

# SUSTAINABILITY REPORT



MAY 2022

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Several of the photos entered in the most recent *Federal Signal CEO Photo Contest* are featured in this report. Our annual contest invites all employees to submit images of their workplace or Federal Signal products in action.

# ABOUT THIS REPORT

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

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

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

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

Information in this report covers our fiscal year ended December 31, 2021, unless otherwise indicated. Certain metrics also include references to our performance in 2018, 2019, and 2020. 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, risks and adverse economic effects associated with emerging geopolitical conflicts, product and price competition, supply chain disruptions, work stoppages, availability and pricing of raw materials, cybersecurity risks, risks associated with acquisitions such as integration of operations and achieving anticipated revenue and cost benefits, foreign currency exchange rate changes, interest rate changes, increased legal expenses and litigation results, legal and regulatory developments and other risks and uncertainties described in filings with the Securities and Exchange Commission.



# OUR MISSION & VISION

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

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



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

# A MESSAGE FROM OUR CEO

**"We know that as a global manufacturer of critical infrastructure and safety products, we have the responsibility to do the right thing."**



## JENNIFER L. SHERMAN

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

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

In 2021, the world witnessed widespread disruption – a global pandemic marched on much longer than we had hoped, extreme weather events rocked nearly every corner of the globe, and geopolitical tensions increased to a degree once unfathomable. These events have reinforced how important it is for corporations to take a leading role in tackling the persistent challenges our society faces, and that is why Federal Signal has prioritized advancing our Environmental, Social, and Governance goals.

We know that as a global manufacturer of critical infrastructure and safety products, we have the responsibility to do the right thing – operate sustainably and with a long-term, fact-based view on issues regarding the environment, society, and corporate governance, and positively impact our employees, customers, partners, and stakeholders at large.

In our third annual Sustainability Report, we highlight the ways in which we make a difference to our customers, our communities, and our environment.

At the heart of Federal Signal is our commitment to our greatest asset – our people. In order to support our 3,900+ employees, we prioritize their health and safety and career development, and offer attractive benefit packages. The diverse cultures and viewpoints found at Federal Signal make us stronger as a whole, and an inclusive workplace is essential to the long-term health of our business – intolerance and discrimination have no place in this organization.

We aim to reduce the environmental impact of our equipment and have made measurable progress on integrating electrification across our suite of products. These efforts will improve air quality and reduce our customers' carbon footprint, both of which will help to mitigate the negative effects of climate change. We recently launched our first Rugby Vari-Class™ dump body on a fully-electric chassis, in addition to the rollout of our plug-in hybrid electric Elgin® Broom Bear and Pelican street sweepers.

In 2022, the City of Los Angeles purchased two of our plug-in hybrid electric Broom Bear street sweepers - the first street sweepers in the nation to run on battery-electric power and compressed natural gas – which will help the city to achieve their zero emission goals. We will go even further, when we begin field tests of an all-electric sweeper later this year. Over 20% of our research and development spend is devoted to electrification efforts, and we expect that figure may increase over the coming years.

Measurable progress is key as we work to shrink our carbon footprint, both within our facilities and through the products we manufacture. We benchmark our year-over-year performance as we track our goal to reduce our water, natural gas, and electricity consumption intensity 10% by 2025.

For over 120 years, Federal Signal has innovated to meet the challenges of the day, and today is no different. We know that when we invest in our people, integrate clean technology into our products, and hold ourselves to the highest ethical standards, we are not just doing the right thing, we are also making sound business decisions. We will do our part, so that we can maintain our reputation as an attractive and sustainable employer, business partner, and investment option for our stockholders.

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

Jennifer L. Sherman  
President and Chief Executive Officer

**■ ■ We have a unique opportunity to go beyond reducing our environmental impact and extend our technical expertise to allow our customers to achieve their own sustainability objectives – when we win, so do they. ■ ■**



# 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 leading global designer, manufacturer, and supplier of products and total solutions that serve municipal, governmental, industrial, and commercial customers. Our product portfolio includes (i) vehicles and equipment for maintenance and infrastructure end-markets, including sewer cleaners, industrial vacuum loaders, safe-digging trucks, street sweepers, waterblasting equipment, road-marking and line-removal equipment, dump truck bodies, trailers and metal extraction support equipment, 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, 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 VALUES

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

INTELLECTUAL CURIOSITY

ADAPTABILITY

FOCUS

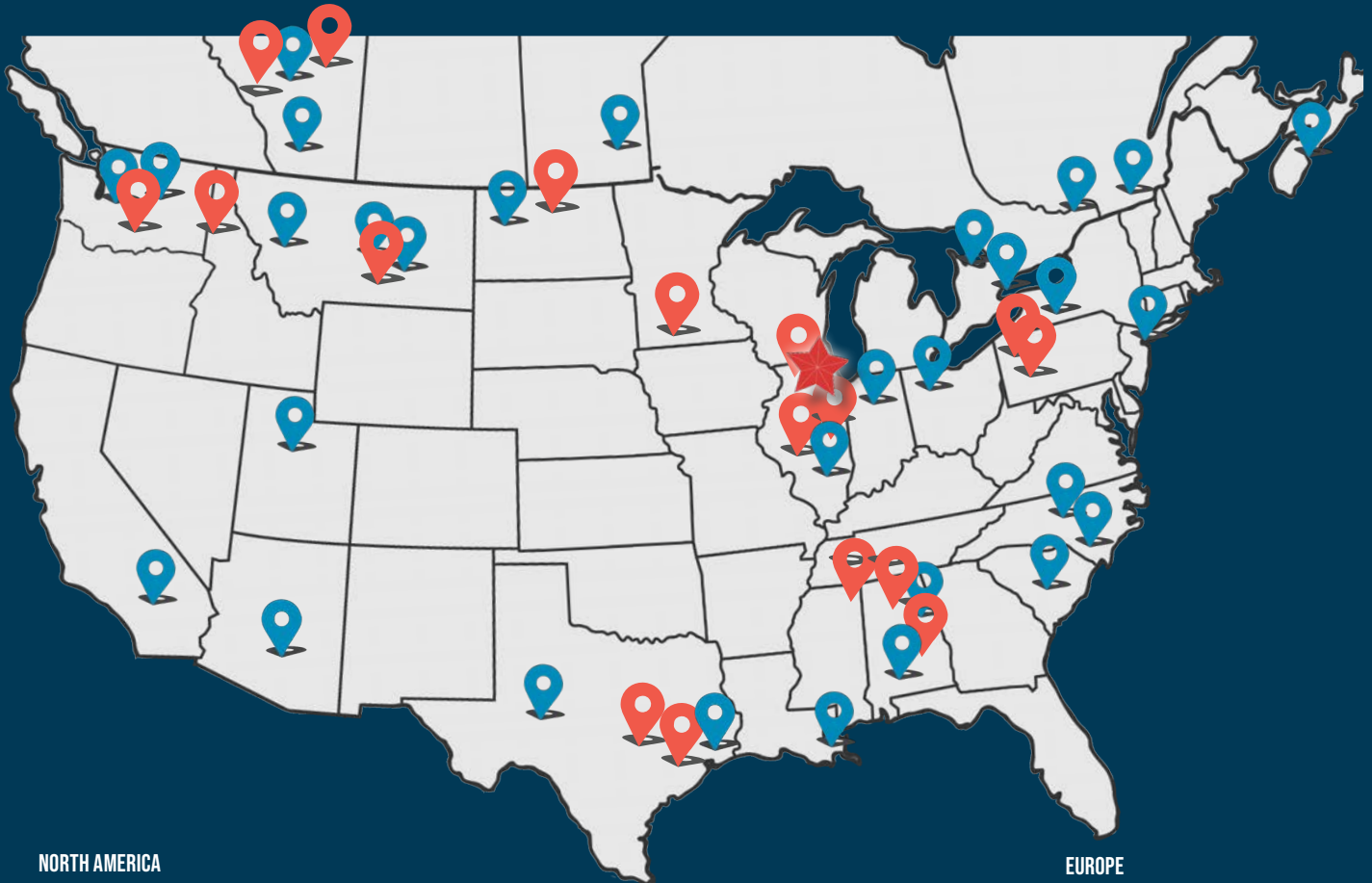
CLARITY

JUDGMENT

PASSION

OPTIMISM

# OUR LOCATIONS\*



## NORTH AMERICA



### Corporate Headquarters

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

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

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

## EUROPE

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

## AFRICA

- Gauteng, South Africa



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



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


**3,900+ EMPLOYEES**


\*Location and employee data as of May 2022




# OUR BRANDS

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

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

 **FEDERAL SIGNAL**  
Safety and Security Systems  
Signaling

 **FEDERAL SIGNAL**  
Safety and Security Systems  
Systems

**Bucks**

 **CRYSTEEL**

 **DURACASS**

**ELGIN**  
Subsidiary of Federal Signal Corporation

 **Depot**

 **Solutions**

**GROUND FORCE**  
WORLDWIDE

**GUZZLER**  
Subsidiary of Federal Signal Corporation

 **HighMark**  
Subsidiary of Federal Signal Corporation

 **J-CRAFT**

**Jetstream**  
Subsidiary of Federal Signal Corporation

 **Joe Johnson**  
Equipment

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

 **NE**



**OX BODIES**  


**Rugby**

 **SWITCH-N-GO**

 **Travis**

 **TRUCK BODIES**  
EQUIPMENT INTERNATIONAL

 **TRUVAC**

**VACTOR**  
Subsidiary of Federal Signal Corporation

 **FEDERAL SIGNAL VAMA**  
Safety and Security Systems

**Victor**

 **WESTECH**  
Subsidiary of Federal Signal Corporation

 **WJB**  
Subsidiary of Federal Signal Corporation

## 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, safe-digging trucks, high-performance waterblasting equipment, road-marking and line-removal equipment, dump truck bodies, trailers and metal extraction support equipment. The Group manufactures vehicles and equipment in the U.S. and Canada that are sold under the Elgin®, Vactor®, Guzzler®, TRUVAC®, Westech™, Jetstream®, Mark Rite Lines®, Ox Bodies®, Crysteel®, J-Craft®, Duraclass®, Rugby®, Travis®, OSW, NTE, WTB, Ground Force, Bucks®, and Switch-N-Go® brand names. The Group's product offerings also include certain products manufactured by other companies, such as refuse and recycling collection vehicles, camera systems, ice resurfacing equipment and snow-removal equipment. Products are sold to both municipal and industrial customers either through a dealer network or direct sales to service customers generally depending on the type and geographic location of the customer. In addition to vehicle and equipment sales, the Group also engages in the sale of parts, service and repair, equipment rentals and training as part of a comprehensive aftermarket offering to its current and potential customers through its service centers located across North America.





## Bucks/Switch-N-Go

Bucks and Switch-N-Go design and manufacture interchangeable truck body systems for class 3-7 vehicles in the work truck industry and a full line of waste hauling products, including front/rear loading containers and specialty roll-off containers.



## 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

FS Depot supports over 100 dealer locations worldwide, and 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 repair, and training to meet the needs of industrial cleaning professionals.



## Ground Force Worldwide

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



## Guzzler

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



## Jetstream

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



## Joe Johnson Equipment

Joe Johnson Equipment (JJE) is Canada's largest and one of North America's leading infrastructure-maintenance equipment suppliers. 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, Travis, OSW, NTE, and WTB brand names.



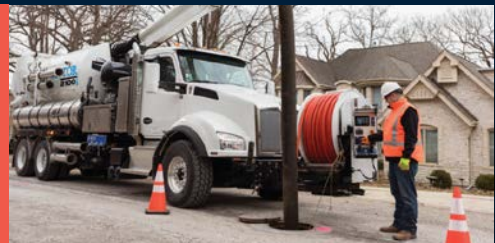
## TRUVAC

The TRUVAC brand manufactures a range of premium vacuum and hydroexcavation trucks designed to satisfy the safe digging requirements of businesses or organizations that locate and verify underground utility lines and pipes.



## Vactor

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



## Westech

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





# OUR BUSINESSES

## SAFETY AND SECURITY SYSTEMS GROUP

Our Safety and Security Systems Group is a leading manufacturer and supplier of comprehensive systems and products that law enforcement, fire rescue, emergency medical facilities, campuses, military facilities, and industrial sites use to protect people and property. The Group offers systems for community alerting, emergency vehicles, first responder interoperable communications, and industrial communications. Specific products include public safety equipment, such as vehicle lightbars and sirens, industrial signaling equipment, public warning 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.

### Public Safety Equipment

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



### Industrial Signaling Equipment

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



### Warning Systems

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



# APPLICATION FOCUS

## SAFE DIGGING / VACUUM EXCAVATION

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

Each time a backhoe or other piece of large, heavy machinery digs into the ground, the nation's vast underground utility infrastructure is at risk. Inaccurate utility markings are a common occurrence, and mechanical digging can cause unintentional line strikes, which may lead to the damage of power lines and other utilities, trench cave-ins, and severe injuries from natural gas explosions and electrocution. Digging safe, now more than ever, means vacuum excavation.

Vacuum excavation utilizes pressurized water or air and a high-powered vacuum system as a nondestructive solution to expose buried infrastructure, or prepare an area for new installations, and minimize the likelihood of damage to utilities. This method is often referred to as "safe digging." Traditional methods of excavation utilize shovel digging and backhoe operation, which are imprecise, time consuming, and can cause damage to underground utilities, which results in unforeseen costs and service interruptions for consumers. According to estimates, a utility line in the U.S. is hit every six minutes.<sup>1</sup>

Increasingly accepted as a standard practice in the utility industry, safe digging significantly mitigates risk and reduces the chances of damaging underground infrastructure. Safe digging has been widely adopted

throughout the U.S. — 19 states and the Occupational Safety and Health Administration (OSHA) now include vacuum excavation as part of their "safe excavation" best practices. Approximately 1,000 U.S. workers are hurt every year by excavation cave-ins, and safe digging helps to avoid cave-ins and hazardous gas leaks.<sup>2</sup>

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



TRUVAC is a committed educational partner with the 811 "Call Before You Dig" nationwide resource for marking buried utilities before a dig.

<sup>1</sup> "National Safe Digging Month Survey Results Fact Sheet." CGA - Common Ground Alliance, 2016. <https://commongroundalliance.com/>.

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





# APPLICATION FOCUS

## STREET SWEEPING



### CLEAN STREETS IMPROVE WATER QUALITY, AIR QUALITY, OVERALL COMMUNITY HEALTH, AND HELP PREVENT WATER POLLUTION

Street sweeping is an essential and practical approach to reduce air and water pollution in our local communities and environment. Roads and highways accumulate debris and material such as sediment, vegetation, and litter, which can be hazardous to both vehicle and pedestrian traffic.

Street sweeping plays an important role in stormwater pollution prevention by minimizing unwanted toxins and materials from flowing into storm drains, streams, waterways, and bays, and is critical in reducing backups and flooding. Street sweeping has been defined as a best management practice by the U.S. Environmental Protection Agency (EPA) to prevent stormwater runoff<sup>1</sup>. Well-maintained sanitary and storm sewers are critical to the health and safety of a community.

Elgin Sweeper's products have cleaned our roads since 1914, and while products have grown and improved, the commitment to the quality and performance the company was founded on has never wavered. With over 100 years of engineering, manufacturing, and technical know-how incorporated into each sweeper, Elgin is committed to providing municipalities and contractors with environmental solutions that reduce stormwater and air pollution. From our alternative fuel sweepers and waterless dust control sweepers, to our single-engine technology and new plug-in hybrid electric sweepers, Elgin Sweeper is an industry leader in developing innovative products that result in cleaner streets, water, and air.



Elgin is a proud stakeholder and partner in reducing environmental impact at NASCAR events



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

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



# APPLICATION FOCUS

## SEWER CLEANING



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

As time passes, our sewer systems face increasing pressures from aging infrastructure, a growing population, and the unpredictability of climate change. Well-maintained sanitary and storm sewers are critical to the welfare of a community.

Most people are unaware of all that goes on beneath the surface of their cities, homes, and streets. Sanitary sewers, stormwater systems, catch basins, and water treatment facilities are all essential infrastructure that require the right equipment, oversight, and regular maintenance to ensure they are working properly.

If ignored, these systems can pose major threats to a community, including serious water quality problems, severe flooding, property damage, and more. Our sewer cleaning equipment is used by municipalities and contractors to provide routine maintenance of sewer systems, stormwater systems, catch basins, and water treatment facilities. These systems and facilities are part of the critical infrastructure that cities and towns rely on to provide a safe and healthy environment for residents.

At Vactor Manufacturing, we produce a portfolio of sewer cleaning equipment to meet the many applications of municipalities and contractors around the world. Designed with operator safety, efficiency, and ease of operation in mind, Vactor's sewer cleaning products are the best solution when it comes to improving water system infrastructure.



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

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



# PRODUCT SUSTAINABILITY & INNOVATION

We continue to search for ways to integrate electrification into our suite of products, with a focus on improved air quality and a reduced carbon footprint to help mitigate the negative effects of climate change.

## ELECTRIFICATION

We have expanded our street sweeper offerings to meet varying customer application needs without compromising performance. We have successfully launched multiple plug-in hybrid electric products, including the Broom Bear and our popular 3-wheel Pelican sweeper. Our team, in collaboration with multiple chassis OEMs, plans to begin field testing an all-electric, truck-mounted sweeper later this year to deliver exactly what electric vehicle (EV) customers expect: fuel savings, emissions reduction, lower noise levels, and overall improved ride quality.

Earlier this year, the City of Los Angeles, California, introduced two Elgin plug-in hybrid electric Broom Bears into service, the first street sweepers in the nation to run on battery-electric power and compressed natural gas. The introduction of these plug-in hybrid electric street sweepers will serve to support the city's zero-emission goals.

Developed through Elgin's innovation process, the plug-in hybrid electric Broom Bear generates 25% to 30% fewer emissions compared with traditional street sweepers. Utilizing a high-capacity battery as a power source, the sweeper can be recharged while driving or when plugged into an electrical outlet. The plug-in hybrid electric Broom Bear is tough on debris, but easy on the environment.



## Elgin Sweeper

### Plug-In Hybrid Electric Broom Bear

Elgin Sweeper is a pioneer in the development of cleaner, alternative-fuel street sweeper solutions, and is leading the charge on the electrification efforts that cities and customers can trust. The development of the plug-in hybrid electric Broom Bear is just another example of Elgin Sweeper's ongoing commitment to providing solutions for customers on their path towards a reduced carbon footprint, improving air quality, and mitigating climate change.



# PRODUCT SUSTAINABILITY & INNOVATION

## ELECTRIFICATION

### Rugby Manufacturing

#### Vari-Class™ Platform Line

Our research and development team continues to explore ways to further integrate electrification into our suite of products. For example, within our TBEI business, our Rugby team successfully incorporated our new Vari-Class body platform onto a fully-electric class 7 chassis, which was recently showcased at the 2022 Work Truck Show. The Heavy Duty Vari-Class platform line is a new product, offering solutions for end users and distributors. It can function as six different truck bodies, providing utility for the lifetime of the product.



## OUTDOOR WARNING SYSTEMS

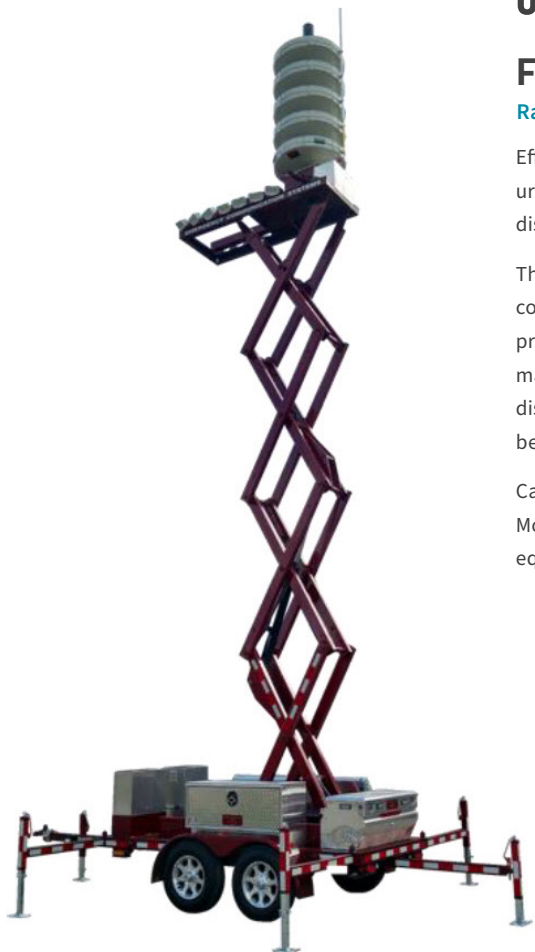
### Federal Signal

#### Rapid Deployment Trailer

Effective warning systems facilitate and support rapid response notifications and warnings of urgent events. These warning systems allow people and authorities to save lives in the event of disasters and emergencies.

The FS Rapid Deployment Trailer, our versatile and purpose-built solution for critical communication, enables emergency managers, law enforcement, and event coordinators to provide immediate outdoor warnings in any circumstance. Intended for municipal emergency management, outdoor pop-up events (i.e., festivals, parades, concerts), industrial turnarounds, and disaster relief, the mobile trailer is designed to serve as a stand-alone notification device, or it can be integrated into an existing siren system for ease of use.

Capable of delivering live and pre-recorded announcements and equipped with the Federal Signal Modulator High Powered Speaker array, the FS Rapid Deployment Trailer provides warning system equipment trusted around the world to protect people and property from hazards of any kind.



## Research & Development Spending

~\$37 M in last three years

193 active patents, foreign and domestic

26 patent applications 2019-2021

Federal Signal prioritizes developing new products and services, as well as enhancing our existing products and services.



# INDUSTRY ADVOCACY



## WE SUPPORT THE DEVELOPMENT OF POLICIES AND STANDARDS THAT MAKE ROADS, COMMUNITIES, AND THE ENVIRONMENT CLEANER AND SAFER FOR FUTURE GENERATIONS

Engagement with organizations such as the American Traffic Safety Services Association (ATSSA), Common Ground Alliance (CGA), EPA, the National Utility Contractors Association (NUCA), and many others is critical to promote legislation that keeps our water systems running, our buried utilities safe, and our air and watersheds clean. Below are several highlights where we are actively engaged in the conversation, as well as the committed participation of our dedicated employees.



The **National Truck Equipment Association (NTEA)** represents manufacturers, distributors, installers, and customers as the undisputed resource and advocate for the North American work truck industry.

Focusing on multiple areas, NTEA provides industry research, education, regulatory and policy advocacy, and in-depth technical information.

**Tina Albright, VP of Human Resources & Safety at TBEI, was named the NTEA's 58th Board Chair at the Association's 2022 annual meeting.** With over 25 years of experience at TBEI, Tina has been at the leading edge of change in the work truck industry and is the perfect leader to guide the NTEA. Since her election to the NTEA's Board in 2017, Tina has served on numerous committees and has worked to prepare the industry for the generational shifts influencing access to labor, training, paths to market, and production methods.

Tina is the NTEA's first female Board Chair since the association's establishment in 1964. We celebrate Tina's tremendous accomplishment and are extremely grateful for all her hard work on behalf of Federal Signal and the work truck industry.



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



**Association of Equipment Manufacturers (AEM)** is the leading organization in North America advancing construction and agriculture equipment manufacturers and their value chain partners in the global marketplace. In enabling growth together, AEM and its members build momentum for the equipment manufacturing industry and the market it serves.

**Andy Current, Technical Information Supervisor at Vactor, is the Vice Chairman of AEM's Technical Publications Committee** and has served on the Product Safety & Compliance Seminar Planning Committee since 2015. Andy served as the Chair of the Vacuum Excavation Equipment Committee and is active on the Underground Equipment, Technical Safety Leadership, and Sewer Cleaner Leadership Group Committees.

Andy's dedication and commitment to supporting AEM's mission over the years has been exceptional and serves as an example of the level of industry engagement Federal Signal employees show in their fields.



ANDY CURRENT, TECHNICAL INFORMATION SUPERVISOR, VACTOR MANUFACTURING  
VICE CHAIRMAN, TECHNICAL PUBLICATIONS COMMITTEE, AEM

# PROFESSIONAL

# ASSOCIATIONS & MEMBERSHIPS

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

## FEDERAL SIGNAL CORPORATION

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

## ENVIRONMENTAL SOLUTIONS GROUP

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

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

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

## SAFETY AND SECURITY SYSTEMS GROUP

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

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



# FACILITY ENVIRONMENTAL MATTERS

We are proud of our long-standing commitment to drive our businesses towards more sustainable operations for the environment. We continue to prioritize improving our manufacturing facilities and reducing resource consumption. In this report, we highlight some of the latest actions we have taken at our facilities to improve both our businesses and their impact on local communities.

## Environmental Compliance

We closely monitor our facilities to ensure our operations are in compliance with all applicable environmental laws and regulations. Hazardous and non-hazardous waste from our facilities is always properly handled, and then hauled away by a licensed operator for appropriate recycling or disposal.



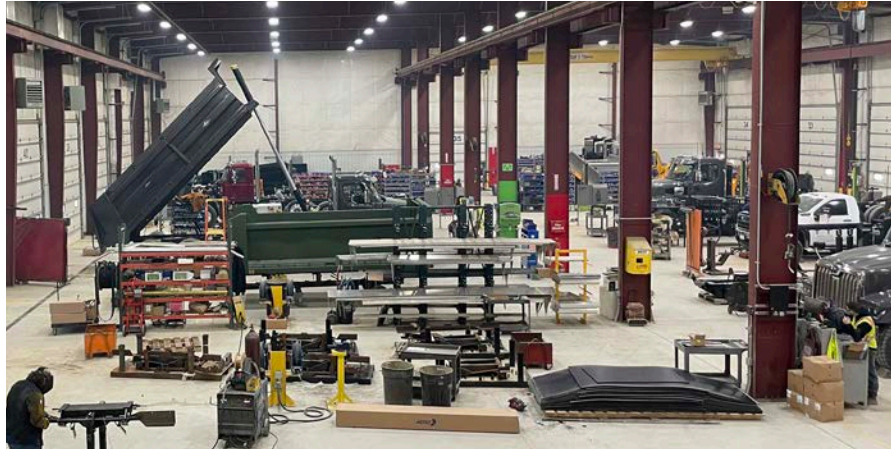
# PLANT ENHANCEMENTS

## CRYSTEEL AND J-CRAFT PLANT EXPANDS PRODUCTION CAPACITY

The expansion of our Lake Crystal, Minnesota, manufacturing facility was completed in December 2021, and enhances the facility's production capacity for the Crysteel and J-Craft truck body brands. The multi-million dollar expansion increased the size of the plant by 55,000 square feet. Environmental sustainability initiatives were a key consideration in the project, which included improvement initiatives to expand production painting capacity and add equipment to minimize environmental impact, including a new blast booth, paint booths, bake ovens, and a dedicated truck upfit area.

The addition of new gas catalytic infrared bake ovens equipped with infrared emitters allow for reduced natural gas consumption and run on ½ PSI of natural gas compared to older ovens which run on 3+PSI. The technology allows the oven to run at different capacity levels through the entrance, middle, and exit of the bake oven. The design of the gas catalytic infrared "Halo Designed" oven allows for 10% to 15% efficiency improvements in curing paint on products as well as improved product quality.

The project also featured a completely reorganized and upgraded paint department, including a new National Fire Protection Association (NFPA) certified paint mixing kitchen with spill containment designed and operated to prevent the discharge of liquids to public waterways, public sewers, or adjoining property, aligning with our belief that sustainability means protecting the people and the planet.



## RUGBY MANUFACTURING PLANT ENHANCES AUTOMATION & PRODUCTION QUALITY

The expansion of our Rugby, North Dakota, manufacturing facility was completed in November 2021. With an emphasis on automation and improved product quality, the 45,000-square-foot addition allowed us to reconfigure the main production line, which led to reduced manual material handling and increased throughput. We anticipate a 30% energy savings in the curing process as a result of the installation of new ovens with enhanced panels and improved duct work design. The expansion also included investments in a new paint booth, a full body automated blast process, and laser cutting machines that have allowed greater utilization of raw materials and consumables, leading to less production waste.

With the project now complete, our Rugby manufacturing plant has been able to increase production while operating in a more sustainable manner.





# ENVIRONMENTAL PERFORMANCE

## IN OUR FACILITIES

**FEDERAL SIGNAL IS COMMITTED TO REDUCING OUR GLOBAL ENVIRONMENTAL FOOTPRINT. WE SEEK OPPORTUNITIES TO REDUCE EMISSIONS, WATER CONSUMPTION, AND WASTE GENERATION IN OUR OPERATING FACILITIES.**

In addition to operating 20 principal manufacturing facilities around the world, we also support our customers through a network of service centers. These facilities consume energy, water, and produce waste in quantities that vary with changes in business volume and product mix.

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

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

As a single acquisition occurring during a fiscal year could significantly change our consumption values, the metrics in this report include only consumption and revenue data for those businesses that were owned for the full calendar year.

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



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

Full-year financial and environmental data from 2018, 2019, 2020, and 2021 was analyzed for this report. If a business was divested or acquired during a calendar year, that data was not included in this report.



# ENERGY

# PERFORMANCE METRICS

## WE CONTINUE TO ACTIVELY WORK TOWARDS OUR COMPANY-WIDE RESOURCE CONSUMPTION GOALS

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

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

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

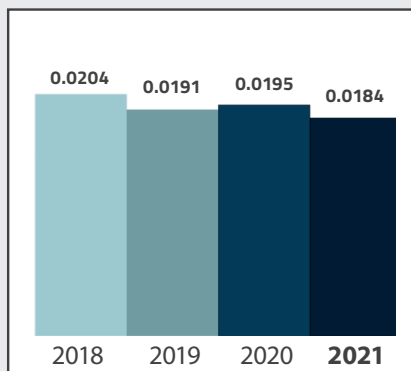
## RESOURCE CONSUMPTION

**We have committed to conserve resources, recycle materials, and reduce waste and pollutants at every stage of the product lifecycle.**

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

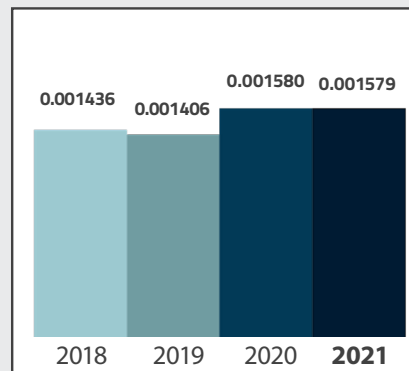
### WATER

in Gallons per Dollar Revenue



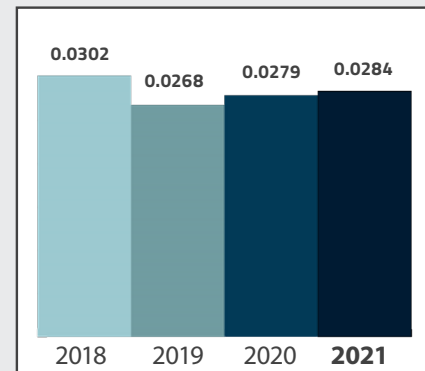
### NATURAL GAS

in Therms per Dollar Revenue



### ELECTRICITY

in kWh per Dollar Revenue





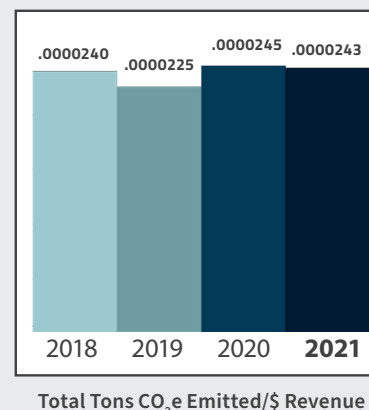
# ENERGY GOALS & MANAGEMENT

OUR BUSINESSES ARE FOCUSED ON SUSTAINABILITY ACROSS OUR OPERATIONS IN ORDER TO SUPPORT FEDERAL SIGNAL'S ENERGY, WATER, AND GREENHOUSE GAS (GHG) EMISSIONS INTENSITY GOALS

## Sustainability Highlights:

- Delivered plug-in hybrid electric Broom Bear street sweepers to the City of Los Angeles, and have begun demonstrations of our plug-in hybrid electric three-wheel Pelican street sweeper.
- Introduced our first Rugby dump body on a fully-electric chassis and invested in new product development to explore other ways to integrate electrification into our suite of products.
- Completed a foam reclamation project at our Tishomingo, Mississippi, facility, dramatically decreasing the purchase of new foam and reducing landfill content.
- Emphasized environmental sustainability initiatives during the Lake Crystal, Minnesota, and Rugby, North Dakota, plant expansions, in addition to modernizing the facilities and investing in newer machinery and equipment to gain operational efficiencies.
- Participated in a voluntary “demand response” program with local utility providers to shed power usage during system events and tests to help keep the power grid up and running.

## GREENHOUSE GAS EMISSIONS



2018, 2019, 2020 Scope 1 and 2 GHG emissions were revised to account for updated methodology utilizing GHG Protocol's GHG Emissions Calculation tool presenting the most accurate information available. This resulted in a decrease from previous reported figures.

## 2025 ENERGY & RESOURCE RELATED GOALS\*

We set a goal of reducing our greenhouse gas (GHG) emissions intensity 10% by 2025 (from our 2018 baseline). In addition, we aim to reduce our water, natural gas, and electricity resource consumption intensities 10% by the same year (from our 2018 baseline).

Despite pandemic and supply chain-related interruptions, we are committed to reaching our stated goals and are actively working with our business units to implement process improvements to increase energy efficiency. The decrease of electricity consumption intensity by 6.1%, and water consumption intensity by 9.7% from our 2018 baselines, highlight our focus on consumption reduction. We remain committed to our stated goals for GHG emissions and natural gas consumption intensities, and believe our facility upgrades and investments will contribute to achieving those goals.

## ACTIONS WE ARE TAKING

- Facility investments (e.g., purchase of our Elgin and University Park, Illinois, locations) enabling our continuous improvement journey within our facilities
- Conducting energy consumption assessments and adopting energy efficiency measures across our manufacturing footprint
- Launching environmental education and awareness programs at each facility
- Working with local utility providers to implement best practices and capture energy reduction incentives

\*Full-year financial and environmental data from 2018, 2019, 2020, and 2021 was analyzed for this report. If a business was divested or acquired during a calendar year, that data was not included in this report.

# COMMUNITY ENGAGEMENT

## TO PROTECT, BUILD, AND STRENGTHEN OUR COMMUNITIES HAS LONG BEEN PART OF FEDERAL SIGNAL'S GUIDING CORE VALUES

We believe supporting the local communities where our employees and customers live and work is not just critical, it is our responsibility. By donating time and money to local charities, promoting and participating in educational and wellness programs, and volunteering in local community events, Federal Signal and our employees are committed to giving back and improving our surrounding areas.



Ground Force Worldwide, located in Post Falls, Idaho, continued its partnership with local first responders in Kootenai County to support underprivileged children and families during the holidays. “Holidays and Heroes” is a secret shopper and meal box delivery program where police officers and firefighters volunteer their time to help disadvantaged children. When Ground Force first started contributing to the program five years ago, it was reaching approximately 70 children and their families. This year, with the combined efforts of Ground Force and Federal Signal, they were able to donate \$11,000 and reach over 130 families.

Joe Johnson Equipment (JJE) annually selects a charity that is of significance to a JJE employee as the year's Charity of Choice. Together, JJE rallies to raise funds through various events that are donated to the selected Charity of Choice.

In the last three years alone, JJE has raised more than \$25,000 through their fundraising efforts for charities including Food Banks Canada, Hospice Simcoe, Ronald McDonald House Toronto, The Children's Wish Foundation of Canada, The David Busby Centre, Habitat for Humanity, and Big Brothers Big Sisters of Canada.





# COMMUNITY ENGAGEMENT

## SOCIAL RESPONSIBILITY IS A TOP PRIORITY — WE BELIEVE A HEALTHY BUSINESS BEGINS WITH HEALTHY COMMUNITIES

We take great pride in creating and supporting programs that enhance our communities' wellbeing. Federal Signal is proud to be a Community Partner with The Community House, a non-profit organization located in Hinsdale, Illinois, and support their programs, including the Willowbrook Corner initiative.

The Willowbrook Corner is a vital outreach of The Community House, and provides academic tutoring and community support to local underserved youth and families in the Willowbrook Corner community, located just ten miles south of Federal Signal's corporate headquarters. Their programs are designed to help students improve their educational performance, practice positive decision-making skills, and provide opportunities for community involvement.

This past year, Federal Signal and Elgin Sweeper joined the Willowbrook Holiday Parade & Festival alongside the DuPage County Sheriff's Department, Tri-State Fire Department, DuPage County Division of Public Transportation and local elected officials. Children from the community had the opportunity to see an Elgin Whirlwind street sweeper up close with the Touch-A-Truck experience, had a Q&A with the Elgin operator, sat in the cab, and even had a chance to honk the horn!

## CAREER DAY

Federal Signal also proudly participates in the Career Speaker Series at the Anne M. Jeans Elementary School in Willowbrook, Illinois, as part of The Community House's Willowbrook Corner outreach program. Middle schoolers get to learn about Federal Signal's products, applications, and sustainability initiatives taking place across the company.



## CORPORATE MATCHING

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

**Give Where You Live**



FEDERAL SIGNAL Connecting Employees to Their Communities



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

- **Make-a-Wish Foundation**
- **American Red Cross Blood Drives**
- **St. Jude Children's Research Hospital**
- **Susan G. Komen Foundation**
- **United Way**

# OUR PEOPLE

## AT THE HEART OF FEDERAL SIGNAL IS A COMMITMENT TO INVEST IN OUR GREATEST ASSET — OUR PEOPLE

Our ability to deliver the industry's highest quality and most innovative products and solutions for our customers is only achievable through the talent, knowledge, and commitment of our global team of over 3,900 employees. We take pride in the work that we do and fostering a diverse and inclusive workplace is essential to maintain the long-term health of our business. We strive to empower and support our people when we prioritize their health and safety, career development, and offer attractive benefit packages.

### Training and Development

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.





# OUR PEOPLE

## Employee Engagement

We recognize that leadership development and employee engagement contribute to our long-term success as a business. Our salaried workforce receives yearly performance reviews, with exceptions made only for certain union-represented segments in accordance with their negotiated contracts.

## Federal Signal University

Our online training platform, Federal Signal University (FSU), provides our employees access to over 500 courses that deliver instruction and resources to our sales, service, and parts teams. This tool has been utilized for over 15 years and is available for use by all companies within the Federal Signal umbrella.

## Talent Acquisition

We believe that building a diverse and inclusive workforce is essential, which is why we focus on developing sustainable, iterative processes to assess, recruit, and develop individuals from our surrounding communities. We foster relationships in our communities with local high schools and area colleges to teach technical skills and training that tomorrow's jobs will require. Our ongoing commitment to environmental, social, and governance initiatives positions us well in the communities in which we operate and is a differentiating factor in our ability to attract labor at our facilities.

## Vector Manufacturing

Works extensively with the local community to build awareness around opportunities, and partners with local resources including high schools and colleges on career fairs, open shop nights, scholarship programs, weld and fabricator programs, and even high school "signing days", where students can "declare" they are joining the Vector Team! As a result of the team's continued efforts, Vector has filled 40 positions externally since the beginning of the year.

## Tuition Assistance Program

Through a Tuition Assistance Program, we assist and encourage employees to expand their knowledge, skills, and job effectiveness by continuing their education at local accredited institutions of higher learning.

## TBEI's School of Weld

With our dedication to quality and uncompromised performance, training is key. At many of our TBEI locations, we offer an 80-hour on-the-job trade school program, which through one-on-one instruction equips our workers with the knowledge and skills needed to weld on TBEI's world-class dump truck bodies.

## Elgin Sweeper

Proudly collaborates with local high school and community college welding and fabrication programs. Elgin engineers volunteer to showcase a number of career paths involved in making Elgin Sweeper products. This year, counselors from all five Elgin Area School District U-46 high schools toured Elgin Sweeper to inform the development of career and technical education programs designed to prepare their students for jobs in manufacturing.

## Ox Bodies

Visits local area high schools to speak with juniors and seniors to discuss work opportunities in manufacturing, and participates in STEM Day activities.

## Ground Force Worldwide

Hosts tours for Clark Fork High School students to learn about a variety of different trades, as well as the training needed for a career at our manufacturing facility.



# DIVERSITY, EQUITY & INCLUSION

## WE ARE COMMITTED TO BUILDING A CULTURE OF INCLUSION AND ADVANCING DIVERSITY IN OUR WORKFORCE

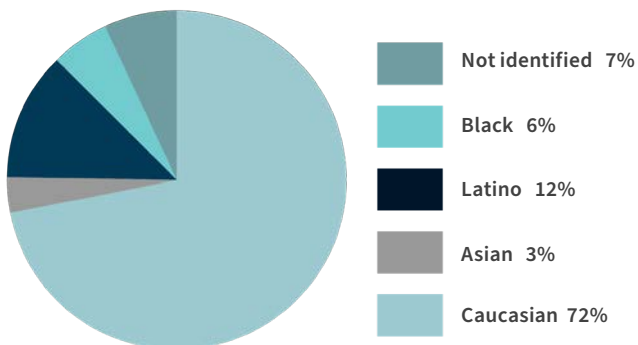
At Federal Signal, our commitment to diversity, equity, and inclusion (DEI) is guided by our core values. Respect for all people is a top priority for the Company, and maintaining Federal Signal's competitive advantage is directly tied to our continued efforts to promote employee engagement and gain a better understanding of the customers and the communities who count on us.

Understanding the importance of attracting diverse talent, we promote a culture and environment where employees want to stay with Federal Signal and have development opportunities to grow their career with us. We recognize each person's unique identity, background, and experiences as part of an inclusive culture, where everyone feels empowered to do their best work because they feel accepted and respected.



## 2021 WORKFORCE DEMOGRAPHICS

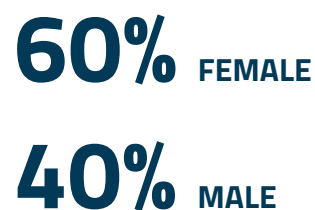
US Equal Employment Opportunity  
Commission Statistics



North American  
Workforce by Gender



Section 16 Officers by Gender





# DIVERSITY, EQUITY & INCLUSION

## DEI Training

Conducted training with the executive leadership team of each business unit covering subject matter around inclusive recruitment, interviewing, and hiring practices, including implicit bias considerations. Subsequent meetings discussing group-level results have been conducted.

## Workforce Data Analysis

Utilized U.S. Census data and 2021 Affirmative Action Plan data, to initiate a workforce data analysis at our largest manufacturing facilities to identify opportunities to enhance local outreach and align local workforces more closely with community demographics.

## Mentorship Program

Developed a rotating mentorship program to pair rising associates with director and executive level employees to open a dialogue designed to foster career opportunity discovery and professional growth within the organization.



PHOTOS: WTTW AND KEN CARL

## Local DEI Program Support

Partnered with PBS's local WTTW to support *Chicago Tonight's Black Voices* and *Latino Voices* programs, offering coverage and creating a forum for discussion that encourages diverse opinions, authentic communication, and mutual understanding while celebrating the music, art, and history of Chicago's Latino and Black communities.



# DIVERSITY, EQUITY & INCLUSION

## Returnship Program

Valuing equity and inclusion, we offer a return-to-work program to professionals re-entering the workforce after a career break. Connecting with qualified, experienced, gender-diverse candidates with prior professional experience recruits a level of talent and aptitude that can greatly benefit the Company.

***"We take great pride in being an employer that welcomes and embraces all cultures and viewpoints. This includes our commitment to build a diverse and inclusive workforce that is reflective of the communities in which we operate."***

***— Jennifer Sherman, CEO of Federal Signal***

## Returnship Spotlight - Alice Waverley

Joining the company in October 2021, Alice brings a unique story and identity to the Federal Signal family. Born in Panama of Swiss parents, Alice came to the United States at the age of 16. She earned a tennis scholarship to attend the University of Notre Dame and subsequently received her MBA from Northwestern's Kellogg School of Management.

Alice began her career at an American multi-national telecommunications company in Schaumburg, Illinois, rising to the level of Strategic Marketing Manager for Latin America Distribution. Married in 1996, Alice moved to Singapore, where she continued her career as a mobile telecommunications infrastructure Business Manager for the Asia Pacific Region.



Alice Waverley proudly receiving her United States citizenship during the Naturalization Ceremony in Chicago in May 2022

Unable to obtain a work permit when her husband was transferred to Malaysia and then Canada, Alice immersed herself in fundraising for women's and children's charities.

Back in the U.S., volunteer work has played a prominent role in Alice's life the past 20+ years outside of the workplace. She has been involved in her children's schools and her local community; serving as PTO President, sitting on the board of several philanthropies and currently appointed as Chair of Hinsdale's Parks and Recreation Commission. With two of her three children off to college, Alice decided it was time to re-enter the workforce.

Joining Federal Signal part time to replace another Returnship employee who was reducing her hours to spend more time with her family, Alice updated her technology skills and immediately made a positive impact on the corporate event planning team, and coordination of the Board of Directors' meetings.

Alice was recently promoted to work on the integration team in the M&A department, where she will focus on integrating new acquisitions into the Federal Signal family.

This challenging new role continues to provide Alice with the flexibility of setting her own schedule by working three days per week, while also benefitting from the remote work options provided to employees.

Alice is an example of exceptional talent re-entering the work force, and through Federal Signal's Returnship program, we offer opportunities to the best and the brightest candidates who are looking to continue their careers.



# HEALTH & SAFETY

## COVID-19 RESPONSE

In response to the COVID-19 pandemic, Federal Signal established a cross-functional task force to monitor ongoing developments, implement mitigation plans, and centrally coordinate its local responses at each business unit to help protect our workforce and our facilities, while ensuring the ongoing support of customer sites to remain operational during this pandemic.

Our approach included developing multiple layers of protection by utilizing daily update calls to communicate issues related to safety and risk mitigation, share COVID-related best practices including using technology, work processes, individual protection and training, and rapidly disseminate evolving guidance from federal, state, and local health departments, while promoting a consistent, iterative response.

We make at-home COVID test kits available to all employees and their families, encourage all our employees to get vaccinated and get booster shots when eligible, and provide employees paid time off to get vaccinated in their local community. We organized on-site vaccination clinics for our employees and their families, in support of the local authorities' vaccination program.

## Safety Council



The safety of our employees is a top priority. We have a company-wide Safety Council, consisting of safety managers from each business, that regularly meets to collaborate and implement safety improvement initiatives. Our Workplace Hazard Reduction programs and awards recognize and accelerate progress toward our goal of zero workplace accidents by identifying and sharing safety improvement ideas across all our businesses.

## 2021 Workplace Hazard Reduction Awards

Maintaining a hazard-free workplace benefits everyone to stay healthy and injury-free. To recognize and share the purposeful safety improvements made to our workplaces, we announced the 2021 Federal Signal Workplace Hazard Reduction Awards to commend the business units implementing locally innovative solutions to safety challenges and other changes demonstrating improvement in workplace safety.

## 2021 President's Safety Award

The Federal Signal President's Safety Award recognizes the U.S. location with the most improved Total Case Incident Rate (TCIR) year-over-year. The 2021 President's Safety Award was presented to Elgin Sweeper and JJE (US). These outstanding results demonstrate the strong commitment and dedication to safety from our employees, supervisors, and management.

# O

**In 2021, zero OSHA reportable deaths were recorded at Federal Signal businesses**

# EMPLOYEE BENEFITS

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

## Benefit Options For Our Domestic Employees Include:

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





# HUMAN RIGHTS

**WE BELIEVE ALL PEOPLE AROUND THE WORLD SHOULD BE TREATED WITH DIGNITY, FAIRNESS, AND RESPECT**

Federal Signal 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. 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 partners, suppliers, vendors, and contractors to do the same. The Company's policies on human rights, conflict minerals, and related issues are available on the [Corporate Governance page](#) of our website.



## Equality and Nondiscrimination

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

## Elimination of All Forms of Forced or Compulsory Labor

We are opposed to, and strictly prohibit, 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.

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

## The Effective Abolition of Child Labor

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

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

## Freedom of Association

We recognize the rights of workers to the freedom of association 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.

## 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 13% of our U.S. hourly workers were represented by unions as of December 31, 2021. 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 and Chief Compliance Officer, 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 that outlines our standards and policies for those doing business with and/or on behalf of Federal Signal.

## Laws and Regulatory Compliance

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

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

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

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

## Conflict Minerals

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

## Supply Chain Due Diligence

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



# GOVERNANCE & ETHICS

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

## Committees of Our Board of Directors

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

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

## Corporate Governance


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

## Sustainability Governance

Sustainability Governance falls under the purview of the Director, Sustainability & Investor Relations, who is part of the Executive Leadership Team, and reports directly to the Chief Financial Officer. The position was formed at the direction of the Company's CEO, and focuses on advising, developing, and implementing strategies on environmental, social, and governance matters and related new initiatives across the business divisions.

At the Board of Directors level, the Governance and Sustainability Committee is responsible for providing oversight and periodic review of the Company's environment and social governance program and shall report its review findings to the Board on no less than an annual basis. As the role of sustainability within corporations continues to grow in importance, so too will our dedication and commitment towards building a better society for future generations.

## Board of Directors by the Numbers

DIRECTOR TENURE	GENDER DIVERSITY	DIVERSITY	
<b>8.1</b>	<b>29%</b>	<b>43%</b>	
average director tenure in years	of our board members are female	of our board members are considered diverse	
DIRECTOR AGE	MEETING ATTENDANCE	OTHER PUBLIC COMPANY BOARDS	LEAD INDEPENDENT DIRECTOR
<b>64</b>	<b>100%</b>	<b>57%</b>	
average director age	in 2021	of board members have positions on other public company boards	Yes



DENNIS J. MARTIN

Chairman of the Board



JENNIFER L. SHERMAN

President and Chief Executive Officer



BRENDA L. REICHELDERFER

Lead Independent Director



EUGENE J. LOWE, III

Board Member



BILL OWENS

Board Member



SHASHANK PATEL

Board Member



JOHN L. WORKMAN

Board Member

Additional information can be found on the [People page](#) of our website.

# GOVERNANCE & ETHICS

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

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

## Our Anti-Bribery Program

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

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

## Environmental Compliance Oversight Committee (ECOC)

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

## Compliance Hotline

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

### COMPLIANCE HOTLINE



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

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

**HOW TO MAKE A REPORT**  
Dial: 866-776-7015  
 [federalsignal.ethicspoint.com](https://federalsignal.ethicspoint.com)

If mailed, please mark your envelope "CONFIDENTIAL":  
**FEDERAL SIGNAL CORPORATION**  
1415 W. 22ND STREET, SUITE 1100  
OAK BROOK, IL 60023  
ATTENTION: DIANE BONINA, GENERAL COUNSEL AND CHIEF COMPLIANCE OFFICER



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



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

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

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

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

Our Board, either as a whole or through its committees, regularly discusses with management: (i) our Company's major risk exposures; (ii) the potential impact of such exposures; and (iii) the steps we take to monitor, control, and mitigate such exposures. This analysis includes sustainability-related risks such as climate change impacts, environmental and governmental regulations, and other risks as they apply to our distribution channel, supply chain, succession planning, information technology threats, strategies relating to our facilities footprint, growth initiatives, and innovation. Many of these risks are described in our 2021 Form 10-K, and Quarterly Reports on Form 10-Q filed with the SEC during 2022.

# RISK MANAGEMENT

## Climate Change

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

## Data Security & Privacy

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

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

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

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

## Materiality Assessment

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

### Product Innovation

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

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

### Sustainable Future

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

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

### Building Community and Our People

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

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



# STAKEHOLDER ENGAGEMENT

## FEDERAL SIGNAL APPROACHES STAKEHOLDER ENGAGEMENT AS A KEY PART OF OUR CORPORATE STRATEGY

Our stakeholders include employees, customers, communities, industry partners, and stockholders. By engaging in an open and proactive dialogue, we are able to make better informed decisions that will have a profound impact on our success as a company.

As we continue to navigate the COVID-19 landscape, we proactively adjusted many of our engagement processes with the use of technology, including hosting virtual meetings and attending virtual conferences.

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

Our business units regularly attend industry conferences and trade shows, and customers are frequent visitors to our manufacturing 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, Form 10-Q filings, annual proxies, and Form 10-K filings all represent formal, SEC-required methods of investor engagement. We also interact with the stockholder community through our proactive investor outreach efforts. In 2021, members of our executive team:

- Attended 12 investor conferences
- Participated in two non-deal roadshows
- Held approximately 150 total discussions with stockholders and potential stockholders

- EMPLOYEES
- CUSTOMERS
- COMMUNITIES
- STOCKHOLDERS
- INDUSTRY PARTNERS
- TRADE ASSOCIATIONS
- REGULATORY AGENCIES
- SUPPLIERS



# ESG DATA SUMMARY

## WE ARE COMMITTED TO WORKING TOWARDS REDUCING OUR ENERGY AND WATER CONSUMPTION ACROSS ALL OF OUR FACILITIES AND OPERATIONS

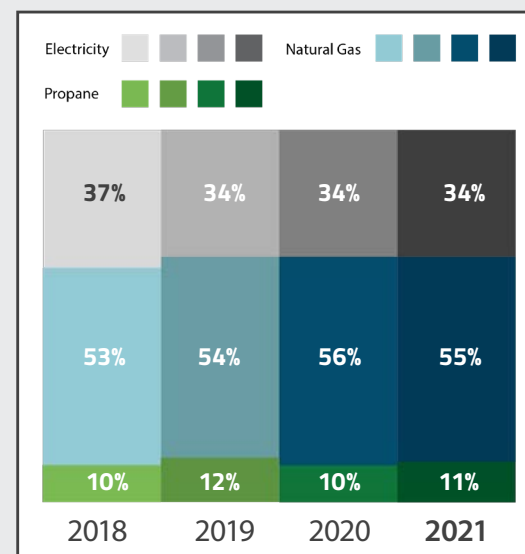
### Annual Resource Consumption

The table below details our absolute measurements for water, natural gas, propane, petrol, and electricity usage.

INDICATOR	Unit	2018	2019	2020	2021
Natural Gas Usage	Therms	1,564,136	1,660,795	1,777,643	1,845,605
Propane Usage	Gallons	328,905	393,888	326,061	390,362
Petrol Usage	Liters	8,542	4,419	5,629	5,234
Electricity Usage	kWh	32,943,314	31,621,179	31,432,591	33,200,181
<b>Total Energy Use</b>	<b>Gigajoules</b>	<b>313,166</b>	<b>324,243</b>	<b>324,873</b>	<b>351,919</b>
Water Usage	Gallons	22,182,440	22,576,553	21,915,269	21,488,177

### Energy Consumption by Type

The stacked bar chart below displays the relative mix of energy consumption for electricity, natural gas, and propane.



### Environmental Data Scope

The metrics and data in this report include only consumption and revenue data for those businesses that were owned for the full calendar year.



Full-year financial and environmental data from 2018, 2019, 2020, and 2021 was analyzed for this report. If a business was divested or acquired during a calendar year, that data was not included in this report.



# Global Reporting Initiative (GRI) Index

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

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

## GENERAL DISCLOSURES (GRI 102, 2016)

Indicator	Brief Description	Location of Information
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	Federal Signal Corporation
102-2	Activities, brands, products and services	pages 9-13
102-3	Location of headquarters	Oak Brook, Illinois
102-4	Location of operations	page 8
102-5	Ownership and legal form	page 6
102-6	Markets served	pages 6, 8-13
102-7	Scale of the organization	pages 6, 8
102-8	Information on employees and other workers	pages 28-32, 34, 36
102-9	Supply chain	page 36
102-10	Significant changes to the organization and its supply chain	page 8; 2021 Form 10-K, pages 16-17
102-11	Precautionary principle or approach	pages 39-40
102-12	External initiatives	pages 26-27
102-13	Membership of associations	page 20
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	page 5
102-15	Key impacts, risks, and opportunities	pages 3, 5
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards and norms of behavior	pages 4, 7
102-17	Mechanisms for advice and concerns about ethics	page 38
<b>GOVERNANCE</b>		
102-18	Governance structure	pages 37-38 herein, and included in the Company's 2022 definitive proxy statement, filed with the SEC on March 11, 2022 (2022 Proxy), page 2
102-19	Delegating authority	2022 Proxy, page 17
102-20	Executive-level responsibility for economic, environmental, and social topics	2022 Proxy, page 17
102-21	Consulting stakeholders on economic, environmental, and social topics	2022 Proxy, page 5
102-22	Composition of the highest governance body and its committees	2022 Proxy, page 18
102-23	Chair of the highest governance body	2022 Proxy, page 13
102-24	Nominating and selecting the highest governance body	2022 Proxy, pages 12-16
102-25	Conflicts of interest	2022 Proxy, page 17
102-26	Role of highest governance body in setting purpose, values, and strategy	2022 Proxy, page 17
102-27	Collective knowledge of highest governance body	2022 Proxy, page 17

102-28	Evaluating the highest governance body's performance	2022 Proxy, page 17
102-29	Identifying and managing economic, environmental, and social impacts	2022 Proxy, page 17
102-30	Effectiveness of risk management processes	2022 Proxy, page 17
102-31	Review of economic, environmental, and social topics	2022 Proxy, page 17
102-33	Communicating critical concerns	2022 Proxy, page 18
102-35	Remuneration policies	2022 Proxy, page 18
102-36	Process for determining remuneration	2022 Proxy, page 28
102-37	Stakeholders' involvement in remuneration	2022 Proxy
102-38	Annual total compensation ratio	2022 Proxy, page 41
102-39	Percentage increase in annual total compensation ratio	2022 Proxy, page 41

## STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	page 41
102-41	Collective bargaining agreements	2021 Form 10-K, page 4
102-42	Identifying and selecting stakeholders	page 41
102-43	Approach to stakeholder engagement	page 41
102-44	Key topics and concerns raised	2021 Form 10-K, pages 7-13

## REPORTING PRACTICE

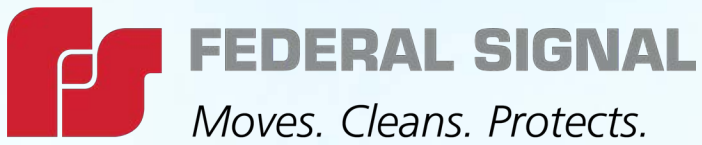
102-45	Entities included in the consolidated financial statements	2021 Form 10-K, page 75
102-46	Defining report content and topic boundaries	pages 2-3
102-47	List of material topics	page 2
102-48	Restatements of information	page 3
102-49	Changes in reporting	None
102-50	Reporting period	page 3
102-51	Date of most recent report	May 2022
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 43-45

## TOPIC-SPECIFIC DISCLOSURES

Indicator	Brief Description	Location of Information
<b>MANAGEMENT APPROACH (GRI 103, 2016)</b>		
103-1	Explanation of the material topic and its Boundary	page 3
103-2	The management approach and its components	throughout the report
103-3	Evaluation of the management approach	throughout the report
<b>ENVIRONMENTAL (GRI 300, 2016)</b>		
<b>ENERGY (GRI 302, 2016)</b>		
302-1	Energy consumption within the organization	pages 23-25, 42
302-3	Energy intensity	pages 24-25
302-4	Reduction of energy consumption	pages 23-25, 42
302-5	Reductions in energy requirements of products and services	pages 17-18, 25



<b>WATER</b> (GRI 303, 2016)		
<b>303-1</b>	Interactions with water as a shared resource	pages 23-25, 42
<b>303-3</b>	Water withdrawal	pages 23-25, 42
<b>303-5</b>	Water consumption	pages 23-25, 42
<b>EMISSIONS</b> (GRI 305, 2016)		
<b>305-1</b>	Direct (Scope 1) GHG emissions	pages 24-25
<b>305-4</b>	GHG emissions intensity	pages 24-25
<b>305-5</b>	Reduction of GHG emissions	pages 24-25
<b>EFFLUENTS AND WASTE</b> (GRI 306, 2016)		
<b>306-2</b>	Management of significant waste-related impacts	pages 21, 25
<b>306-4</b>	Waste diverted from disposal	pages 21, 25
<b>ENVIRONMENTAL COMPLIANCE</b> (GRI 307, 2016)		
<b>307-1</b>	Non-compliance with environmental laws and regulations	page 21
<b>SOCIAL</b>		
<b>EMPLOYMENT</b> (GRI 401, 2016)		
<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 34
<b>OCCUPATIONAL HEALTH AND SAFETY</b> (GRI 403, 2016)		
<b>403-1</b>	Occupational health and safety management system	page 33
<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	page 33
<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	page 33
<b>403-5</b>	Worker training on occupational health and safety	page 33
<b>403-6</b>	Promotion of worker health	pages 33-34
<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	page 33
<b>TRAINING AND EDUCATION</b> (GRI 404, 2016)		
<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	pages 28-29
<b>DIVERSITY AND EQUAL OPPORTUNITY</b> (GRI 405, 2016)		
<b>405-1</b>	Diversity of governance bodies and employees	pages 30-32, 37
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b> (GRI 407, 2016)		
<b>407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	none, page 35
<b>CHILD LABOR</b> (GRI 408, 2016)		
<b>408-1</b>	Operations and suppliers at significant risk for incidents of child labor	none, page 35
<b>FORCED OR COMPULSORY LABOR</b> (GRI 409, 2016)		
<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor	none, page 35
<b>HUMAN RIGHTS ASSESSMENT</b> (GRI 412, 2016)		
<b>412-1</b>	Operations that have been subject to human rights reviews or impact assessments	none
<b>LOCAL COMMUNITIES</b> (GRI 413, 2016)		
<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	pages 26-32
<b>413-2</b>	Operations with significant actual and potential negative impacts on local communities	none
<b>PUBLIC POLICY</b> (GRI 415, 2016)		
<b>415-1</b>	Political Contributions	none
<b>CUSTOMER PRIVACY</b> (GRI 418, 2016)		
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	none



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



### Mailing Address

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

### Investor Relations

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

### Ethics and Compliance

Diane Bonina  
VP, General Counsel and Secretary  
Chief Compliance Officer  
[dbonina@federalsignal.com](mailto:dbonina@federalsignal.com)

### Community

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

