

UK Modern Slavery Act

DISCLOSURE REQUIREMENTS UNDER THE UK MODERN SLAVERY ACT 2015 FOR THE YEAR ENDED DECEMBER 31, 2024

UK Modern Slavery Act 2015 (“UK Act”)

This statement addresses the period of January 1, 2024, to December 31, 2024, and is made pursuant to Section 54 (1) of the UK Act. This statement is made on behalf of Federal Signal Corporation (“Federal Signal” or “Company”) together with its subsidiaries, (collectively “Company”, “we”, “us” or “our”), and sets out the steps that the Company has taken to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern Slavery encompasses slavery, servitude, human trafficking and forced labour. Federal Signal has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain

Our Business

Federal Signal, founded in 1901, was reincorporated as a Delaware corporation in 1969. The Company designs, manufactures and supplies a suite of products and integrated solutions for municipal, governmental, industrial and commercial customers. The Company’s portfolio of products that it manufactures includes (i) vehicles and equipment for maintenance and infrastructure end-markets, including sewer cleaners, industrial vacuum loaders, vacuum- and hydro-excavation trucks (collectively, “safe-digging trucks”), street sweepers, water blasting equipment, road-marking and line-removal equipment, dump truck bodies, trailers, metal extraction support equipment and multi-purpose tractors, and (ii) public safety equipment, such as vehicle lightbars and sirens, industrial signaling equipment, public warning systems and general alarm/public address systems. In addition, the Company engages in the sale of parts, service and repair, equipment rentals and training as part of a comprehensive aftermarket offering to its customers. The Company operates 23 principal manufacturing facilities in five countries and provides products and integrated solutions to customers in all regions of the world.

Victor Products Ltd. (“Victor Products”) is a subsidiary of Federal Signal Corporation of Downers Grove, Illinois U.S.A., and is the global headquarters of the Victor group of companies with manufacturing facilities in the UK and South Africa.

Victor Products manufacture an extensive range of explosion protected electrical connectors and lighting primarily for the underground mineral extraction industry. Increasingly it is being recognized throughout the overall mining/tunnelling industry that the products designed and manufactured by Victor Products meet the severe conditions found in the underground coal mining and tunnelling industry and prove to be the most reliable in these similarly harsh conditions.

Research and development are a constant with the portfolio of products expanding and the addition of individual country's approvals of the existing product range. One of the most distinguishing features of Victor Products is its quality level which is recognized throughout the mineral and extraction industry as being second to none. In addition, customers regularly comment on the depth of product knowledge the team at Victor Products can draw upon to provide engineering solutions.

Our High-Risk Areas

Federal Signal engages in various activities to identify, assess, and manage supplier risk. In assessing the risk of forced slavery and human trafficking in our business and supply chains, we refer to external data sources, map supply chains and conduct risk assessments. To identify the business activities with the greatest exposure to these risks, we consider the following factors:

- Reliance on low skilled workforce
- Dangerous or undesirable work
- Presence of migrant workers
- Presence of labour intermediaries
- Long, complex, or non-transparent supply chains
- Jurisdictional risks including poverty, conflict, and enforcement of international human rights standards

Our exposure to the risk of forced slavery and human trafficking increases when we engage with third parties, particularly in categories such as manufacturing.

Remediation Measures

Our Company Policy for Business Conduct and our Whistleblower Policy require all employees, contract workers to report actual or possible misconduct. We also undertake diligence efforts (as further described in this statement) to ensure that the risk of forced slavery and human trafficking is mitigated in our business. Suppliers are expected to take necessary and reasonable steps to help ensure that their sub-contractors and sub-suppliers conduct business in compliance with the Supplier Code of Conduct. Suppliers are expected to promptly take corrective action to address any non-compliance with all applicable laws and regulations in addition to our Supplier Code of Conduct. As a result, if a supplier is found to be in violation of the Supplier Code of Conduct, we may require a commitment by the supplier to implement a corrective action plan to return the supplier to compliance with the Supplier Code of Conduct, or Federal Signal may elect, in its discretion, to terminate the relationship.

Our Policies

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, vendors, and non-U.S. distribution channel members are trained and periodically asked to certify compliance with these policies. These include:

- 1. Company Policy for Business Conduct:** We are committed to conducting our business in a lawful and ethical manner. Federal Signal observes the policies and principles set out by its Sustainability Report (<https://www.federalsignal.com/corporate-governance>), which is the foundation of our company policies and sets out guiding principles on professional conduct and establishes that in performing their job duties.
- 2. Human Rights Policy:** The Company is committed to respecting and upholding the internationally recognized human rights principles of the United Nations' Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. In every state and country where the Company operates, it upholds standards that meet or exceed those established by local, state, and national legal frameworks, and the Company expects its partners, suppliers, vendors, and contractors to do the same. The Company has published a human rights policy, setting forth its commitment to equality and nondiscrimination, elimination of all forms of forced or compulsory labor, the effective abolition of childhood labor, workers' rights to freedom of association and unionization, and protecting employees' ability to confidentially report policy violations.
- 3. Supplier Code of Conduct:**
The Supplier Code of Conduct outlines our standards and policies for those doing business with and/or on behalf of Federal Signal. We expect all suppliers and agents to conduct business activities in compliance with our Supplier Code of Conduct, including those laws that prohibit unfair or illegal trade practices, bribery, kickbacks, unfair pricing, or misrepresentative of products or services. 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. The Company performs annual anti-bribery training, and the Supplier Code of Conduct is reviewed on an annual basis to ensure that this policy is in line with current best practices.
- 4. Recruitment Policy:** The Company's recruitment program follows a defined process to attract and hire top talent, including a college internship program designed to identify and cultivate an early-in-career pipeline of talent, and employee referral bonus programs. The Company additionally engages external professional recruiting firms to supplement its internal recruiting efforts, as needed. The Company provides extensive training to employees within its facilities, ranging from topics such as workplace safety, antifraud, anti-discrimination and anti-harassment training, to advanced instruction in lean manufacturing principles and inside sales training programs. On average, the Company's

employees each receive more than 10 hours of job training per year, with some employees of certain business units each averaging nearly 80 hours of training per year.

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

Our Suppliers

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 that outlines our standards and policies for those doing business with and/or on behalf of Federal Signal. The Supplier Code of Conduct outlines our standards and policies for those doing business with and/or on behalf of Federal Signal. We expect all suppliers and agents to conduct business activities in compliance with our Supplier Code of Conduct, including those laws that prohibit unfair or illegal trade practices, bribery, kickbacks, unfair pricing, or misrepresentation of products or services. These laws include but are not limited to: Antitrust and fair competition laws; Anti-corruption laws for the applicable country where business is conducted, as well as the Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act; Anti-boycott laws, trade embargoes, and import/export control laws; Laws and regulations associated with insider trading Health and 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.

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

Training

We believe there is always more to learn, so we offer extensive training opportunities to our workforce within our facilities. Training areas include essential topics like workplace safety and anti-fraud training as well as lean manufacturing principles and internal sales training programs. Every year, Federal Signal employees at all levels are required to complete a mandatory certification process to ensure that our

Code of Business Conduct and Ethics is understood and properly applied to our daily activities. Every new employee of Federal Signal must complete mandatory online training on our values and policies, including our Code of Business Conduct and Ethics, and is informed of how to report wrongdoing under our Whistleblower Policy. We provide employees with ongoing and periodic training opportunities to ensure that all employees have current knowledge.

Our Performance Indicators

As part of our governance processes, we monitor compliance with our policies on an ongoing basis. We also review any concerns raised through our Whistleblower Policy and other informal mechanisms of employee feedback. To date no significant concerns or complaints have been identified.

We also assess the effectiveness of our policies by:

- Setting up a regular review or audit of the organization's policies and procedures related to forced slavery and human trafficking.
- Tracking relevant performance indicators, such as levels of employee awareness, numbers of cases reported and solved through grievance mechanisms and numbers of contracts with anti-forced labour and child labour clauses.
- Partnering with external organizations to conduct an independent review or audit of the organization's actions.
- Working with suppliers to measure the effectiveness of their actions to address forced labour and child labour, including by tracking relevant performance indicators.

Federal Signal strives to continuously improve its programs and practices to ensure compliance with applicable laws and regulations. This statement is also available on our company website at www.federalsignal.com and www.victor.co.uk. Federal Signal is committed to respecting human rights wherever we do business. We will continue to do this through established internal and third-party governance. We will also continue to review policies, metrics, risk indicators, and practices to ensure they remain relevant and effective. And we will partner with suppliers and outside organizations to identify ways to mitigate and eradicate modern slavery.

This statement has been approved by Diane I. Bonina, Vice President, General Counsel and Secretary of Federal Signal Corporation for the reporting year listed above on June 18, 2025.



Diane I. Bonina
Vice President, General Counsel and Secretary, Federal Signal Corporation