



SUPPLIER CODE OF CONDUCT

Federal Signal Corporation and its subsidiaries (collectively, “Federal Signal”) expect our suppliers to embrace our commitment to integrity and conduct their business in compliance with all laws, rules and regulations, as well as our internal guidelines and policies. Therefore, we have established a Supplier Code of Conduct Policy (the “Code”) and expect our suppliers to adhere to the standards set forth by this Code while doing business with and/or on behalf of Federal Signal.

Suppliers should educate their employees, agents, subcontractors and, as necessary, their sub-suppliers, so they understand and comply with the standards established in this Code.

Non-compliance can affect the business relationship between Federal Signal and the supplier and, as a result, may require a commitment by the supplier to implement a corrective action plan to return the supplier to compliance with this Code, or Federal Signal may elect, in its discretion, to terminate the relationship.

Legal and Regulatory Compliance

Suppliers and their agents shall conduct business activities that concern Federal Signal in compliance with all applicable laws and regulations, including those that prohibit unfair or illegal trade practices, bribery, kickbacks, unfair pricing or misrepresentation of products or services.

Therefore, suppliers must be in full compliance with all laws that include, but are not limited to:

- Antitrust and fair competition laws
- Anti-corruption laws of the countries in which the supplier does business, as well as the United States Foreign Corrupt Practices Act and the U.K. Bribery Act
- Anti-boycott laws, trade embargos, and import/export control laws
- Product labeling and product integrity laws
- Laws and regulations associated with insider trading

Suppliers are also expected to comply with all applicable employment and labor laws and regulations, including but not limited to:

- Equal opportunity and non-discrimination in hiring and in the workplace (including any applicable Affirmative Action requirements)
- Minimum wage laws
- Child labor laws
- Forced, compulsory or slave labor, or labor obtained from human trafficking, including the California Transparency in Supply Chain Act of 2010
- Freedom of association and collective bargaining
- Work hour laws
- Health and safety laws

**Business Gifts and Courtesies**

Supplier gifts and courtesies to Federal Signal employees should never suggest or imply a desire for special treatment. Accordingly:

- Bribes or other means of obtaining undue or improper advantage shall not be offered by a supplier
- A supplier must ensure that all business courtesies, gifts, and entertainment provided comply with all applicable laws, are consistent with Federal Signal's internal policies and guidelines, are in the ordinary and proper course of business, and cannot reasonably be construed as bribes or other improper inducements
- Any and all forms of bribery, kickbacks and corruption are strictly prohibited

Conflict of Interest

Federal Signal employees are expressly prohibited from participating in any outside business venture, for financial gain or otherwise, that could conceivably conflict with Federal Signal's on-going or proposed business activities, including conflicts in dealings with direct and indirect customers, suppliers, and other individuals and organizations with which Federal Signal conducts business. Accordingly, Federal Signal employees cannot:

- Work part-time for a customer or supplier or engage in outside profit-making activities in any area of business in which Federal Signal operates
- Represent any outside commercial interest during normal business hours or while traveling on Federal Signal business
- Lend money to or borrow money from individuals affiliated with organizations with whom Federal Signal conducts business
- Own any part of any customer's or supplier's business unless that ownership is in the form of stock listed on one of the stock exchanges
- Engage in Federal Signal business with any firm in which a close relative* has an executive position or a significant financial interest unless such transactions are approved in advance by the CEO or an Executive Committee member of Federal Signal and are reported in our conflict of interest questionnaires
- Divert Federal Signal business opportunities discovered in the course of employment or through use of Federal Signal property or information for personal gain or benefit

**For purposes of this Code, a close relative shall be considered an immediate or extended family member, a relative by marriage, or an individual who resides in the same household as the employee.*

Conflict Minerals

Section 1502 of the Dodd-Frank Act and the implementing SEC rules (together, the "Conflict Minerals Rule") require certain public companies that manufacture products to annually report whether the products they manufacture contain "Conflict Minerals" that are necessary to the functionality or production of those products. Conflict Minerals are essentially tin, tungsten,



tantalum and gold that are mined in either the Democratic Republic of Congo (“DRC”) or one of nine African nations that share a border with the DRC (along with the DRC, individually each a “Covered Country”, and collectively the “DRC Region”). The goal of the Conflict Minerals Rule is to help end civil conflict and human rights abuses in the DRC Region committed by armed militant groups by denying revenue to those groups that derive their funding from control of mines in the DRC Region that produce Conflict Minerals. Federal Signal expects that its suppliers will assist Federal Signal in its compliance with the Conflict Minerals Rule as follows:

- Take reasonable and feasible measures to prevent Conflict Minerals from being included in products sold to Federal Signal unless such Conflict Minerals either did not originate in a Covered Country or are DRC Conflict Free, that is, sourcing of any such Conflict Mineral did not directly or indirectly finance or benefit armed militant groups
- For sub-suppliers of products or components that contain tin, tungsten, tantalum or gold, work with those sub-suppliers to also take reasonable and feasible measures to either prevent Conflict Minerals from being included in their products or to reasonably ensure that any Conflict Minerals in their products or components either did not originate in a Covered Country or are DRC Conflict Free
- Upon request, complete an annual questionnaire from Federal Signal regarding the presence of any Conflict Minerals in the product(s) supplied to Federal Signal, and use reasonable, good faith efforts to determine the country of origin or processing facility for any such Conflict Minerals
- To the extent reasonably possible, maintain business records that are created in the normal course of business that indicate the source of any tin, tungsten, tantalum or gold in products supplied to Federal Signal
- Provide additional information or documentation at the request of Federal Signal regarding any Conflict Minerals in the product(s) supplied to Federal Signal

Environment

Suppliers are expected to deliver goods and services in a manner that demonstrates respect for the environment and actively manages risks. That includes minimizing harmful environmental impacts, conserving energy and natural resources to the extent practicable, and complying with all applicable environmental laws and regulations relating to their operations.

Implementing and Monitoring

This Code is an integral component of the business relationship between Federal Signal and its suppliers. Therefore, we are asking that all Federal Signal suppliers do the following:

- Understand that acceptance of a purchase order from Federal Signal by a supplier or the supply of goods to Federal Signal constitutes acceptance by the supplier of the standards set forth in this Code and a commitment by the supplier to conduct its business activities with regard to Federal Signal in a manner that is lawful, ethical, and consistent with this Code
- Effectively communicate and enforce the contents of this Code to supplier’s employees,



agents, subcontractors and, as necessary, its sub-suppliers

- Inform Federal Signal if there are conditions prevailing in their own, an agent's, subcontractor's or a sub-supplier's operations that do not comply with this Code
- Upon request by Federal Signal, acknowledge in writing that the supplier is in compliance with the standards of this Code
- Upon request by Federal Signal, agree to an audit by Federal Signal of one or more of the supplier's business practices covered by this Code to ensure that supplier is in compliance with the standards of this Code
- Accept the right of Federal Signal to terminate any agreement or relationship with a supplier that commits a material breach of the terms and conditions of this Code

Reporting Violations

Violation of this Code by any party or other concerns held by a supplier may be reported to Federal Signal through our compliance reporting methods:

- On the internet:
<https://federalsignal.ethicspoint.com>
- By telephone:
US and Canada: 1-866-776-7015
Italy: 800-172-444 then 866-776-7015
Poland: 0-0-800-111-1111 then 866-776-7015
South Africa: 0-800-99-0123 then 866-776-7015
Spain: 900-99-0011 then 866-776-7015
UK: 0-808-89-0011 then 866-776-7015
- Via Mobile:
<https://federalsignal.ethicspoint.com> OR



- By mail to the following address, please mark your envelope "CONFIDENTIAL":
Federal Signal Corporation
1333 Butterfield Road, Suite 500
Downers Grove, IL 60515
Attention: Diane I. Bonina, General Counsel and Chief Compliance Officer