

Employee Compliance Manual



FEDERAL SIGNAL

Moves. Cleans. Protects.



*For an electronic copy of this document,
contact your local Human Resources Department.*

The electronic version of this Federal Signal Employee Compliance Manual will allow you to:

Click on **Table of Contents** headings to jump to that page or section

Go to **web pages** by clicking on hyperlinks

Send email to hyperlinked **email addresses** by clicking on link; your default e-mail application will launch and a blank e-mail, addressed to that email address, will open.

A Guide for Ethics and Compliance

The purpose of this compliance manual is to provide you with essential information and guidance on how Federal Signal Corporation and its subsidiaries and affiliates (collectively the “Company” or “Federal Signal”) and our employees are expected to conduct themselves in all of their professional endeavors. The manual highlights key Standard Policies and Practices (SPPs) with a particular emphasis on our Company Policy for Business Conduct (SPP 1.0.2). This manual is not meant to answer each and every question or issue that may arise during work, but it will help guide you to the resources to answer your questions. The Company requires that all employees read and comply with all SPPs. For a complete set of the Company’s SPPs, please contact the Controller or Human Resource Professional at your location. Please note that the Company’s SPPs can change. You will find all the Company’s most current SPPs as directed at page 4 of this document or at FS Now by going to: https://federalsignal.sharepoint.com/sites/FS_Now/SitePages/Corporate-Governance.aspx

Federal Signal is relentless in our commitment to our customers to building and to delivering equipment of unmatched quality that moves material, cleans infrastructure, and protects the communities where we work and live. Our compliance with and respect for our policies, procedures, rules of conduct and laws are essential to the achievement of our shared mission.

Take the time to carefully read this manual. If you have any questions or need further guidance, do not hesitate to ask your supervisor, your Controller, your Human Resources Department, or our General Counsel and Chief Compliance Officer



We are relentless in our commitment to our customers to building and delivering equipment of unmatched quality that moves material, cleans infrastructure, and protects the communities where we work and live.

Acknowledgment of Receipt and Understanding of Employee Compliance Manual

I have received the Employee Compliance Manual and I understand that it is my responsibility to read and comply with the policies contained within it and any subsequent revisions.

In case I have any questions, I will contact my supervisor, Controller or Human Resources Department, or the General Counsel and Chief Compliance Officer.

I further acknowledge and agree that nothing contained within the Employee Compliance Manual constitutes a contract, or other promise or guarantee, of employment for any period of time.

I understand that the Manual is not intended to cover every situation that may arise during my employment, but is simply a general guide to the goals, policies, practices, benefits, and expectations of the Company.

Should I become aware of information that indicates a suspected ethical violation, I will report it through the methods described in the Manual. I understand that I will not be punished or disciplined for reporting, in good faith, any violation regardless of its seriousness or the level of personnel involved in the violation. I realize that personally committing a violation or failing to report a potential violation may result in disciplinary action, up to and including termination of my employment.

Failure to read and/or sign this acknowledgment of the Manual in no way relieves me of the responsibility to comply with the policies, practices, and standards referenced in it.

Employee Signature

Date

Employee Name [Printed]

Business Unit/Location



Detach here and return signed page to your HR Department

A Message from Jennifer Sherman, President and CEO

Dear Employee,

Every day, customers turn to Federal Signal Corporation to protect people and our planet in communities and workplaces around the world. Federal Signal Corporation's products help businesses, governments and first responders achieve that goal. Our customers depend on us to help protect those they serve.

Federal Signal has always been a highly regarded company in the eyes of customers, the public and investors. To ensure that we meet their high expectations, we have identified certain core values that guide our mission, vision and strategies. These values help all of us frame the choices and decisions that we face every day so that we make the best decisions possible for the business, our customers and investors. In order to achieve our goals, it is important that all Federal Signal employees adhere to the highest standards of ethical and honest conduct, and comply with all of the laws, rules, regulations and policies that affect and govern our business.

Our values tell the world how we operate and what we stand for. Integrity, respect, accountability and excellence are fundamental values embraced by a company that is socially responsible, highly ethical and a good corporate citizen. To these core values, we have added four defining values that are vital to our ongoing growth and evolution: imagination, courage, collaboration and tenacity. Together, these core and defining values inspire us to exceed our customers' expectations every day.

I urge you to read this manual, understand its content and meaning, and address any questions you might have to your immediate supervisor, your Human Resources department, or our General Counsel and Chief Compliance Officer. Your agreement to work by and comply with these important principles and policies is the foundation by which Federal Signal Corporation companies together can achieve all of our goals. Thank you for your support and cooperation.



Sincerely,

A handwritten signature in black ink that reads "Jennifer Sherman". The signature is fluid and cursive, with a large initial "J".

Jennifer Sherman,
President and CEO

A Message from Diane Bonina, General Counsel and Chief Compliance Officer

As employees of Federal Signal Corporation, each of us has an obligation to ensure we adhere to the Company's SPPs and the laws, rules and regulations that govern the conduct of our business. An essential duty of my role as General Counsel and Chief Compliance Officer is to provide guidance to all employees regarding compliance with these business practices. We can only achieve our goal of being the #1 provider of infrastructure maintenance equipment and public safety tools if we all strive to vigorously maintain these high ethical standards.

In addition to knowing and following the rules of conduct that apply to your job and to how we do business, you should also speak up if:

- You are unsure about the proper course of action and need advice, or
- You believe that either you or someone in the Company is doing or may be doing something that violates the law or our policies and practices

Federal Signal provides multiple avenues for you to seek advice and speak up if you see something in violation of our essential business practices. You may contact your immediate supervisor, the head of your department, or your Human Resources Department. In each case the Company will, at your request, maintain the confidentiality of your communications consistent with the Company's need to conduct an investigation of the reported matter and its obligation to report the matter to, and cooperate with, any legal authority.

You may also have the option to report any matter anonymously through the Company's Compliance Hotline. See page 6 for worldwide Compliance Hotline numbers. Additional information concerning the Compliance Hotline can be found at:

www.federalsignal.ethicspoint.com.

Finally, you may contact me directly by calling 630-954-2009 or by email at dbonina@federalsignal.com.

Except for instances of knowing and intentional personal misconduct, the Company will not take action against an employee who reports a violation of either the Company's SPPs or its legal obligations under local, state or federal law.

To maintain our commitment to our shareholders, customers, employees, dealers and distributors, Federal Signal must keep the laws and regulations that apply to our business a central focus. The summary guidelines set forth in this manual provide helpful parameters for achieving that end, and you should consult the SPPs themselves for further detail. The Board of Directors, the Chief Executive Officer and the senior management of Federal Signal Corporation have pledged their unqualified support to this effort, and I urge all of you to do the same.

Thank you for your part in ensuring that Federal Signal lives up to its commitment to maintain the highest standards of ethical conduct.

Sincerely,



Diane Bonina
Vice President, General Counsel,
Secretary and Chief Compliance Officer

Table of Contents

Our Commitments	4
Your Commitment	4
Federal Signal Business Integrity.....	5
Compliance Hotline Information.....	6
Business Conduct	7
Conflicts of Interest	7
Bribes, Kickbacks and Improper Payments	8
Accepting and Giving Gifts and Entertainment	9
Company Expenses and Reimbursement	10
Publicity and Media Contacts	10
Confidential and Inside Information	11
Legal Proceedings	12
Company Property and Technology	13
Use of Social Media	14
Company Email and Internet Access	15
Company Records, Documents, Record Retention	16
Discrimination and Harassment	16
Interpersonal Workplace Relationships	17
Health and Safety	17
Attendance, Sick Leave, Medical Leave, Vacation and Emergencies	18

Our Commitments

We maintain our high ethical standards in our commitments to communities, customers, employees, shareholders and suppliers.

To our **COMMUNITIES** around the world, we are committed to respecting society's values and being responsible citizens.

To our **CUSTOMERS**, we are committed to delivering reliable, safe and efficient products and services at a fair price, on time, and within budget.

To our **EMPLOYEES**, we are committed to providing just and efficient management, creating a safe and healthy workplace, and respecting the dignity, diversity and privacy of all.

To our **SHAREHOLDERS**, we are committed to pursuing sound growth and earnings objectives and to exercising prudent use of our assets and resources.

To our **SUPPLIERS**, we are committed to fair competition and the sense of responsibility required of a good customer.

Your Commitment

As a Company employee, you have an obligation to uphold our values, vision, mission and commitments. Each employee is expected to know, understand and follow our Company's SPPs. The SPPs may be obtained from your location's Controller or your Human Resources Department. These are also centrally posted at the following links based on your business unit or location:

- JJE: <https://federalsignal.sharepoint.com/f:/s/JJE/Et1ThB5sbaFRh9lv81YmD8BpwbOWUTdyPVga805s2nlCQ?e=5xFKJO>
- MRL: <https://markritelines.sharepoint.com/sites/MRLPolicies>
- TBEI: T:/Standard Policies Procedures/
- OSW: <https://oswequipment.sharepoint.com/sites/RealNews2/Policies/Forms/AllItems.aspx>
- International sites, GFW, Tow Haul, Deist, Blasters, Trackless: Local Controller or Human Resources leads
- All other Federal Signal business units: https://federalsignal.sharepoint.com/sites/FS_Nnow/SitePages/Corporate-Governance.aspx

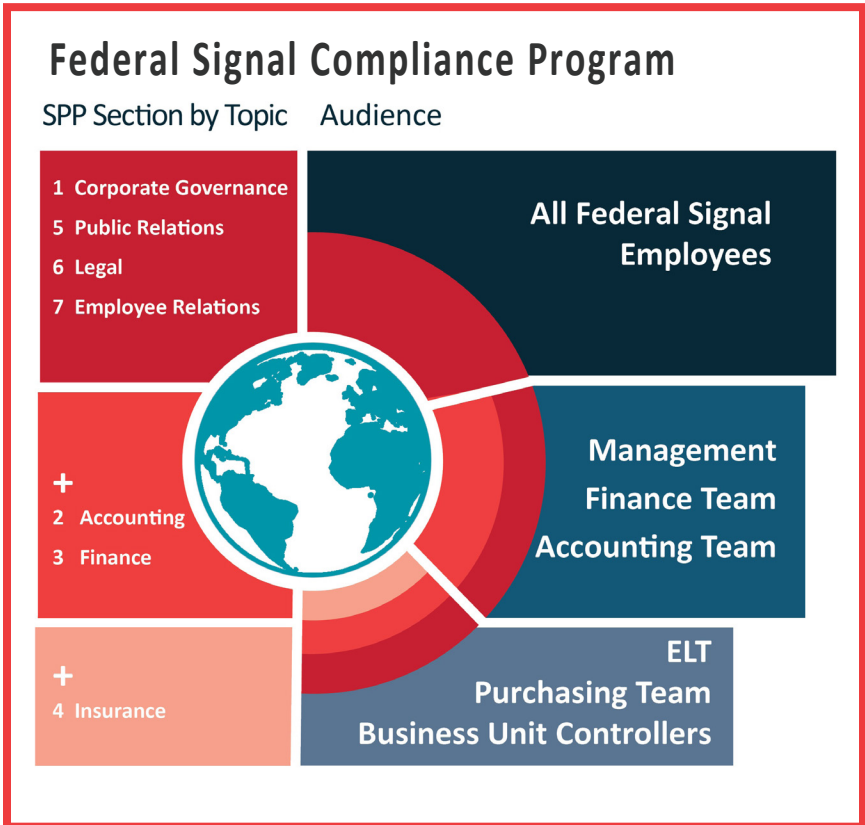
Where Can I Get Help? Questions Answered?

In the event that you have any questions or need help in resolving any issues regarding these commitments, there are many places you can turn to for assistance. If you are unsure about a proper course of action and need advice, you should:

- Contact your immediate supervisor for help; or
- Contact the head of your department, location or business unit; or
- Contact your Human Resources Department; or
- See [page 6](#) of this manual for global confidential hotline telephone numbers

Federal Signal Business Integrity

Federal Signal believes acting with integrity is a business advantage. To effectively establish a framework for our corporate culture of integrity, we have SPPs that address many topics, all focused on managing corporate compliance. The infographic below shows a breakdown of topics opposite the employee audience for whom they are intended. Compliance remains a strategic priority for the Company, achieved through programs, structures, people, processes and controls. This Compliance Manual is designed as an introduction to these controls, presenting brief “General Statements” of the policies applicable to all employees.



Compliance Hotline Information

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

Employees are encouraged first to report any issues to their local Human Resources Department. Matters reported through the hotline are referred to Diane Bonina, the Company's General Counsel and Chief Compliance Officer, who will coordinate any investigation and resolution.

TO MAKE A REPORT, PLEASE CONTACT:

United States	1-866-776-7015
Canada	1-866-776-7015
China	108-888 or 10-811 then 866-776-7015
South Africa	0-800-99-0123 then 866-776-7015
Spain	900-99-011 then 866-776-7015
United Kingdom	0-808-89-0011 then 866-776-7015

On the internet visit www.federalsignal.ethicspoint.com; or the mobile application at <https://federalsignal.navexone.com>.

If mailed, please mark your envelope "CONFIDENTIAL":

FEDERAL SIGNAL CORPORATION

1415 W. 22nd STREET, SUITE 1100
OAK BROOK, IL 60523

ATTENTION: DIANE BONINA, GENERAL COUNSEL AND CHIEF COMPLIANCE OFFICER

PHONE: 630-954-2009

EMAIL: dbonina@federalsignal.com

Business Conduct

SPP 1.0.2 Company Policy for Business Conduct

General Statement

In support of Federal Signal Corporation's values and good corporate citizenship, each employee is expected to conduct him or herself in an ethical, honest and respectful manner toward the Company, its employees, customers and suppliers, and the community. Federal Signal Corporation operates its various businesses in full compliance with all applicable laws and regulations, and it is the duty and responsibility of each employee to obey them, as well as our own internal policies, regarding how we do business and behave toward one another.

Conflicts of Interest

SPP 1.0.2 Company Policy for Business Conduct

General Statement

Company employees and directors are expressly prohibited from participating in any outside business venture or activity that conceivably could conflict with the Company's ongoing or proposed business activities. Conflicts can result from dealings with direct and indirect customers, suppliers and other individuals and organizations with which Federal Signal Corporation companies conduct business or negotiate agreements and contracts.

Specifically, you cannot:

- Work part-time for a customer or supplier or engage in outside profit-making activities in any area of business in which Federal Signal Corporation companies operate;
- Represent any outside commercial or business interest during normal business hours or while traveling on Company business;
- Lend money to or borrow money from individuals affiliated or associated with organizations with which Federal Signal Corporation companies do business;
- Own any part of any customer's or supplier's business unless that ownership is in the form of stock listed on a stock exchange;
- Engage in Company business with any firm or company in which a close relative has an executive position or significant financial interest, **UNLESS** such transactions are approved in advance by a senior corporate officer and are reported in the conflict of interest questionnaires;
- Divert business opportunities discovered through use of Company property, information or position for personal gain or benefit.

Bribes, Kickbacks and Improper Payments

SPP 1.0.2 (IV) (E) Company Policy for Business Conduct SPP 1.0.3 Improper Payments

General Statement

Federal Signal Corporation strictly prohibits the payment or acceptance of bribes, kickbacks and any other illegal payment. Improper payments include, but are not limited to:

- Payments to any government agency, or officials or employees thereof, directly or indirectly for the purpose of obtaining favorable treatment or special benefit for the Company, or attempting to influence a government official in the performance of his or her duties, or making a payment to a customer or vendor for such purpose;
- Paying fees or commissions to consultants or agents to the Company that are substantially in excess of a fair and reasonable rate for such services;
- Providing compensation in any form to a supplier, vendor, customer or potential customer to either obtain or direct business;
- Payments or receipts that are not recorded in a fair manner on our books; and
- Payment to a party other than the party to whom the payment is owed.

Accepting and Giving Gifts and Entertainment, Political Contributions

SPP 1.0.2 (IV) (K-O) Company Policy for Business Conduct

General Statement

The giving or receiving of gifts to or from people or companies with whom the Company does business is generally discouraged. While gift giving is not unusual in the business world, it can and often does raise questions about ethical decision making. It is the Company's policy that the giving or receiving of a gift from or to a person or company that we do business with (or may do business with) that has a value of greater than \$75 is improper. Under no circumstances is an employee of the Company to solicit a gift or payment from anyone. Prizes awarded at open and competitive drawings as well as those awarded at trade shows or conventions may be kept. In accepting meals, entertainment and gifts, it is your responsibility to ensure that such is proper and not offered for the purpose of receiving favorable treatment or consideration, and it is your responsibility to convey the Company's policy with respect to gifts to any vendor or potential vendor. If you have any questions or concerns regarding the same, please contact the Company's Legal Department.

You may provide meals and entertainment at Company expense if it is authorized in advance, is job-related and not overly lavish. Entertainment of government officials and employees is a sensitive matter and may, in many instances, be illegal. Advice from the Legal Department is appropriate in these circumstances. Gifts and payments to union officials are strictly prohibited.

The use of Company funds or other assets for contributions to political candidates and campaigns is absolutely forbidden.

Company Expenses & Reimbursement

SPP 1.0.2 (IV) (I) Company Policy for Business Conduct
SPP 2.5.1 Delegation of Authority
SPP 1.1.7 Travel
SPP 1.1.8 Expense Reimbursement

General Statement

Business expenses must be authorized in line with the Company's Delegation of Authority SPP 2.5.1 and the business unit's approved spending listing.

Except for sums under \$25, all expenses must be supported by receipts and other documentation. Generally, where expenses are shared, for example, meals, taxis, etc., the senior employee in the group should pay and claim reimbursement.

You are required to read and follow the Company's Travel SPP 1.1.7 and Expense Reimbursement SPP 1.1.8 policies. For any specific questions on business expense approvals and reimbursement procedures, please consult with your local Controller or Internal Audit.

Publicity and Media Contacts

SPP 5.0.1 Public Relations
SPP 5.1.2 Press Releases

General Statement

Federal Signal Corporation is a highly visible, publicly traded company, and, as such, frequently encounters situations and matters that require publicity, public comment and attention from both print and electronic media. In order to provide factual, accurate and timely information to the public and the media, all press releases, publicity and media contacts are managed by the Chief Executive Officer and President of the Company, General Counsel and Chief Compliance Officer (CCO), and CFO. Information concerning the Company and its personnel should not be released to the public or the media on behalf of the Company without prior approval by these designated parties. This includes information concerning personnel changes, operations, financial performance, accidents, losses or damages to property, legal matters and the like, which should all be reviewed prior to public release.

It is your responsibility and obligation as a Federal Signal Corporation employee to avoid making public statements on behalf of the Company, about the Company or its employees, unless you have been authorized to make such a statement. If you are contacted by a reporter or media representative seeking the Company's position on a particular matter, you should avoid making any statement or answering questions, and simply refer that person to our General Counsel and CCO or our CFO.

Confidential and Inside Information

SPP 1.0.2 (IV) (F) Company Policy for Business Conduct
SPP 1.0.2 (IV) (J) Trade Relations,
SPP 6.1.4 Disclosure of Material Information and Insider Trading

General Statement

Except for information that the Company is required to release to the public because of its status as a publicly traded corporation, and information that is released to our customers, suppliers, and the general public through press releases, advertising, the internet, and legal requirements, the non-public, competitively valuable information you possess or come in contact with through your employment with Federal Signal Corporation is strictly confidential and may not be communicated outside of the Company or used for personal gain.

“Inside” information is any material information or data that is not generally known or available to the public. Examples include, but are not limited to: knowledge of financial performance or forecasts, contract negotiations, possible acquisitions or divestitures, and new product, marketing or manufacturing activities. Purchasing and selling Company securities while an employee is aware of inside information, and/or disclosing such information to third parties who may trade, is unlawful and strictly forbidden. Disclosure of inside or confidential information to people outside of the Company is considered unethical. The obligation to keep this information confidential continues even if you leave the Company.

Also, employees are prohibited from discussing with competitors the terms, prices and services specified in any Company bid or proposal or contained in any existing contract or agreement.

Federal securities laws and regulations prohibit trading in a stock based on material information that has not been announced to the public. All employees are considered insiders. If you are unsure about or have questions as to what is considered inside or confidential information, contact the Federal Signal Corporation legal department.

Certain transactions in Federal Signal Corporation stock, and specifically those made by officers and directors of the Company, are governed by specific federal securities laws and regulations. If you have any questions regarding the same, please contact the Federal Signal Legal Department and/or consult SPP 6.1.4.

Legal Proceedings

SPP 6.1.1 Legal Matters

General Statement

All legal matters of the Company and its subsidiaries and divisions are managed by the Corporate Legal Department under the direction of the Company's General Counsel, with certain exceptions listed below. A company the size of Federal Signal Corporation has a large number of legal matters pertaining to all sorts of legal issues. Sometimes, employees are contacted by persons outside of the Company, including representatives of the media or legal counsel, or some other person or party, requesting information about a contract, pending lawsuit, a claim for damages or the like. All such requests are to be directed to the Corporate Legal Department without comments or actions taken by any employee unless specifically directed to do so by the Legal Department. In the event that an employee of our Company receives legal papers such as a summons, subpoena or other legal notice from a Court or government agency, you must immediately notify your supervisor or business unit manager and forward these documents to the Legal Department.

There are certain types of legal matters that may be handled outside of the Legal Department; for example, employee wage assignments and garnishments are handled locally by the Human Resources Manager, and ordinary collection matters should be handled locally by the credit manager or business unit controller.

Many questions concerning legal proceedings and affairs of the Company are answered in the SPP referenced above. You should feel free to contact the Company's Legal Department with any questions you might have concerning the legal affairs of or a proceeding involving the Company.

Company Property and Technology

SPP 1.0.2 (IV) (G) (P) Company Policy for Business Conduct SPP 1.2.5 Computer Software and Data Control

General Statement

Company property and technology may be used for personal reasons *only* if such use does not incur additional costs to the Company and does not interfere with the normal conduct of Company business and your duties and responsibilities. In the event that your use of Company property results in increased cost to the Company, you must report this to your immediate supervisor and make arrangements to reimburse the Company for such expense.

Company technology and property may not be removed from the Company's premises unless it is being used for work related duties and responsibilities.

All software purchases must be completed with the prior approval of a supervisor or an authorized IT person. Persons using software installed on a Company computer or other device are prohibited from making copies or otherwise distributing the software. Employees shall use the software only in accordance with the applicable license agreement. Obviously, the theft, misappropriation or destruction of Company property is expressly prohibited.

Social Media

SPP 1.0.2 (IV) (U) Company Policy for Business Conduct SPP 1.2.6 (III) (E) Usage of Company Provided E-Mail and Internet

General Statement

Federal Signal Corporation utilizes social media in many forms and does not discourage its employees from doing the same. The Company recognizes that virtually every employee utilizes social media in one form or another such as Twitter, Facebook, Snapchat, Instagram, personal and public blogs and the like.

However, employees may not use social media to:

- Distribute, publish or discuss confidential Company financial or business performance information (see SPP 6.1.4);
- Disclose, publish or discuss confidential business agreements, supplier and customer information, Company trade secrets or confidential methods or processes for doing business;
- Compare Company products or services to those of others unless such comparison has been first approved by the Corporate Legal Department;
- Violate any federal, state or local law, statute, ordinance or regulation; or
- Violate any Company SPP, as published and amended from time to time.

Only authorized employees may speak or write on behalf of the Company to the media, analysts, public gatherings and news groups, or in chat rooms where an individual is identified or self-identifies as an employee of the Company. The employee must refrain from any political support, endorsement or appearance of Company endorsement for any commercial product or service not offered by the Company.

Company Email and Internet Access

SPP 1.2.6 Usage of Company Provided E-mail and Internet SPP 1.2.8 Cellular & Mobile Computing Devices

General Statement

In order to facilitate Federal Signal Corporation's business interests, a robust system of Company email and internet access resources is provided for employees. These systems and access thereto are for legitimate business purposes of our Companies. Email and internet access supplied by the Company may NOT be used for the following purposes:

- The display or transmittal of sexually explicit images or documents;
- Downloading of unauthorized, unlicensed or unapproved software;
- Propagation of computer viruses, Trojan horses, worms, adware, spyware or trap door programs;
- Violation of laws, including copyright, trademark, libel and slander;
- Disclosure of confidential or inside Company information;
- Providing access to Company files or databases to unauthorized persons;
- Using Company email to spam or harass persons either within or outside of the Company.

Employees using Company internet resources shall identify themselves honestly when participating in chat rooms, news groups, sending electronic communications or establishing accounts on third-party platforms or systems and, unless authorized to speak on behalf of the Company, specifically state that any views expressed are their own and not necessarily the views of the Company.

Employees should exercise appropriate caution when opening emails and attachments. Never open any files or macros attached to an e-mail from an unknown, suspicious or untrustworthy source or a known source with an unexpected attachment. Delete spam, chain, or other junk e-mail without forwarding it to other employees. In order to report suspicious emails, please refer to the appropriate help desk options by business unit or location below:

- itsupport@jjei.com for JJE
- Support@northelevationtech.com for MRL
- TAC@tbei.com for TBEI, OSW, and Deist
- it@towhaul.com for Tow Haul
- Local IT personnel or third party IT contractors for international locations, GFW, and Trackless
- ServiceDesk@federalsignal.com for all other Federal Signal business units

Employees should have absolutely no expectation of privacy while using the Company's email or accessing the internet on Company computers or through the Company's systems or facilities. Federal Signal reserves the absolute right to monitor the use of its computer systems, including the use thereof by any employee.

All existing Company policies apply to an employee's conduct on the internet and the use of Company email, including those dealing with protection of intellectual property rights, privacy, misuse of Company property and resources, sexual harassment, information and data security, and confidentiality.

The Company has established specific guidelines and rules for those employees who are provided cell phones and mobile computing devices. If you have been issued such a phone or device, please see your location's Controller with any questions you might have.

Company Records, Documents, Record Retention

SPP 1.0.2 (IV) (T) Company Policy for Business Conduct
SPP 1.0.7 Records Retention & Destruction Policy

General Statement

Federal Signal Corporation records and documents, whether written, printed or in electronic form, are the exclusive property of the Company and may only be used in connection with the Company's business. Any other use is strictly prohibited and these documents and records should not be distributed, copied or sent outside of the Company unless they are used for the Company's business, or if permission to do so has been given by your supervisor. Company records and documents should not be left in open view or where they are accessible by non-Federal Signal employees. Business records and communications should avoid exaggeration, derogatory remarks, guesswork or inappropriate characterizations of companies and/or individuals.

Unless you are instructed otherwise by your supervisor or the Legal Department of the Company, records and documents should only be retained for their specific periods of retention found in SPP 1.0.7. If you have any questions concerning the retention of documents or records, please ask your supervisor or the Company's Legal Department.

Discrimination and Harassment

SPP 1.0.2 (IV) (R) Company Policy for Business Conduct

General Statement

Federal Signal Corporation views the diversity of its employees as a valuable asset and is firmly committed to providing equal opportunity in all aspects of employment. The Company does not tolerate any illegal discrimination or harassment of any kind. Derogatory, discriminatory, or harassing comments or actions based on age, race, religion, disability, gender, ethnic or other protected personal characteristics, as well as acts of sexual misconduct, are absolutely prohibited and considered inappropriate in all circumstances.

Interpersonal Workplace Relationships

SPP 1.0.2 (IV) (D) Company Policy for Business Conduct

General Statement

The Company has a duty to avoid the actual and potential conflicts of interest, complaints of favoritism, claims of sexual harassment, and employee morale and dissension that can result from romantic relationships involving our employees. In the event that there exists a romantic relationship between two employees, this must be disclosed to your location's Human Resources Department. This policy applies without regard to gender or sexual orientation. It is clearly not the intention of the Company to dictate choices or intrude upon the personal lives of our employees. Please note that there are specific disclosure requirements and prohibitions contained in this SPP, and you are required to read this SPP in its entirety and to consult with your location's Human Resources Department if you have any questions.

Health and Safety

SPP 1.0.2 (IV) (S) Company Policy for Business Conduct

General Statement

Federal Signal Corporation strives at all times to provide each employee with a safe and healthy work environment. Every employee is responsible for maintaining a safe and healthy workplace by following established safety and health rules and practices. Should you observe an actual or potentially unsafe or unhealthy condition, you should immediately report this to your supervisor or manager. Any injury or accident that takes place should also be immediately reported to your supervisor or manager. All required and provided safety equipment and devices are to be used at all times, without exception.

Violence and threatening behavior is not tolerated or permitted. The use of illegal drugs or alcohol in the workplace is absolutely prohibited and is cause for immediate termination of employment.

If you are taking required prescription medication that in any way may affect your ability to safely perform your job, you should immediately advise your supervisor or manager.

Attendance, Sick Leave, Medical Leave, Vacation and Emergencies

General Statement

Each Federal Signal Corporation division or subsidiary has an attendance, sick leave, medical leave, vacation and emergency leave policy that is administered by the Human Resources department at each Company business unit or location. You should consult with your Human Resources department and manager to obtain copies of any written policies and procedures that are currently in effect at your business unit or location.

There are also several Company-wide programs and Standard Policies and Practices related to Employee Relations. Please consult your Human Resources manager to learn about any other applicable programs.

Notes

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

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

 **FEDERAL SIGNAL**
Safety and Security Systems
Signaling

 **FEDERAL SIGNAL**
Safety and Security Systems
Systems

AmeriDeck

Bucks

CRYSTEEL

Deist
INDUSTRIES, INC.

DURACLASS

ELGIN

 **Solutions**

 **Depot**

GROUND FORCE
WORLDWIDE

GUZZLER


HighMark
Manufactured Vehicle Components


J-CHART

Jetstream
Manufactured Vehicle Components


Joe Johnson
Equipment


MFL
MANUFACTURING COMPANY, INC.
Manufactured Vehicle Components

NE



OX BODIES

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

Roll-Off
Parts.com

Rugby

SWITCH-NGO


Travis

 **TRUCK BODIES**
A EQUIPMENT INTERNATIONAL

 **TRUVAC**
A TRUCK BODIES COMPANY

VACTOR
A TRUCK BODIES COMPANY

 **FEDERAL SIGNAL VAMA**
Safety and Security Systems

Victor

WESTECH
A TRUCK BODIES COMPANY

Wtb


TowHaul


BLASTERS

Trackless
VEHICLES



FEDERAL SIGNAL

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