

SUSTAINABILITY REPORT

OCTOBER 2020



FEDERAL SIGNAL

Moves. Cleans. Protects.

TABLE OF CONTENTS

About This Report	3
Our Mission & Vision	4
Executive Statement	5
Who We Are	6
Our Values	7
Our Locations	8
Our Brands	10
Our Businesses	11
Application Focuses:	
Sewer Cleaning	15
Safe Digging / Vacuum Excavation	16
Street Sweeping	17
Road Marking	18
Cloud-Based Control for Outdoor Warning Systems	19
"Smart" Public Safety Systems	20
Product Sustainability & Innovation	22
Industry Advocacy	24
Facility Environmental Matters	26
Vactor Plant Expansion	28
Environmental Performance in Our Facilities	29
Energy Performance Metrics	30
Energy Goals & Management	31
Community Engagement	32
COVID-19 Response	34
Our People	36
Employee Benefits	38
Workplace Safety	39
Human Rights	40
Supply Chain Sustainability	41
Governance & Ethics	42
Risk Management	44
Stakeholder Engagement	46
Professional Associations & Memberships	47
Data Validation Index	48



Our website and our Annual Report on Form 10-K for the year ended December 31, 2019, which was filed with the Securities and Exchange Commission (SEC) on February 27, 2020 (2019 Form 10-K) contain additional information about our Company, our businesses and our brands.

Visit federalsignal.com

ABOUT THIS REPORT

This is our inaugural 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 independent 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 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 (ISS) Environmental and Social Disclosure QualityScore™ Framework.

Information in this report covers our fiscal year ended December 31, 2019, unless otherwise indicated. Certain metrics also include references to our performance in 2017 and 2018. 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 SEC.

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.

We have a long history of sustainability. We are committed to continuing that legacy through environmentally sustainable operating practices in our facilities and the incorporation of environmentally beneficial technologies into our products. We recognize that sustainability means more than just thinking of the planet that we live on; it also means supporting the communities that we live in.



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

EXECUTIVE STATEMENT



JENNIFER L. SHERMAN

Ms. Sherman was appointed President and Chief Executive Officer of Federal Signal Corporation effective January 1, 2016. Prior to her promotion to CEO, she served in a variety of roles with the Company, including Chief Operating Officer, Chief Administrative Officer, and Senior Vice President, General Counsel and Secretary.

Ms. Sherman has worked together with the board and executive leadership team to strengthen the Company's strategic focus and growth, promote margin improvements, and achieve record financial results. Her continuing 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.

Ms. Sherman has demonstrated a strong commitment to supporting non-profit organizations through her board participation in a number of charities, including The Community House (former Board Chair), Center for Disability and Elder Law, WTTW/ WFMT, and the Field Museum.

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

We build and deliver equipment of unmatched quality that moves material, cleans infrastructure, and protects the communities where we work and live. We do this while operating our business in a sustainable manner that helps to make our planet cleaner, safer, and healthier.

Sustainability is at the heart of what we do. We produce an expansive range of innovative products whose use helps our customers to keep the environment clean and its inhabitants safe. We continually work to minimize the resources consumed by our factories, and to shrink our greenhouse gas footprint.

In the coming years, we will continue to endeavor to introduce new products that demand less power and water, and that exhibit smaller greenhouse gas footprints. We aim to release new and improved warning systems that keep communities safe from a broader range of threats. Our collective goal is to help our customers keep infrastructure running better, and at lower life-cycle cost, than in years past. At the same time, we will maintain our focus on identifying innovative ways to make our products more sustainable than ever.

We believe that sustainability also means caring for the health of our communities, and so we strive to have a positive social impact, even beyond the attractive jobs that we offer. We are committed to philanthropy, by supporting various national organizations, such as the United Way, the Make-a-Wish Foundation,

St. Jude's Research Hospitals, the Susan G. Komen Foundation, National Red Cross Blood Drives, and many more local charities through our "Give Where You Live" program. Our businesses support their local high schools with cooperative learning extension programs at our plants; hosting an annual Manufacturing Day, including public tours of our facilities; partnering with local colleges to design trade programs and curriculum; and providing scholarships and signing day offers to high school seniors. Our people donate their time and expertise through volunteering and mentorship programs. I am personally committed to making Federal Signal a force for good in the world.

I am writing this letter in the midst of the worldwide pandemic caused by the novel Coronavirus. While I obviously would prefer for the virus to have never emerged, I take pride in how Federal Signal has stepped up to help. We have developed and shared surface disinfection best-practices, donated protective equipment to keep our first responders safe as they continue to serve, and donated to local food banks to help families in need.

I am so proud of our progress so far, but I know there is much more to be done. I commit that every day, we will be relentless in our efforts to improve the lives of all of our stakeholders, and to make the world a cleaner, safer, and better place.

Jennifer L. Sherman
President and Chief Executive Officer



Visit the [sustainability page](#) of our website to read about how we put sustainability into action.

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 hydro excavation trucks (collectively, "safe digging trucks"), street sweepers, road-marking and line-removal equipment, waterblasting equipment, dump truck bodies, trailers, 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.



*Our website and our 2019 Form 10-K contain additional information about our 2019 financial results.

■ **IN BUSINESS FOR ALMOST 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

We believe "why" is the most important question of all, and we encourage each other to ask it.

ADAPTABILITY

Our commitment to developing our workforce means that changing business conditions will not impede the accomplishment of our mission.

FOCUS

While we are free to choose different tactics along the way, we will not waver from our strategy, our value proposition, and our commitment to delighting our customers.

CLARITY

With candor and coherence, we are willing to speak our minds.

JUDGMENT

We strive to take action wisely, applying our extensive body of knowledge for the benefit of our customers, our employees, and our company.

PASSION

We care deeply about our customers, and about our fellow employees. We are relentless in the pursuit of solutions to customer problems, and we will empower our employees to help them better meet those customer needs.

OPTIMISM

Without the belief that we are likely to succeed, we guarantee that we will not.

OUR LOCATIONS



15 PRINCIPAL MANUFACTURING FACILITIES IN FIVE COUNTRIES AROUND THE WORLD

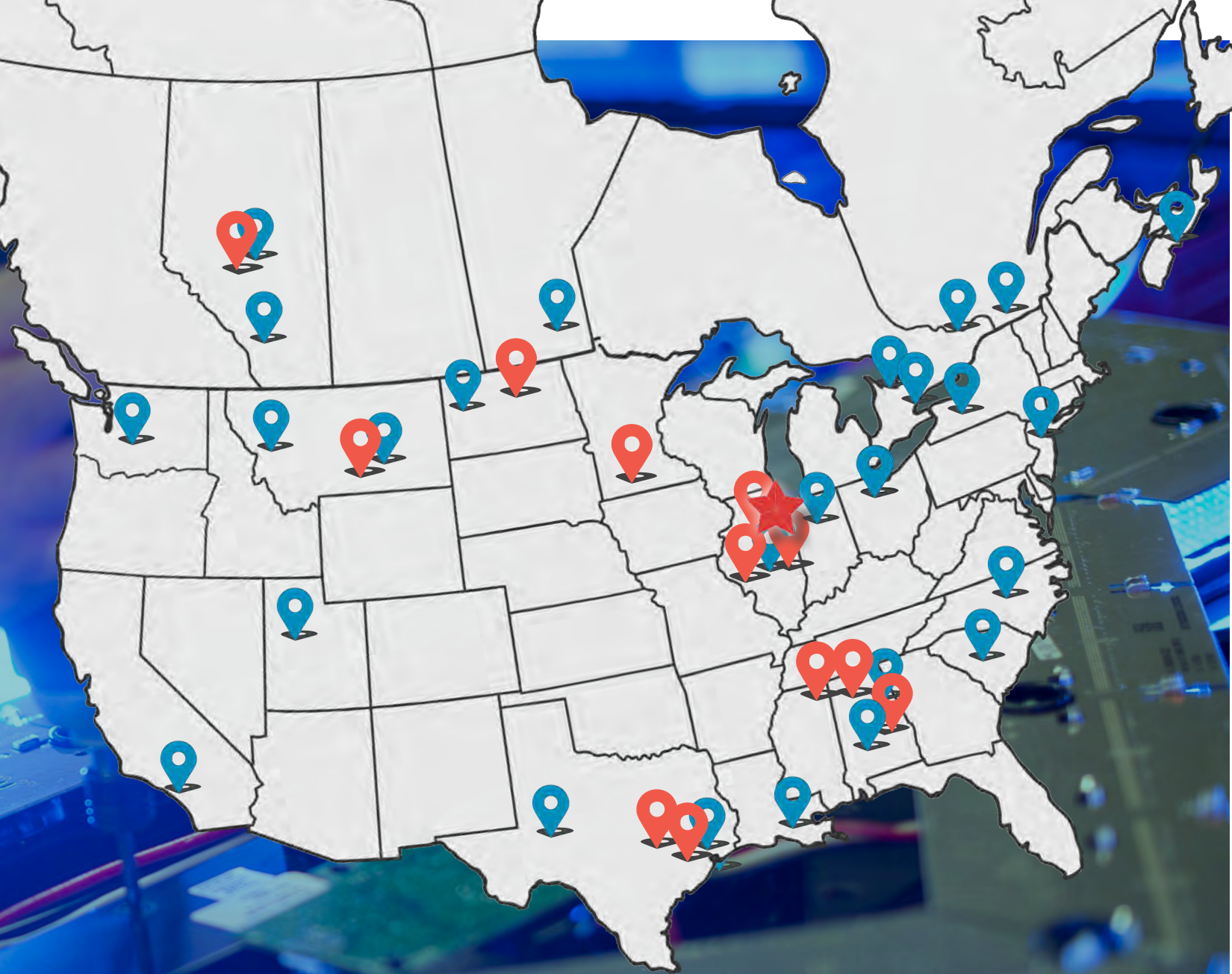


25+ SERVICE CENTER/CUSTOMER SUPPORT LOCATIONS

3,600+ EMPLOYEES



Westtech Vac Systems, a leading provider of rugged, high-quality vacuum truck-mounted solutions, located in Nisku, Canada.



NORTH AMERICA



Corporate Headquarters

- Oak Brook, Illinois
- Fayette, Alabama
- Homewood, Alabama
- Leeds, Alabama
- Long Beach, California
- 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
- Rugby, North Dakota
- Williston, North Dakota

- Toledo, Ohio
- Lexington, South Carolina
- Houston, Texas
- La Porte, Texas
- Midland, Texas
- Salt Lake City, Utah
- Tacoma, Washington
- Calgary, 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

OUR BRANDS



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 is a leading manufacturer and supplier of a full range of street sweepers, sewer cleaners, industrial vacuum loaders, vacuum excavation trucks, high-performance waterblasting equipment, dump truck bodies, and trailers. We manufacture vehicles and equipment in the U.S. and Canada, selling products under the Elgin®, Vactor®, Guzzler®, TRUVAC™, Westech™, Jetstream®, Ox Bodies®, Crysteel®, J-Craft®, Duraclass®, Rugby®, and Travis® brand names. In July 2019, we completed the acquisition of Mark Rite Lines Equipment Company, Inc. (MRL), a U.S. manufacturer of truck-mounted and ride-on road-marking and line-removal equipment, and its subsidiary HighMark Traffic Services, Inc.

Products are sold to municipal and industrial customers either through a dealer network or direct sales, depending on the type and location of the customer. The 2016 acquisition of Joe Johnson Equipment (JJE) extended our sales channel and

increased the number of service centers through which its parts, service, and rental offerings can be provided to current and potential customers. JJE also extends our product offerings to include other products, such as refuse and recycling vehicles.

Our Environmental Solutions Group also engages in the sale of parts, service and repair, equipment rentals and training, as part of a complete offering to its current and potential customers through its service centers located across North America.

Collectively, our workforce has thousands of years of experience in the manufacture of equipment that serves maintenance and infrastructure markets, and our team prides itself on its close relationships with customers, to whom we aim to provide the most effective, innovative, and comprehensive suite of products around.



CRYSTEEL RAPTOR



VACTOR 2100i



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.



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.



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 hydro excavation 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.



Westtech

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

SAFETY AND SECURITY SYSTEMS GROUP

Our Safety and Security Systems Group is a leading manufacturer and supplier of comprehensive systems and products that law enforcement, fire rescue, emergency medical services, campuses, military facilities, and industrial sites use to protect people and property. Offerings include 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 systems, 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.

Our talented employee base has internationally-renowned expertise in optical and audible signaling technologies and comprehensive experience with customers in the field. They also consistently demonstrate a commitment to manufacturing excellence.



Public Safety and Security 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 also 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

SEWER CLEANING



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



VACTOR 2100i

Sanitary sewers are used to transport sewage from homes and commercial buildings to treatment facilities. 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.

Storm sewer lines and catch basins are designed to drain excess rain and ground water from paved surfaces. Storm drains can become clogged by trash, sand, leaves, or the roots of trees and shrubs. A blockage can cause severe flooding that can spread to adjacent buildings.

Water treatment plants remove contaminants from water, making it safe for discharge and re-use. But when sludge builds up inside of facility structures, plant function is degraded.

Our sewer cleaning equipment is used by municipalities and contractors to provide routine maintenance of sewer systems, storm water 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 make a range of sewer cleaning equipment. We are also the primary supplier of replacement parts that support the maintenance of this equipment.



THE VACTOR RAPID DEPLOYMENT BOOM RDB 1015™
AVAILABLE ON BOTH THE 2100i AND 2100i CB



With up to 75,000 sanitary sewer overflows each year, preventing sewer overflows is a national enforcement priority for the U.S. Environmental Protection Agency (EPA)¹.

¹"Sanitary Sewer Overflows (SSOs)," EPA, Environmental Protection Agency, 14 Aug. 2020, www.epa.gov/npdes/sanitary-sewer-overflows-ssos.

APPLICATION FOCUS

SAFE DIGGING/ VACUUM EXCAVATION



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

TRUVAC HXX



Traditional mechanical excavation techniques, while effective at moving dirt, represent a riskier way to uncover underground infrastructure. Utility strikes are estimated to occur approximately once per minute, on average, with consequences ranging from a brief service outage, to gas and water spills, to explosions that may result in the loss of life.

Vacuum excavation is an inherently safe method of digging that involves the use of pressurized air or water and a high-powered vacuum system to precisely liberate and remove earth from the ground. When used to expose utility distribution structures like gas and power lines, or large transmission pipelines, vacuum excavation minimizes the likelihood of damage to the utility.

Because the technique significantly reduces the chance of damage to underground infrastructures, it is becoming increasingly accepted as standard practice in the utility industry, and has propagated widely throughout the United States – in fact, 19 states and the Occupational Safety and Health Administration (OSHA) now explicitly include vacuum excavation as part of their “safe excavation” best practices.

TRUVAC manufactures an extensive line of vacuum excavation products in both air excavation and hydroexcavation variants.



The Common Ground Alliance estimates there are approximately 500,000 excavation-related damage incidents every year².

²Damage Information Reporting Tool.” CGA - Common Ground Alliance, 25 Sept. 2019, commongroundalliance.com/DIRT.

APPLICATION FOCUS

STREET SWEEPING



STREET SWEEPING IS A VITAL FUNCTION THAT AFFECTS EVERYONE

Street sweeping picks up trash, debris, and harmful substances that can contaminate the environment. Trash and debris can clog storm drains, increasing the risk of flooding during storm events. Toxins from vehicles and yards can make their way into storm drains or streams and waterways, polluting our water systems. In fact, street sweeping has been defined as a best management practice by the EPA in preventing storm water runoff.

Trash-filled roads are hazardous to vehicular and pedestrian traffic. Garbage can be dangerous for people and pets, especially sharp objects like nails or metal. Buildups of garbage attract rodents, bugs, and other vermin, posing health risks.

Removing pollutants and obstructions from the roads and highways is critical to keeping them safe. Sweeping also prevents debris from entering our many combined sewer systems which are being overloaded with “unflushable” products that do not break down and therefore clog the systems. In addition, sweeping is a key requirement in the paving and resurfacing process in many road construction projects.

At our Elgin Sweeper manufacturing facility, we make a range of street sweeping equipment that utilizes all variations of today’s sweeping technology — mechanical, pure vacuum sweepers, regenerative air, alternative fuel, waterless dust control, and single-engine packages — to offer customers the sweeper that matches their needs.

PELICAN 3-WHEEL MECHANICAL SWEEPER



ELGIN CROSSWIND SPECIALTY TRACK SWEEPER



Street sweeping is defined as a best management practice by the EPA in preventing storm water runoff³.



³National Menu of Best Management Practices (BMPs) for Stormwater.” EPA, Environmental Protection Agency, 28 Aug. 2020, www.epa.gov/npdes/national-menu-best-management-practices-bmps-stormwater.

APPLICATION FOCUS

ROAD MARKING



The continued incorporation of connected and intelligent technologies in our vehicles is changing the way we think about how we get from Point A to Point B.

While further development of this technology is expected to provide transformative safety and mobility benefits, it will also bring a number of safety and infrastructure challenges for policymakers. Many experts in automation and infrastructure fields assert that consistent and proper maintenance of the roadway system is of the utmost importance for both conventional and “smart” vehicle motorists—especially when it comes to road-markings.

MRL is committed to road safety and investing in the development of innovative equipment to apply the road-markings of the future. Utilizing extensive research, customer feedback, and technician field experience, MRL continues to develop new and improved products incorporating road-marking application and detection features geared toward facilitating advanced driver assistance systems and autonomous vehicles.



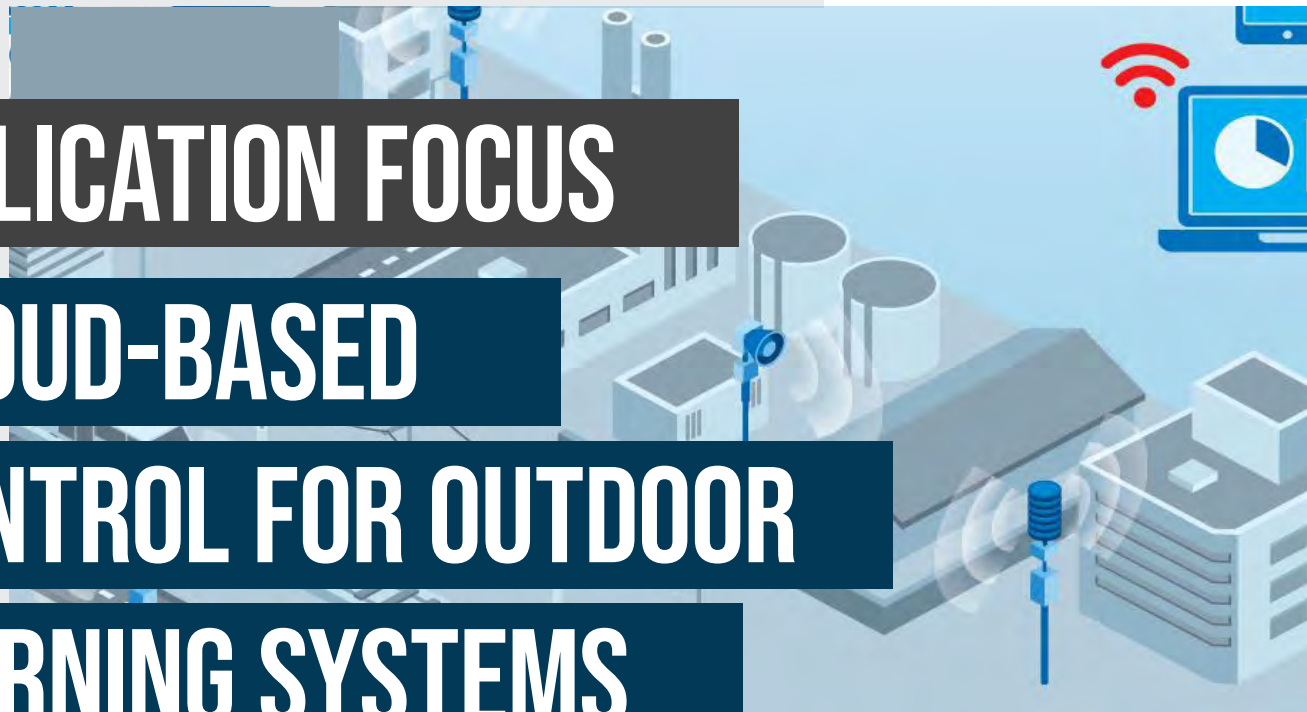
Modern road-surface markings provide guidance and information to drivers and pedestrians alike. Markings can be made of applied thermoplastic, paint, plural component epoxies, preformed plastic tape, and raised highly reflective pavement markers. Each of these markings addresses a different set of needs: thermoplastic, epoxy, preformed tape, and paint create visible indicators that can be seen in the daytime and with headlight use; reflective raised markers are particularly useful for nighttime driving. Rumble strips cut into the road surface, causing the wheels of any vehicle passing over them to vibrate and provide audible lane departure warnings. Each requires a different application method.

MRL has been manufacturing road marking and line-removal equipment for more than 30 years, maintaining a competitive edge through innovation and relentless dedication to improvement. Founded on extensive first-hand knowledge and a background in striping operations, MRL designs and builds reliable, performance-oriented, quality products.

Modern vehicles demand new standards in road-marking standards, materials, and application methods.

APPLICATION FOCUS

CLOUD-BASED CONTROL FOR OUTDOOR WARNING SYSTEMS



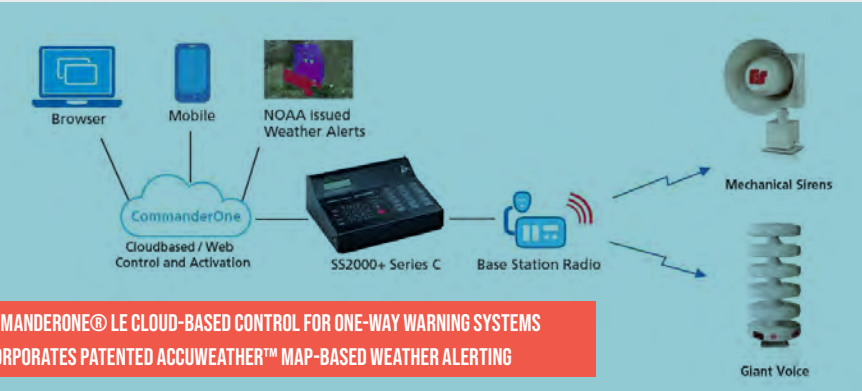
Effective warning systems support and facilitate rapid response to urgent events and enable people and authorities to save lives and property in the event of natural disasters

Emergencies requiring large-area alerting and notification can occur at any time; safety managers must therefore be able to activate alerting systems from anywhere. Furthermore, the large geographic areas covered by modern siren systems lend themselves to network-based controls, rather than centralized communication transmitters. CommanderOne®, our cloud-based control and messaging system, meets both demands. The CommanderOne platform 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.

Integration with AccuWeather’s patented map-based weather alerting and polygon activation technology enhances community safety by providing real-time National Oceanic and Atmospheric Administration (NOAA) weather alerts.

Businesses and communities rely on emergency notification systems to keep people safe. Our products provide notification at any time, in any weather, with a response time designed to save lives.

Cloud-based deployment extends the reach and capabilities of mass notification.



COMMANDERONE® LE CLOUD-BASED CONTROL FOR ONE-WAY WARNING SYSTEMS INCORPORATES PATENTED ACCUWEATHER™ MAP-BASED WEATHER ALERTING

APPLICATION FOCUS

"SMART" PUBLIC SAFETY SYSTEMS

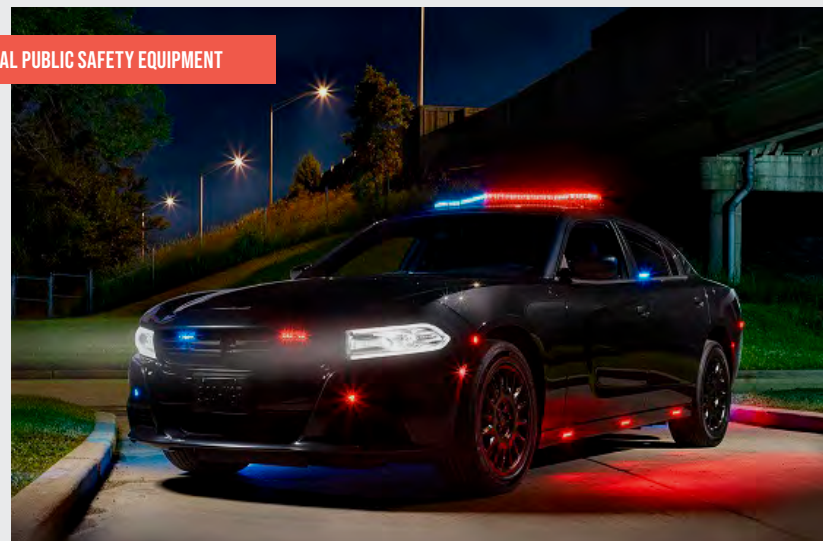
LAW ENFORCEMENT IS AN INCREASINGLY COMPLEX TASK, REQUIRING NEW TOOLS

Like most public services, law enforcement agencies are asked to do more with less. Police departments are expected to perform traditional tasks like traffic enforcement, emergency response, and investigation support, while at the same time preserving the usable lifetime of their equipment and reducing risk to themselves and their partners – all with increasingly intense public scrutiny.

The reduction of risk to both public safety personnel and the public is at the cornerstone of the products we make in our public safety businesses in the United States and in Europe. In traditional contexts, this means producing vehicular signaling equipment that is effective and reliable, helping first responders to travel to and from the scene of an emergency while reducing the risk of collision with other first responders or civilians.

Looking to the future, this mission compels the development of advanced products that provide customers with better operational intelligence and offer greater situational awareness around vehicles.

FEDERAL SIGNAL PUBLIC SAFETY EQUIPMENT



VAMA PRODUCTS ON YAMAHA MOTORCYCLE, POLICE NATIONALE FRANCE



ALLEGiant LIGHTBAR



VAMA PRODUCTS ON ALFA ROMEO GIULIA, POLIZIA DI STATO ITALIA



PRODUCT SUSTAINABILITY & INNOVATION



Single-Engine Street Sweeper Models

Elgin's Crosswind 1, Broom Bear, Pelican, Whirlwind 1

Traditionally, street sweepers have been powered by a chassis engine to drive the vehicle, and an auxiliary engine to power the sweeper systems. In the interest of environmental friendliness, Elgin Sweeper developed a number of single-engine models such as the Pelican and Broom Bear mechanical sweepers, and has recently expanded the range of single-engine models to include the Crosswind 1 and Whirlwind 1 air sweepers.

Using mechanical power-sharing technology, our products allow a single engine to drive chassis and sweep systems by shunting engine torque from one system to the other. In doing so, the sweeper can be powered by a single engine with reduced total-vehicle horsepower. Other benefits include the reduction of maintenance, elimination of an exhaust aftertreatment system, lower noise and vibration, and reduced emissions and fuel burn.



ParaDIGm Hydroexcavator

TRUVAC ParaDIGm, Winner of 2016 Chicago Innovation Award

The ParaDIGm is unique in that it matches the digging power and payload capacity of a large hydroexcavator with the small size and maneuverability of a trailer-mounted unit. Furthermore, it does not require a second engine to drive the vacuum source or water pump as it draws power from the chassis engine.

In order to carry the additional consumables, tools and supplies required for a typical job, most existing hydroexcavators require an additional work truck or a trailer, while the ParaDIGm carries it all. The ParaDIGm can also switch modes from water-based digging to air-based digging while in the field, as it is equipped with an air compressor. Finally, no hydroexcavator on the market possesses the ParaDIGm's ability to reposition itself while configured to dig.

The ParaDIGm boosts customers' productivity on the job, increases their usable load, and expands the types of work they can do with lower equipment and labor costs.



Outdoor Warning Systems

Federal Signal's Solar Outdoor Sirens, CommanderOne® Messaging System

Across the United States, the frequency and magnitude of tornados and other natural disasters is increasing. The intensity of drought and flood cycles grows year by year. Population density along the coasts is increasing. All three trends produce the same result: more people are at risk of harm due to natural hazards than ever before.

Our warning systems are trusted around the world to protect citizens from natural hazards of all kinds. Activated individually or in concert, over geographies ranging in size from a single municipality to entire states, the systems provide verifiable indoor and outdoor audible notification.

Solar-powered outdoor warning sirens make mass notification less reliant upon grid power, increasing the reliability of emergency communication systems exactly when they are needed most. And with the addition of the CommanderOne cloud-based solution, our systems can securely notify first responders and the general public over regions large and small, with increased communications redundancy to ensure message delivery.

We place a high priority on developing new products and services, as well as enhancing our existing products and services. Research and Development activities, including our revamped innovation process, are essential to delivering on this priority.

Research & Development Spending

~\$40 M in last three years

128 active patents

50+ patent applications 2017–2019



Vactor Water Recycling

Vactor 2100i Combination Sewer Cleaners

Sewer cleaners operate by blasting the inside surface of sewers with large quantities of water. As a result, sewer cleaners carry large quantities of clean water in onboard tanks. However, those tanks have finite volume and consequently, they need to be refilled if a job is particularly long or difficult.

Water refills take time away from the jobsite and worse, they flush clean water directly down the sewer. In 1984, Vactor chose to solve both problems, introducing its first patented water recycling system.

Today, with its unique five stages of filtration, the Vactor Water Recycling System allows sewers to be cleaned using the water contained within them, saving hundreds of thousands of gallons of fresh water each year. The system, which is available on the 2100i sewer cleaner, provides numerous benefits to the environment, and protects the infrastructure and people in the communities we serve.



Street Sweeper Electrification

Elgin's Hybrid Electric Broom Bear

Elgin Sweeper's reason for being is to make public spaces cleaner. While sweepers keep contaminants out of watersheds, waste off roads, and leaves out of gutters, the fact is that they do so while burning fuel. Elgin is a pioneer in the development of cleaner, alternative-fuel solutions, but even the cleanest natural gas-powered sweeper still has an exhaust pipe.

In an effort to further reduce the emissions associated with a street sweeper, Elgin has recently initiated customer evaluations of a plug-in, hybrid electric version of its popular Broom Bear mechanical sweeper. Powering sweep systems with rechargeable batteries, the hybrid Broom Bear dramatically reduces the emissions, noise, and maintenance of a street sweeper.

The hybrid Broom Bear is another example of Elgin Sweeper's ongoing commitment to help municipal customers reduce their carbon footprint, improve air quality, and mitigate climate change.



Emergency Lighting Innovations

LED Introduction to Vehicle Lighting Products

Since our founding in 1901, we have manufactured visible signaling products using technologies of the day: incandescent, fluorescent, and halogen technologies.

In emergency vehicle signaling applications, however, state of the art lighting technologies brought with them numerous drawbacks: fragility to vehicle shock and vibration, short lifetimes, and low optical efficiencies leading to high vehicle power demands.

Since 2000, we have incorporated solid state Light Emitting Diode (LED) technology into our lightbar products, reducing the amount of power demanded of the vehicle while delivering better signaling effectiveness, ushering in a new era of visible signaling products.

LEDs now give all our visible signaling products greater functionality, effectiveness, and efficiency.

INDUSTRY ADVOCACY

Through our involvement with the American Traffic Safety Services Association (ATSSA), we support the development of policies and standards that lead to increased road safety. With the evolution of autonomous vehicles (AVs) and other smart technology features in modern vehicles, ATSSA is working to highlight the importance of road marking and to advance technologies being developed to help increase safety benefits and accommodation of AVs. With our support, ATSSA continues to drive collaboration between the roadway safety industry and automakers as the evolution of smart technology in our vehicles continues.

We work with organizations like the National Utility Contractors Association (NUCA), Common Ground Alliance, the U.S. Environmental Protection Agency and its state counterparts to promote legislation that keeps our water systems running, our buried utilities safe, and our air and watersheds clean. Through NUCA, we also support efforts to stabilize the nation's Highway Trust Fund so that the roads and bridges we need to sustain and grow our economy can be relied upon.

Examples of specific legislation that we have helped advance:

- Passing the Securing Required Funding for Water Infrastructure Now Act (SRF WIN Act) to help small and medium sized communities access low-interest financing for infrastructure projects;
- Passing the America's Water Infrastructure Act (AWIA) of 2018 to finance the development of drinking water and clean water infrastructure;
- Reauthorizing the Sewer Overflow and Stormwater Control Grants Program to assist states in the planning, design, and construction of projects to address stormwater, combined sewer, and sanitary sewer overflows.

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

For a list of other professional and industry organizations supported by our businesses, see the *Professional Associations & Memberships* section of this report.



BILL KRUPOWICZ, VICE PRESIDENT & GENERAL MANAGER, JETSTREAM
BOARD OF DIRECTORS, WATERJET TECHNOLOGY ASSOCIATION (WJTA)



Bill Krupowicz is the Vice President and General Manager of Jetstream of Houston, LLP. He has been with Federal Signal for 19 years, with industry experience spanning the functions of engineering, materials management, finance, marketing, global sales, and general management.

Bill serves on the Board of Directors of the Waterjet Technology Association (WJTA), the industry association for waterjet technology manufacturers and professionals. Bill's longtime focus has been on maintaining and enhancing the safety practices of the industry, driving the organization to publicize and promote methods and tools that keep people and equipment safe when using the power of water to do work.

With over 25 years' experience with Truck Bodies Equipment International, in which she has held roles in sales, production, human resources, and safety, Tina Albright has been at the leading edge of change in the work truck industry for her entire career. She was elected to the Board of Directors of the National Truck Equipment Association (NTEA) in 2017 and its Executive Committee in 2019. It was recently announced that Tina will assume the role of Chair of the NTEA Board in 2022, becoming the first female to serve in that capacity.

While Tina's role will involve ultimate oversight of all of the organization's initiatives, she will have a particular focus on preparing the work truck industry for the generational shifts influencing access to labor, paths to market, and production methods.

TINA ALBRIGHT, VICE PRESIDENT, HUMAN RESOURCES, TBEI
SECOND VICE CHAIR AND BOARD CHAIR-ELECT, NTEA - THE ASSOCIATION FOR THE WORK TRUCK INDUSTRY



A Mechanical Engineering graduate from the Illinois Institute of Technology, Bob Czajkowski has been involved with emergency vehicle lighting for most of his career at Federal Signal. For the last 20 years, his work has focused on the design and development of the optical systems used in emergency warning lights.

Bob has been involved in the development of recommended practices for the deployment and use of emergency warning devices created and published by the Society of Automotive Engineers (SAE) since 2002. He currently serves as the Chairman of the SAE Emergency Lights and Devices Committee, with a term running from 2010 through 2020.



BOB CZAJKOWSKI, SENIOR OPTICAL ENGINEER, SAFETY AND SECURITY SYSTEMS GROUP
CHAIRMAN, SAE EMERGENCY LIGHTS AND DEVICES COMMITTEE



FACILITY ENVIRONMENTAL MATTERS



Environmental Performance Metrics and Targets

While we want our products to have environmental benefits in their use, we strive to make their production environmentally friendly, as well. We have undertaken numerous efforts to reduce energy demand, reuse energy consumed for production purposes, and recycle consumables.

On the following pages, we highlight some of the actions we have taken at our existing facilities, as well as elements incorporated into a major new facility to improve both our environmental footprint and our social impact.

ENVIRONMENTAL IMPROVEMENTS FOR EMPLOYEES

- 1 Push-pull filtration systems in the plant remove airborne heavy metal contaminants. These are removed from the air, collected, stored, and disposed of as hazardous waste. Since 2010, annual hazardous solid waste disposal volumes have increased fourfold due to more aggressive filtration, benefitting the health of our employees.
- 2 High volume air movers have been installed in our facilities, replacing inefficient floor mounted fans. The new air movers operate using motion detectors, whereas the older floor fans operated continuously. The net result is a more comfortable working environment, at a lower cost.
- 3 We have installed video conferencing systems at all of our major facilities, increasing connectivity across the organization and reducing the need for intersite travel.



FACILITY IMPROVEMENTS

Some facilities participate in a voluntary “Demand Response” program with their local electric utilities. Under the program, the factory will shed electricity if there is a high demand load on the electrical grid that could cause an outage. For example, during the heat of summer, when heavy air conditioning use causes peaks in demand, if asked by the local utility company our Elgin, IL factory can shed load by implementing a safe energy reduction plan. Tested annually for compliance, we have demonstrated the ability to shed more than 200 kilowatts (kW) of power with our demand response plan. Though the utility rarely requests implementation, we believe that everyone benefits from having a plan and understanding where high usage is coming from.

- We continue to convert our interior lighting to energy efficient LED lights in our facilities.
- Inefficient, indirect-fire heaters in shop areas have been switched to more efficient direct fire heaters.
- We have begun utilizing pulse welding technology in place of conventional electric welding systems, reducing welding-related energy consumption by 35%.
- We have installed “speed doors” in place of exterior roll up doors at some factories, reducing heat loss in winter months.
- We have installed water reclamation systems in several of our production facilities, reducing the water drawn from municipal supplies for product quality testing.



RECYCLING

- In 2019, one of our individual factories recycled 68 tons of cardboard, 1,500 tons of steel, two tons of aluminum, and one ton of copper.
- Aerosol recovery systems allow spray cans to be fully consumed, allowing them to be safely recycled.
- Empty 55 gallon metal drums are certified drip empty, then crushed and recycled.
- Empty 55 gallon plastic drums are certified drip empty and then picked up by a barrel recycler, rinsed and reused.
- All paper disposed of on site is shredded and recycled.
- All pallets on site are either recycled or reused. In 2019, at one of our facilities, we recycled more than 25 full truckloads of pallets, in addition to those reused internally. In prior years, that location's annual pallet disposal costs were approximately \$26,000.



ENVIRONMENTAL COMPLIANCE

- Used paint filters are hauled away in a special waste hauler and disposed of properly.
- Hazardous and nonhazardous waste is placed into 55 gallon drums and then hauled away by a licensed operator for recycling or disposal.
- Waste oil is collected and disposed of by a licensed operator.
- Since 2012, the annual generation of hazardous liquid waste volumes at one of our locations has decreased by more than 70% (6,900 gallons to less than 2,200 gallons).
- We continually monitor our facilities and operations for compliance with environmental laws and/or regulations.

VACTOR PLANT EXPANSION



VACTOR MANUFACTURING IS IN THE FINAL STAGES OF A MAJOR PLANT EXPANSION

This expansion project will increase the size of the facility by 145,000 square feet, boosting maximum production throughput as well as the types of products that can be made concurrently. The expansion is also expected to support the creation of roughly 90 new jobs.

The plant expansion began with environmental sustainability and community engagement in mind. Before any ground was broken, town hall meetings were held to assess the local community’s sentiment towards the expansion, and to assuage any concerns of local residents. Environmental impact evaluations were performed, as well as historical preservation surveys, with positive outcomes on both items.

The facility includes several design features that reduce the impact on the environment. LEDs produce all interior light. “Fast doors,” similar to those present in the original Vactor factory and other facilities, limit the exchange of interior and exterior conditioned air. The facility’s quality check section, a product’s final stop before shipment to a customer, contains a water reclamation system that prevents pressure-test water from being flushed down the drain every time a product is shipped, saving roughly 2 million gallons per year.

Given its location in Central Illinois, Streator and the surrounding area has, unfortunately, experienced tornadoes in the past. Recognizing that, Vactor worked with its design engineer and the city to incorporate a high capacity tornado shelter into the new facility.

Vactor is proud to make products of the highest quality. It is equally proud of its important role in Streator’s community, economy, and environment.



Vactor has a long history of employing multiple generations of the same family, and is proud to be the largest employer in Streator, Illinois.

ENVIRONMENTAL PERFORMANCE IN OUR FACILITIES



We operate 15 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 their operations. Taken as a whole, we expect these actions to yield improvements to our net consumption per unit revenue, decreasing over time. These consumption reductions should produce several benefits, including benefits to our sustainability metrics and reduced energy costs.

With our active M&A pipeline, simple measurements of utility consumption such as kilowatt-hours (kWh), gallons, and therms have little meaning on their own– an acquisition could meaningfully change our consumption values singlehandedly by adding a new facility to our portfolio. We believe that a more relevant metric normalizes consumption values to a common reference, such as annual revenue.

Because acquisitions can occur during a fiscal year, the metrics shown herein only include consumption and revenue data for those businesses that were owned for the full calendar year.

Our Vactor facility is currently ISO 14000/14001 certified for environmental management, and our Vama facility in Spain is ISO 14001/2015 certified. We are currently considering the certification process for additional locations.



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 2017, 2018, and 2019 was analyzed for this report. If a business was divested or acquired during a calendar year, that data was not included in this report. Bronto was sold in 2016.

ENERGY

PERFORMANCE METRICS

We have worked consistently to reduce our energy and water consumption.

WATER

in Gallons per Dollar Revenue



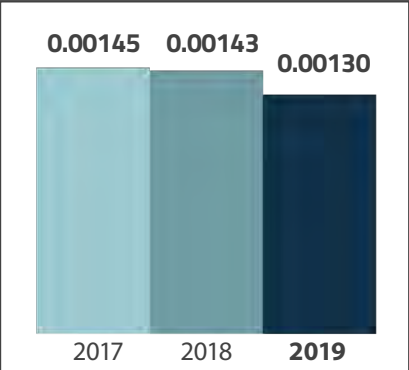
As many of our products consume or collect water as part of their operation, they must be tested for watertightness at the factory. This demand adds to the quantity of water consumed in our facilities, along with housekeeping and maintenance usage. This water is almost exclusively drawn from municipal supplies.

Improvements to our factories, particularly in the form of water reclamation capabilities, should facilitate further reduction in our water consumption per unit revenue in the future.



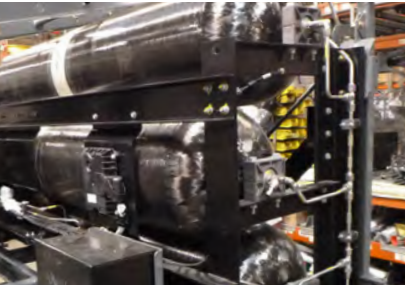
NATURAL GAS

in Therms per Dollar Revenue



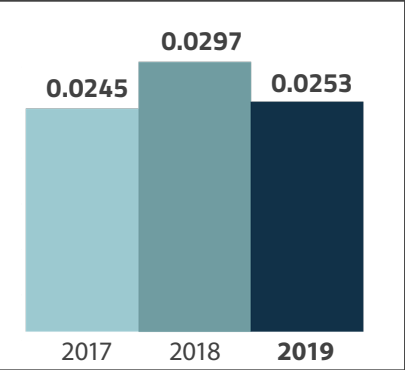
Natural gas is consumed largely as a part of facility climate control, with the bulk of our consumption occurring during winter months.

Improvements to our facilities, particularly those that minimize the exchange of interior and exterior air, such as “fast doors,” are designed to help us further reduce natural gas consumption.

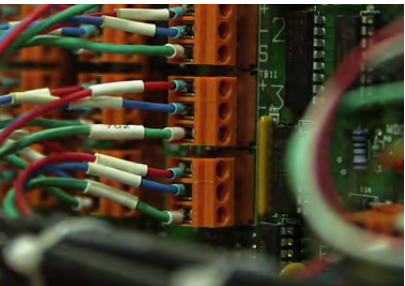


ELECTRICITY

in kWh per Dollar Revenue



Our facilities consume grid-supplied electricity as part of manufacturing processes, business operations, climate control, and a myriad of other applications. While the relationship between electricity consumption and business throughput is a complex one, we believe that there continue to be opportunities for us to reduce our electricity consumption. These include the replacement of existing equipment with more efficient alternatives.



ENERGY GOALS & MANAGEMENT

WE ARE COMMITTED TO ACTIONS THAT RESTORE AND PRESERVE THE ENVIRONMENT, AND TO PRODUCING PRODUCTS THAT EMPOWER OUR CUSTOMERS TO DO THE SAME.

- We are committed to reducing waste and pollutants, conserving resources, and recycling materials at every stage of the product life cycle.
- We will continue to 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.
- We will continue to work with all government entities for the development of technically sound and financially responsible environmental laws and regulations.

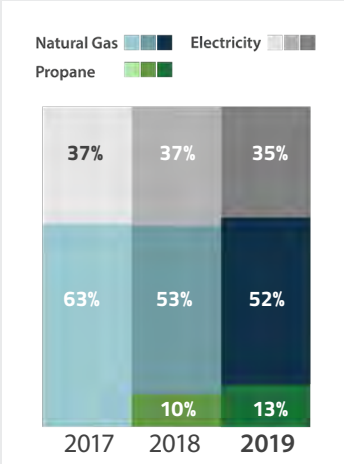
ENERGY-RELATED GOALS

BY 2023 WE AIM TO REDUCE OUR:

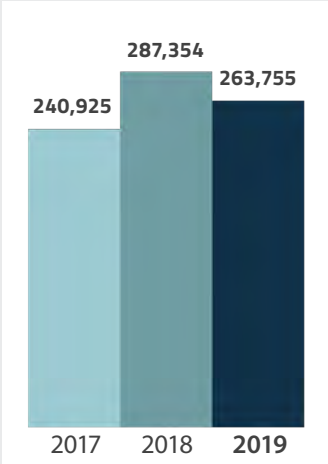
- WATER CONSUMPTION INTENSITY BY 10%
- ELECTRICITY CONSUMPTION INTENSITY BY 10%
- NATURAL GAS CONSUMPTION INTENSITY BY 10%
- OVERALL GHG EMISSIONS INTENSITY BY 10%

ENERGY MIX

While electricity is commonly measured in Kilowatt-hours (kWh), and natural gas in Therms or Hundred Cubic Feet (ccf), the energy delivered by those utilities is measured in units of Joules. Over the course of a year, we consume more than 50% of our energy in the form of natural gas. As electricity can be derived from different generation methods, providing potential cost and emissions benefits, we aim to source more of our energy needs from electricity going forward.



Energy Consumption by Type

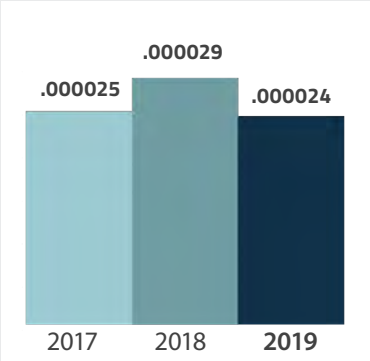


Joules Consumed per Dollar Revenue

GREENHOUSE GAS EMISSIONS

For a given mix of energy generation sources, greenhouse gas (GHG) emissions per unit revenue will scale roughly with energy consumption per unit revenue; correspondingly, our GHG emissions per unit revenue have decreased between 2018 and 2019.

Our JJE facilities in Canada obtain electrical power from carbon-free hydroelectric sources.



Total Tons CO₂ Emitted/\$ Revenue

COMMUNITY ENGAGEMENT

Education

Identifying and developing our next generation of business leaders is important to the long-term health of our overall business. We are proud to support our employees to further their education with tuition reimbursement plans and training within our facilities, and we pride ourselves in promoting from within.

Many of our businesses support their local high schools with cooperative learning extension programs at our plants; hosting an annual Manufacturing Day, including public tours of our facilities, and providing scholarships and signing day offers to high school seniors. Our people also donate their time and expertise through volunteering and mentorship programs, and work with local colleges on training programs to teach valuable technical skills that can be applied in the workplace. These programs help our next generation, and others, to understand what career paths are available and to explore future job opportunities at our businesses.

Karl F. Hoenecke Memorial Scholarship

We have a long tradition of supporting and rewarding the academic achievements of young adults. Children of Federal Signal employees who are entering college may apply for a Karl F. Hoenecke Memorial Scholarship. This program was established in memory of Mr. Hoenecke, a former Chairman of the Board of Federal Signal, who appreciated the value of a quality education in the development of future business leaders.

Four awards are given annually to deserving students and may be renewed each year during the course of their undergraduate studies. Since the program’s founding in 1989, 118 students have been provided scholarships, with Company-funded disbursements exceeding \$600,000 over that period.

Community Involvement

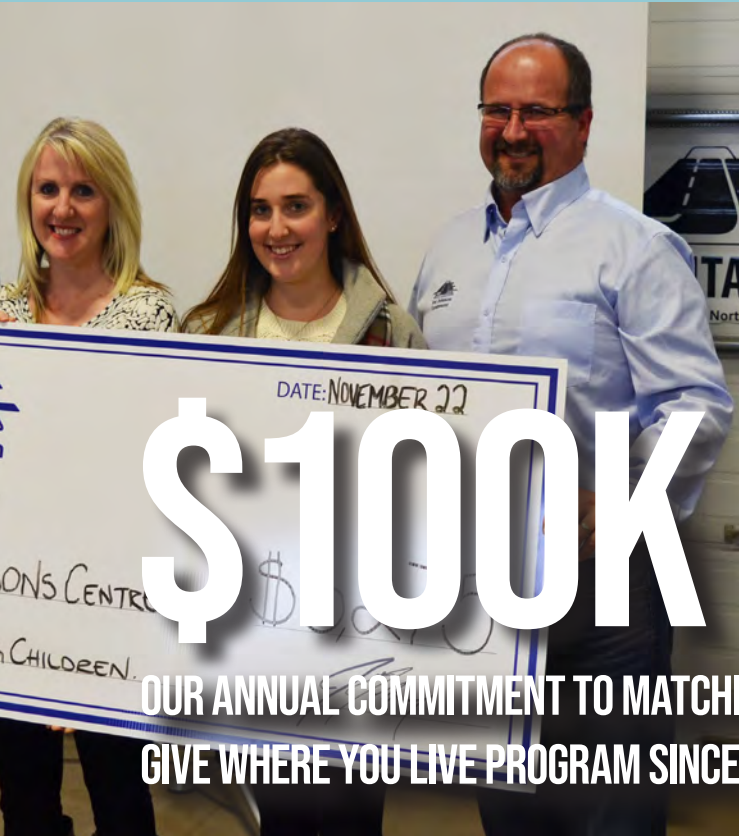
A healthy business begins with healthy communities, and so we take social responsibility as seriously as we do environmental responsibility. We take great pride in our actions to create and support programs that enhance our communities’ well-being.

Give Where You Live

FEDERAL SIGNAL Connecting Employees to Their Communities

Federal Signal facilities also take part in:

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



OUR ANNUAL COMMITMENT TO MATCHING EMPLOYEE GIFTS THROUGH THE GIVE WHERE YOU LIVE PROGRAM SINCE 2018



We are focused on giving to the communities and organizations where our employees work and live

Through volunteer work and philanthropic contributions, we support organizations across the U.S. and Canada. Through our **Give Where You Live** program, we match all or a portion of employee donations to non-profit organizations that are important to them. A sample of organizations Federal Signal supports include:

- **Back Packs for Buddies**—helps feed children in need
- **Court Appointed Special Advocate (CASA)**—a program of Will County, IL, which helps children navigating the court system recover from the traumas of abuse and neglect and find a safe, permanent, loving home where they can prosper
- **Together We Cope**—a homelessness prevention agency based in Tinley Park, IL. Their mission is to bridge the gap for Chicago Southland residents in temporary crisis
- **The Treasure Chest Foundation**—a not-for-profit organization dedicated to providing comfort and distraction from painful procedures to children and teens who have been diagnosed with cancer
- **Toys for Tots**—collection in the Mississippi area

- **Streator Unlimited**—helps with medical devices for adults
- **Bernie’s Book Drive**— provides books to local students in need
- **Autism Ontario**— a leading source of information and referral on autism
- **Women and Children’s Shelters**— transitional housing and other assistance resources
- **Season’s Center for Grieving Children**— facilitated peer support groups

Factor employee donations, amplified by the **Give Where You Live** program, are singlehandedly responsible for almost half of the local **United Way** budget.

We also engage in contributions of time and effort, encouraging our employees to volunteer with community organizations such as **The Community House** of Hinsdale, IL. Many of our sites have established formal partnerships with local high schools, sponsoring training classes and establishing co-op programs for students.

We recently received awards from United Way for the company with the “most increased donations year over year” and Employee Campaigners of the Year. Federal Signal and our employees donated over \$150,000 in 2019 to the United Way Foundation.

We are proud to be a part of many community organizations and philanthropic projects.



Ox Bodies sponsors welding training for area students.



Annual book drive, where employees donate books to local children.



The Federal Signal Innovation Lab held a training workshop with students in Hinsdale’s Community House Ready, Set, Roll program. Students were taught innovation best practices, produced prototype solutions to problems in their lives, and gained valuable insights into the career paths of our innovators.

COVID-19 RESPONSE

During the 2020 COVID-19 pandemic, we undertook a major effort to adapt our products to positively contribute to the remediation and response efforts of our customers.



Vactor Products

Vactor products provide vacuum systems that can collect and convey materials from great distances from the machine. They can store up to 800 feet of large diameter hose, allowing them to conduct liquids to and from remote or hard-to-reach areas like subways, elevated platforms, or behind large structures.

During the outbreak of COVID-19 in early 2020, many of our customers sought assistance with disinfecting high-touch, high-traffic outdoor surfaces such as playgrounds, benches, handrails, transit platforms, and more. In response, our research and development team worked quickly to develop a set of new tools and methods to address this important need.

The installed base of products manufactured by our Environmental Solutions Group can now be used in efforts to clean and sanitize outdoor public surfaces where germ spread is possible. In addition, these products can be used to sanitize other vehicles such as buses, railcars, subways, or trains, as well as the stations in which they park. Our existing equipment and rental fleet can be mobilized and/or modified, if needed per CDC guidance. As a current partner with governments and municipalities, we are uniquely positioned to support them in their disinfection efforts. Within our Safety and Security Systems Group, our teams also reacted quickly to adjust production in order to manufacture face shields at our University Park, IL facility for use by our first responder customers and employees.



TRUVAC Products

Like Vactor products, TRUVAC machines can collect and convey materials to and from great distances. In addition, they incorporate the ability to heat water-based liquids to near boiling temperatures.



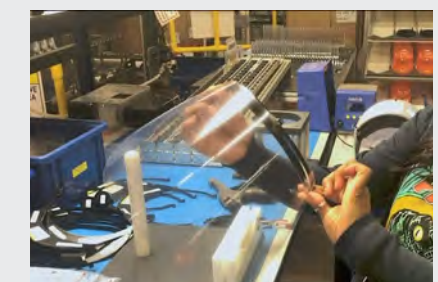
Elgin Products

Elgin sweepers often provide vacuum systems that can collect materials. They can apply liquids on the ground while the machine is moving at any speed.



Jetstream Products

Most Jetstream high-pressure waterjet units can be trailer-mounted, and can be towed while applying high-pressure sprayed liquid to on- or off-road surfaces.



Public Safety Equipment

We converted our University Park, IL vehicle signaling products manufacturing line to produce face shields for use by first responders and employees.



**RECLAIMING
TOMORROW
TOGETHER**

fedsigresponse.com

OUR PEOPLE

We are committed to promoting and supporting diversity. We believe that behaving inclusively is the right thing to do. We also believe that hearing different voices, and seeking different perspectives and ideas, lead to better results.

We strive to promote diversity on our Board of Directors and in leadership roles throughout the Company.



BOARD OF DIRECTORS ATTEND DEMO OF MRL ROAD-MARKING TRUCKS



Board of Directors

Women account for 29% of the seats on our Board of Directors compared with 20% for companies in the Russell 3000 Index as a whole.⁴

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

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.



Executives

Currently, 50% of our Section 16 officers are female, including our Chief Executive Officer, ranking well above companies in our peer group.



Employees

We have increased our efforts to create an open dialogue around **diversity and inclusion** in our current employee base, through mentoring programs, and focused career development.



Employee Training and Development

We are proud to support the development of our employees by offering extensive training within our facilities, ranging from essential topics such as workplace safety and anti-fraud training, to advanced instruction in lean manufacturing principles and inside sales training programs. Our employees receive an average of more than 10 hours of job training per year, with some businesses averaging nearly 80 hours of training per year.

manager is an example of a high-performing employee who was promoted into management after completing this career development program. We recognize that leadership development and employee engagement contribute to our long-term success as a business.

Virtually all of our employees receive yearly performance reviews, with exceptions made only for certain union-represented segments of our workforce in accordance with their negotiated contract.

Supplementing inside training, 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 level.

Talent Acquisition

Building a future workforce that is diverse and inclusive is essential to maintaining the long-term health of our business. In addition, we foster relationships with local high schools and area colleges and participate in a number of programs that teach the technical skills and training that future jobs may require.

We value education and believe in the benefits of continuous learning. In addition, some of our business units, such as Vactor, partner with nearby universities to offer courses and programs directly related to our employees’ growth in the business. Vactor’s current plant



⁴“Our Research.” 20/20 Women on Boards, 2020, 2020wob.com/educate2/.

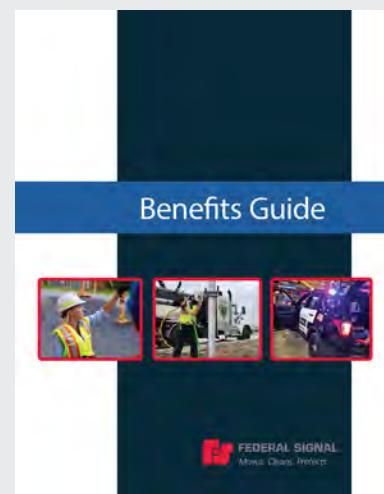
EMPLOYEE BENEFITS

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, participate in programs and services that support healthy lifestyles, build financial security, and improve personal well-being.



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)



WORKPLACE SAFETY

The safety of our employees is a top priority. We have a companywide Safety Council, consisting of safety managers from each business, that regularly meets to collaborate and implement safety improvement initiatives.

Safety Focus

When it comes to employee safety, we are laser focused on continuous improvement and the reduction of incident frequency. We have an ambitious goal of zero workplace injuries. In 2019, ten of our businesses had a Total Case Incident Rate below the average for their Standard Industrial Classification peer group.



Managing Workplace Safety

Many of our businesses have safety committees, consisting of employees from various disciplines, that conduct safety audits, assist in safety training, and safety improvement initiatives. In 2019, we reviewed and improved our incident response plans to better ensure we have trained first aid response teams who are knowledgeable and available to address any health or safety related incidents. At one business, this team was instrumental in providing lifesaving triage for a non-work related incident. In 2019, our Safety Council introduced a new Workplace Hazard Reduction program to accelerate our progress towards zero workplace accidents by:

- Identifying and implementing innovative changes to reduce exposure to hazards in the workplace
- Sharing safety improvement ideas across all businesses
- Recognizing the top company-wide three to five safety improvements

The top improvements of 2019 were identified by our Safety Council and recognized with awards. In 2020, we set a target for each of our businesses to identify, implement, and submit at least two facility and/or process improvements per quarter.

In 2018, Vactor was awarded the Iowa-Illinois Safety Council's 2018 President's Hazard Control Award for specific hazard control projects and for improving the safety culture of the business.



IOWA-ILLINOIS SAFETY COUNCIL PRESIDENT'S HAZARD AWARD PRESENTED TO VACTOR



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 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, gender, disability, nationality, or any other 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 and for which the person has not offered themselves 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 adamantly 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, pose any significant risk for incidents of child labor, or young workers exposed 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 15% of our U.S. hourly workers were represented by unions as of December 31, 2019. 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 Policy and expect our suppliers to adhere to the standards set forth by this Policy while doing business with and/or on behalf of Federal Signal.

Laws and Regulatory Compliance

We require that all suppliers and agents 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 in which business is conducted as well as the Foreign Corrupt Practices Act (FCPA) and 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 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

MRL ROAD-MARKING TRUCK


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 section of our [website](#).


Sustainability Governance

The Chair of the Environmental Compliance Oversight Committee (ECOC) has responsibility for overseeing environmental and sustainability matters. This position reports to the CEO, and is supported by the Environmental Compliance Oversight Committee, which provides environmental policy governance and oversight for the company as a whole.

The ECOC meets at least twice a year to establish policy direction and monitor the compliance status of Federal Signal’s environmental management systems.



FEDERAL SIGNAL FACTORIES, CHICAGO, ILLINOIS, CIRCA 1925



ENVIRONMENTAL COMPLIANCE OVERSIGHT COMMITTEE (ECOC)

Responsible for overseeing all enterprise wide environmental and sustainability matters. The ECOC was formed at the direction of the Company’s CEO, and reports at least annually to the Board of Directors.

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 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



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 Code of 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

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 reviewed annually by the Audit Committee.



OX BODIES CHISHOLM DUMP TRUCK

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



Understanding the risks of 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 that 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 key component of our strategic plans. Action plans are also regularly reviewed for execution performance

and the continuing relevance of the key risk(s) 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 2019 Form 10-K, and Quarterly Reports on Form 10-Q filed with the SEC during 2020.

Climate Change

We consider our most pressing climate change risks to be those experienced by our customers, and so we have committed to building products that help them reduce their own risk to climate change. Product lines like our tornado and tsunami outdoor warning systems help our customers to alert their constituents to extreme weather events, and our electric and alternate-fueled products reduce our customers' emissions and their own reliance on fossil fuel supply chains.

We seek to minimize our exposure to climate change risks wherever we can by either reducing the likelihood of certain risks being realized, or limiting the consequence if they are. We are aiming to reduce the risk of water scarcity by reclaiming water used in the production of

our vacuum trucks. We are reducing our exposure to 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. Our facilities in regions with increased flood or tornado risk have the tools, practices, and business continuity policies to keep our people and our assets safe. Finally, we source the majority of our 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.

Materiality Assessment

We considered a wide range of subjects for inclusion in this report, ultimately choosing to focus our analysis and discussion of those topics that capture the greatest focus of senior leadership, and those that substantively influence the assessments and decisions of our stakeholders.

We have grouped our material subjects 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

These subjects reflect our focus on developing innovative, high-performing products that are safe, useful, and address the evolving needs of our customers.

- 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

These subjects reflect our efforts to produce our products using methods that are increasingly sustainable in environmental and social terms.

- 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

These subjects reflect 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.

- 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

We view stakeholder engagement through the lenses of customer engagement, community engagement, employee engagement, and stockholder engagement. Each one of these is important to us and has a profound impact on our success as a company.

Customer engagement is a central aspect of our innovation process. This process, rolled out in 2014, 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 their current pain points 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.

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 10-Q filings, and annual proxies and 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 2019, members of our executive team:

- Attended 14 investor conferences;
- Participated in seven non-deal roadshows in cities across North America, meeting with investors at their offices;
- Held more than 225 discussions with stockholders and potential stockholders; and
- Conducted a third-party investor perception study, allowing us to gain direct and actionable information that we can use to enhance the effectiveness of our investor relations activities.

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



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 Plasterers Council (NPC)
National Railroad Construction (NRC)
National Truck Equipment Association (NTEA)
National Utility Contractors Association (NUCA)
North American Power Sweeping Association (NAPSA)
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 Manufactures 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

Global Reporting Initiative (GRI) Index

The Federal Signal 2019 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 (ISS) Environmental and Social Disclosure QualityScore™ Framework.

GENERAL DISCLOSURES (GRI 102,2016)		
Indicator	Brief Description	Location of Information
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Federal Signal Corporation
102-2	Activities, brands, products and services	pages 10-14
102-3	Location of headquarters	Oak Brook, Illinois
102-4	Location of operations	pages 8-9
102-5	Ownership and legal form	page 6
102-6	Markets served	pages 6, 10-14
102-7	Scale of the organization	pages 6, 8-9
102-8	Information on employees and other workers	pages 36-38
102-9	Supply chain	page 41
102-10	Significant changes to the organization and its supply chain	2019 Form 10-K, pages 15-16
102-11	Precautionary principle or approach	pages 44-45
102-12	External initiatives	pages 32-33
102-13	Membership of associations	page 47
STRATEGY		
102-14	Statement from senior decision-maker	page 5
102-15	Key impacts, risks, and opportunities	page 5
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behavior	page 7
102-17	Mechanisms for advice and concerns about ethics	page 43
GOVERNANCE		
102-18	Governance structure	page 42 herein, and included in the Company's 2020 definitive proxy statement, filed with the SEC on March 12, 2020 (2020 Proxy), page 2
102-19	Delegating authority	2020 Proxy, page 17
102-20	Executive-level responsibility for economic, environmental, and social topics	2020 Proxy, page 17
102-21	Consulting stakeholders on economic, environmental, and social topics	2020 Proxy, page 3
102-22	Composition of the highest governance body and its committees	2020 Proxy, page 18
102-23	Chair of the highest governance body	page 42; 2020 Proxy, page 17
102-24	Nominating and selecting the highest governance body	2020 Proxy, pages 12-16
102-25	Conflicts of interest	2020 Proxy, page 17
102-26	Role of highest governance body in setting purpose, values, and strategy	2020 Proxy, page 17
102-27	Collective knowledge of highest governance body	2020 Proxy, page 17

102-28	Evaluating the highest governance body's performance	2020 Proxy, page 17
102-29	Identifying and managing economic, environmental, and social impacts	2020 Proxy, page 17
102-30	Effectiveness of risk management processes	2020 Proxy, page 17
102-31	Review of economic, environmental, and social topics	2020 Proxy, page 17
102-33	Communicating critical concerns	2020 Proxy, page 18
102-35	Remuneration policies	2020 Proxy, page 16
102-36	Process for determining remuneration	2020 Proxy, page 28
102-37	Stakeholders' involvement in remuneration	2020 Proxy, page 47
102-38	Annual total compensation ratio	2020 Proxy, page 42
102-39	Percentage increase in annual total compensation ratio	2020 Proxy, page 42

STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	page 46
102-41	Collective bargaining agreements	2019 Form 10-K, page 9
102-42	Identifying and selecting stakeholders	page 46
102-43	Approach to stakeholder engagement	page 46
102-44	Key topics and concerns raised	2019 Form 10-K, pages 6-10

REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	2019 Form 10-K, page 77
102-46	Defining report content and topic Boundaries	pages 2-3
102-47	List of material topics	page 2
102-48	Restatements of information	This is the first report prepared
102-49	Changes in reporting	This is the first report prepared
102-50	Reporting period	page 3
102-51	Date of most recent report	This is the first report prepared
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 48-50

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 2
103-2	The management approach and its components	throughout the report
103-3	Evaluation of the managemeny approach	throughout the report

ENVIRONMENTAL (GRI 300, 2016)

ENERGY (GRI 302, 2016)		
302-1	Energy consumption within the organization	page 30
302-3	Energy intensity	page 30
302-4	Reduction of energy consumption	page 30
302-5	Reductions in energy requirements of products and services	pages 22-23

WATER (GRI 303, 2016)		
303-1	Interactions with water as a shared resource	page 30
303-3	Water withdrawal	page 30
303-5	Water consumption	page 30
EMISSIONS (GRI 305, 2016)		
305-1	Direct (Scope 1) GHG emissions	page 31
305-4	GHG emissions intensity	page 31
305-5	Reduction of GHG emissions	page 31
EFFLUENTS AND WASTE (GRI 306, 2016)		
306-2	Management of significant waste-related impacts	pages 26-27
306-4	Waste diverted from disposal	pages 26-27
ENVIRONMENTAL COMPLIANCE (GRI 307, 2016)		
307-1	Non-compliance with environmental laws and regulations	page 27

SOCIAL

EMPLOYMENT (GRI 401, 2016)		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 38
OCCUPATIONAL HEALTH AND SAFETY (GRI 403, 2016)		
403-1	Occupational health and safety management system	page 39
403-2	Hazard identification, risk assessment, and incident investigation	page 39
403-4	Worker participation, consultation, and communication on occupational health and safety	page 39
403-5	Worker training on occupational health and safety	page 39
403-6	Promotion of worker health	Page 38
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relation-ships	page 39
TRAINING AND EDUCATION (GRI 404, 2016)		
404-2	Programs for upgrading employee skills and transititon assistance programs	page 37
DIVERSITY AND EQUAL OPPORTUNITY (GRI 405, 2016)		
405-1	Diversity of governance bodies and employees	pages 36-37
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (GRI 407, 2016)		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	none, page 40
CHILD LABOR (GRI 408, 2016)		
408-1	Operations and suppliers at significant risk for incidents of child labor	none, page 40
FORCED OR COMPULSORY LABOR (GRI 409, 2016)		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	none, page 40
HUMAN RIGHTS ASSESSMENT (GRI 412, 2016)		
412-1	Operations that have been subject to human rights reviews or impact assessments	none
LOCAL COMMUNITIES (GRI 413, 2016)		
413-1	Operations with local community engagement, impact assessments, and development programs	pages 32-33
413-2	Operations with significant actual and potential negative impacts on local communities	none
PUBLIC POLICY (GRI 415, 2016)		
415-1	Political Contributions	none
CUSTOMER PRIVACY (GRI 418, 2016)		
418-1	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

Ethics and Compliance

Dan DuPre, VP, General Counsel and Secretary
Chief Compliance Officer
ddupre@federalsignal.com

Sustainability

Environmental Compliance Oversight
Committee (ECOC)
ECOC@federalsignal.com

Community

Federal Signal Give Where You Live
Matching Gift Program
HR@federalsignal.com