

Introduction

People are at the heart of L.B. Foster Company's success. We strive to create and promote a culture that makes our company a great place to work. It is not just about 'what' you do every day, but 'how' you do it. We seek to attract and retain employees that embody and demonstrate our values, which are summarized in our SPIRIT model, focusing on Safety, People, Integrity, Respect, Innovation and Teamwork. We use these six principles to guide us every day. The expectation of all employees, at every level of the organization, is to execute our business strategy in a manner that adheres to these core values and demonstrates commitment to the L.B. Foster SPIRIT.

Scope: Applies to all L.B. Foster Company' Employees, the Management Team, Board of Directors and Business Partners

The Employee and Human Rights Policy applies to members of the Board of Directors, the management team and all employees of L.B. Foster Company, and its subsidiaries, including independent contractors and temporary workers.

Respect for Human Rights

L.B. Foster Company respects human rights. We believe in responsible and ethical business development and consider respect for human rights as an integral component of responsible business behavior. We are committed to improve the quality of life for our employees, customers, and the communities in which we operate.

No Forced Labor and Human Trafficking

L.B. Foster Company prohibits the use of all forms of forced labor, and any form of human trafficking.

No Child Labor

L.B. Foster Company prohibits the employment of individuals under the applicable statutory minimum age for workers.

Diversity, Inclusion and Prevention of Harassment

L.B. Foster Company strives to attract and retain employees from diverse backgrounds, with a wide variety of skills and talents. Our Equal Employment Opportunity and Prevention of Harassment policies demonstrate that we are committed to the principle of equal employment opportunity and to providing a workplace that is free from unlawful discrimination and harassment. As such, it is our policy that we do not discriminate against any employee or applicant for employment on the basis of any legally-protected class, and we strictly prohibit sexual harassment and harassment against applicants and employees based on any legally-recognized status, including but not limited to the person's age, citizenship status, color, creed, physical or mental disability, national origin or ancestry, familial or marital status, race, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, gender identity, genetic information (including testing and characteristics), veteran status, uniformed servicemember status or any other protected group. It is the policy of L.B. Foster Company and its subsidiaries to conduct its business affairs in compliance with all applicable laws and with high ethical and moral standards.

Collective Bargaining and Freedom of Association

L.B. Foster Company respects the right of employees to join, form or not to join a labor union; seek representation, bargain, or not bargain collectively in accordance with all applicable laws. In cases where employees are represented by unions, we aim to bargain in good faith and have open and respectful communication with selected representatives.

Health and Safety

L.B. Foster Company has a long history of providing a safe workplace for our employees, striving to be good stewards of the environment, and establishing strong and respectful relationships with our customers and communities.

Work Hours, Wages, and Benefits

L.B. Foster Company compensates employees competitively relative to its various industries and the local labor markets. The Company's principle is to provide a competitive and living wage. L.B. Foster Company strictly adheres to all applicable wage, work hours, overtime, and benefits laws in every country where it operates.

Employee Conduct and Compliance

L.B. Foster Company's Legal and Ethical Conduct Policy sets forth the guiding principles that we all must adhere to in our business dealings in each of the markets that we serve, next door and around the globe. Annually, we require employees to review and refamiliarize themselves with the policy, and we encourage them to share it with our customers and business partners so they can sense the commitment we have for doing the right thing in every circumstance. Together we strive to satisfy our vision, demonstrate commitment to L.B. Foster SPIRIT and foster excellence as we grow with our customers and markets worldwide. In addition to this policy, we have established the L.B. Foster Ethics and Compliance Line (available at 855-219-7327) and an internet reporting system (Ethicspoint) accessible through the Company's website at www.lbfoster.com. Both are available 24/7 to report any concerns or complaints and both offer the ability to submit concerns in a confidential and anonymous manner, where permitted by local law. In addition, written concerns, particularly with respect to financial or audit matters, may be submitted by mail to the Company's Internal Audit Department. The Company will not retaliate against anyone who provides information in good faith concerning compliance with legal and ethical standards or violations of this Policy. In fact, retaliation itself is a violation of this policy.