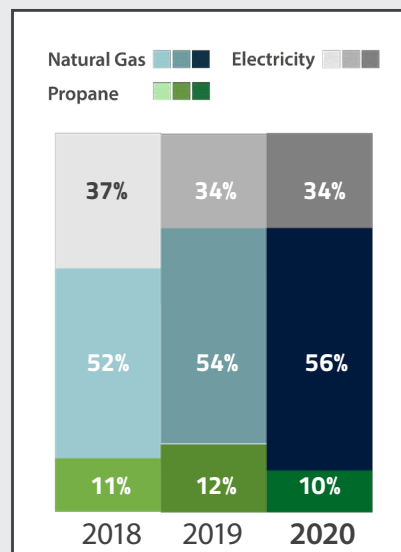
# ESG DATA SUMMARY

Below you can find our absolute measurements for water, natural gas, propane, petrol, and electricity usage. Across all of our facilities and operations, we are committed to working towards reducing our energy and water consumption.

## Annual Resource Consumption

INDICATOR	Unit	2018	2019	2020
Natural Gas Usage	Therms	1,564,136	1,660,568	1,732,368
Propane Usage	Gallons	328,905	393,888	326,061
Petrol Usage	Liters	8,542	4,419	5,629
Electricity Usage	kWh	32,331,238	30,840,888	30,729,743
<b>Total Energy Use</b>	<b>Gigajoules</b>	<b>314,517</b>	<b>325,871</b>	<b>326,211</b>
Water Usage	Gallons	21,706,930	22,101,043	21,439,759

## Energy Consumption by Type



Full-year financial and environmental data from 2018, 2019, and 2020 was analyzed for this report. If a business was divested or acquired during a calendar year, that data was not included in this report.



# Global Reporting Initiative (GRI) Index

The Federal Signal October 2021 Sustainability Report was developed referencing the GRI Standards (2016) framework set forth by the Global Reporting Initiative (GRI). The GRI is an independent, international organization that helps businesses and other organizations take responsibility by providing a global common language for impact reporting. Federal Signal used the GRI Standards (2016) to inform the contents and structure of this report; the index below indicates which disclosures are included in the report and where they are located.

In addition, this report was produced following the Institutional Shareholder Services Inc. (ISS) Environmental and Social Disclosure QualityScore™ Framework.

## GENERAL DISCLOSURES (GRI 102, 2016)

Indicator	Brief Description	Location of Information
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	Federal Signal Corporation
102-2	Activities, brands, products and services	pages 9-13
102-3	Location of headquarters	Oak Brook, Illinois
102-4	Location of operations	page 8
102-5	Ownership and legal form	page 6
102-6	Markets served	pages 6, 8-13
102-7	Scale of the organization	pages 6, 8
102-8	Information on employees and other workers	pages 31-33, 35
102-9	Supply chain	page 37
102-10	Significant changes to the organization and its supply chain	page 8; 2020 Form 10-K, pages 15-17
102-11	Precautionary principle or approach	pages 40-41
102-12	External initiatives	pages 27-28
102-13	Membership of associations	page 20
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	page 5
102-15	Key impacts, risks, and opportunities	pages 3, 5
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards and norms of behavior	pages 4, 7
102-17	Mechanisms for advice and concerns about ethics	page 39
<b>GOVERNANCE</b>		
102-18	Governance structure	pages 38-39 herein, and included in the Company's 2021 definitive proxy statement, filed with the SEC on March 17, 2021 (2021 Proxy), page 2
102-19	Delegating authority	2021 Proxy, page 17
102-20	Executive-level responsibility for economic, environmental, and social topics	2021 Proxy, page 17
102-21	Consulting stakeholders on economic, environmental, and social topics	2021 Proxy, page 5
102-22	Composition of the highest governance body and its committees	2021 Proxy, page 18
102-23	Chair of the highest governance body	2021 Proxy, page 14
102-24	Nominating and selecting the highest governance body	2021 Proxy, pages 13-16
102-25	Conflicts of interest	2021 Proxy, page 17
102-26	Role of highest governance body in setting purpose, values, and strategy	2021 Proxy, page 17
102-27	Collective knowledge of highest governance body	2021 Proxy, page 17

102-28	Evaluating the highest governance body's performance	2021 Proxy, page 17
102-29	Identifying and managing economic, environmental, and social impacts	2021 Proxy, page 17
102-30	Effectiveness of risk management processes	2021 Proxy, page 17
102-31	Review of economic, environmental, and social topics	2021 Proxy, page 17
102-33	Communicating critical concerns	2021 Proxy, page 18
102-35	Remuneration policies	2021 Proxy, page 18
102-36	Process for determining remuneration	2021 Proxy, page 29
102-37	Stakeholders' involvement in remuneration	2021 Proxy
102-38	Annual total compensation ratio	2021 Proxy, page 43
102-39	Percentage increase in annual total compensation ratio	2021 Proxy, page 43

## STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	page 42
102-41	Collective bargaining agreements	2020 Form 10-K, page 4
102-42	Identifying and selecting stakeholders	page 42
102-43	Approach to stakeholder engagement	page 42
102-44	Key topics and concerns raised	2020 Form 10-K, pages 7-12

## REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	2020 Form 10-K, page 71
102-46	Defining report content and topic boundaries	pages 2-3
102-47	List of material topics	page 2
102-48	Restatements of information	page 3
102-49	Changes in reporting	None
102-50	Reporting period	page 3
102-51	Date of most recent report	November 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Back cover
102-54	Claims of reporting in accordance with GRI standards	This report references the GRI Standards, but has not been prepared to a specific GRI in-accordance level. The specific GRI standards and their publication dates are noted in the subheadings of the Indicator and Brief Description Columns
102-55	GRI content index	pages 44-46

## TOPIC-SPECIFIC DISCLOSURES

Indicator	Brief Description	Location of Information
-----------	-------------------	-------------------------

### MANAGEMENT APPROACH (GRI 103, 2016)

103-1	Explanation of the material topic and its Boundary	page 3
103-2	The management approach and its components	throughout the report
103-3	Evaluation of the management approach	throughout the report

### ENVIRONMENTAL (GRI 300, 2016)

#### ENERGY (GRI 302, 2016)

302-1	Energy consumption within the organization	pages 24-26, 43
302-3	Energy intensity	pages 25-26
302-4	Reduction of energy consumption	pages 24-26, 43
302-5	Reductions in energy requirements of products and services	pages 17-18

<b>WATER</b> (GRI 303, 2016)		
<b>303-1</b>	Interactions with water as a shared resource	pages 24-26, 43
<b>303-3</b>	Water withdrawal	pages 24-26, 43
<b>303-5</b>	Water consumption	pages 24-26, 43
<b>EMISSIONS</b> (GRI 305, 2016)		
<b>305-1</b>	Direct (Scope 1) GHG emissions	pages 25-26
<b>305-4</b>	GHG emissions intensity	pages 25-26
<b>305-5</b>	Reduction of GHG emissions	pages 25-26
<b>EFFLUENTS AND WASTE</b> (GRI 306, 2016)		
<b>306-2</b>	Management of significant waste-related impacts	page 21
<b>306-4</b>	Waste diverted from disposal	page 21
<b>ENVIRONMENTAL COMPLIANCE</b> (GRI 307, 2016)		
<b>307-1</b>	Non-compliance with environmental laws and regulations	page 21
<b>SOCIAL</b>		
<b>EMPLOYMENT</b> (GRI 401, 2016)		
<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 35
<b>OCCUPATIONAL HEALTH AND SAFETY</b> (GRI 403, 2016)		
<b>403-1</b>	Occupational health and safety management system	page 34
<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	page 34
<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	page 34
<b>403-5</b>	Worker training on occupational health and safety	page 34
<b>403-6</b>	Promotion of worker health	page 35
<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	page 34
<b>TRAINING AND EDUCATION</b> (GRI 404, 2016)		
<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	pages 31-33
<b>DIVERSITY AND EQUAL OPPORTUNITY</b> (GRI 405, 2016)		
<b>405-1</b>	Diversity of governance bodies and employees	pages 33, 38
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b> (GRI 407, 2016)		
<b>407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	none, page 36
<b>CHILD LABOR</b> (GRI 408, 2016)		
<b>408-1</b>	Operations and suppliers at significant risk for incidents of child labor	none, page 36
<b>FORCED OR COMPULSORY LABOR</b> (GRI 409, 2016)		
<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor	none, page 36
<b>HUMAN RIGHTS ASSESSMENT</b> (GRI 412, 2016)		
<b>412-1</b>	Operations that have been subject to human rights reviews or impact assessments	none
<b>LOCAL COMMUNITIES</b> (GRI 413, 2016)		
<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	pages 27-30
<b>413-2</b>	Operations with significant actual and potential negative impacts on local communities	none
<b>PUBLIC POLICY</b> (GRI 415, 2016)		
<b>415-1</b>	Political Contributions	none
<b>CUSTOMER PRIVACY</b> (GRI 418, 2016)		
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	none



## Mailing Address

Federal Signal Corporation  
1415 West 22nd Street  
Suite 1100  
Oak Brook, IL 60523

**federalsignal.com**



## Investor Relations

Ian Hudson, SVP & Chief Financial Officer  
[ihudson@federalsignal.com](mailto:ihudson@federalsignal.com)

## Ethics and Compliance

Dan DuPre, VP, General Counsel and Secretary  
Chief Compliance Officer  
[ddupre@federalsignal.com](mailto:ddupre@federalsignal.com)

## Community

Federal Signal Give Where You Live  
Matching Gift Program  
[HR@federalsignal.com](mailto:HR@federalsignal.com)