

Human Rights Policy

I. Purpose

The purpose of this Human Rights Policy (the “Policy”) is to guide the operations of Federal Signal Corporation (“Federal Signal”) and each of its domestic and foreign subsidiaries (together with Federal Signal, the “Company”) in a manner consistent with the highest ethical and moral principles and with a commitment to respecting and upholding fundamental human rights throughout the world.

II. Effective Date and Administration

This Policy is effective February 1, 2022. Federal Signal’s General Counsel and Chief Compliance Officer is responsible for the review of any violations of this Policy that come to the attention of the Company. The Policy may be amended, modified, or discontinued in the discretion of the Company.

III. Scope

This Policy applies to all employees of the Company, its board of directors, and its business partners, suppliers, vendors, contractors, and other parties who are directly linked to its operations, products, or services, regardless of geographic location.

IV. Policy

The Company is committed to respecting and upholding the internationally recognized human rights principles of the United Nation’s Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. We expect our business partners, suppliers, contractors, and other parties who are directly linked to our operations, products, or services to do the same.

Equality and Nondiscrimination

The Company is committed to the principles of equality and nondiscrimination, recognizing that all persons are entitled to equal protection under the law without discrimination based on race, age, gender, disability, sexual orientation, nationality, or other legally protected status. The Company strictly prohibits all forms of unlawful discrimination. Our commitment includes, but is not limited to, the protection of minority groups’ rights and women’s rights, and the Company stands firmly against any action that prevents women or minorities from exercising those rights.

Freedom of Association

The Company recognizes the rights of workers to freedom of association and collective bargaining, including the right to form and join organizations of their own choosing, including workers’ and employers’ organizations, in accordance with applicable laws.

Elimination of All Forms of Forced or Compulsory Labor

The Company is opposed to, and strictly prohibits, any and all work that is exacted from any person under the threat of any penalty or for which the person has not agreed to in exchange for a fair wage.

The Effective Abolition of Child Labor

The Company is opposed to, and strictly prohibits, the economic exploitation of children, including any and all forms of labor that jeopardize their education and development.

Right to Water

The Company understands that clean freshwater is becoming increasingly scarce and is committed to respecting water as a fundamental human right.

Stakeholder Involvement

The Company believes engaging with stakeholders, both internal and external, is beneficial for both the Company and local communities and assists the Company with evolving its human rights approach moving forward. Stakeholder input into the development of this Policy, its implementation, and the evaluation of effective outcomes of the Policy’s implementation is welcomed.

Reporting/ Anti-Retaliation

The Company has established a confidential reporting hotline (see below), managed by the Company’s General Counsel and Chief Compliance Officer, to be used by anyone with a good-faith belief that violations of this Policy may have occurred.

Federal Signal Corporation Compliance Hotline

- On the internet:
<https://federalsignal.ethicspoint.com>

- By telephone:

US and Canada:	1-866-776-7015
China – North, Beijing:	108-888 then 866-776-7015
China – PRC, South, Shanghai:	10-811 then 866-776-7015
South Africa:	0-800-99-0123 then 866-776-7015
Spain:	900-99-0011 then 866-776-7015
UK:	0-808-89-0011 then 866-776-7015

- Via Mobile:
<https://federalsignal.navexone.com> OR



- By mail to the following address, please mark your envelope “CONFIDENTIAL”:
Federal Signal Corporation
1415 W. 22nd Street, Suite 1100
Oak Brook, IL 60523
Attention: Daniel A. DuPré, General Counsel and Chief Compliance Officer

The Company prohibits any type of retaliation or reprisal against anyone who reports suspected or actual violations of this Policy, or who assists or participates in any investigation into a violation of this Policy.