

Purpose and Scope

This Global Vendor Code of Conduct ("Vendor Code") applies to all vendors, suppliers, contractors, consultants, agents and other providers ("Vendors") that provide goods and services to L.B. Foster Company and its subsidiaries and affiliates. It has been developed to clarify our global expectations in the areas of business integrity, employee health and safety, environmental management and labor practices and is a complement to L.B. Foster's Legal & Ethical Conduct Policy and its other policies and standards referenced therein. Vendors are responsible for compliance with the standards set out in this Vendor Code ("Standards") throughout its operations and throughout its entire supply chain.

Standards

L.B. Foster expects its Vendors to conduct business honestly and responsibly, with integrity and transparency, and to comply with the following:

- **Maintain awareness and comply with all applicable laws and regulations of the countries of their operation.**
Vendors shall comply with all applicable laws and regulations. Vendors shall facilitate L.B. Foster's compliance with the U.S. Securities and Exchange Commission's Conflict Minerals reporting rules as required by L.B. Foster's Conflict Minerals Policy, Export Administration Regulations (EAR) and International Traffic in Arms Regulations (ITAR) that apply to all L.B. Foster locations globally.
- **Conduct operations with environmental diligence and comply with all applicable environmental laws and regulations.**
Vendor shall operate its facilities in compliance with all environmental laws, including laws and international treaties relating to waste disposal, emissions, discharges and hazardous and toxic material handling.
- **Maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.**
- **Support compliance with the Vendor Code by establishing appropriate management processes and cooperating with reasonable assessment or audit processes requested by L.B. Foster.**
- **Compete fairly for L.B. Foster's business, without paying bribes, kickbacks or giving anything of value to secure an improper advantage.**
L.B. Foster is committed to conducting business legally and ethically within the framework of a free enterprise system.
- **Observe L.B. Foster's policies regarding gifts and entertainment and conflicts of interest when dealing with L.B. Foster employees.**
Vendors are prohibited from providing or offering cash, favors, gifts or entertainment to L.B. Foster employees that could inappropriately influence L.B. Foster's business decisions or gain an unfair advantage. L.B. Foster employees are likewise prohibited from doing the same. Vendor shall also comply with the United States Foreign Corrupt Practices Act (FCPA) and any other applicable anti-bribery laws and regulations.

- **Deliver products and services meeting applicable quality and health and safety standards.**
Vendors shall report issues immediately to L.B. Foster that could negatively affect the quality or public perception of a L.B. Foster product or service.
- **Promote a diverse workforce and provide a workplace free from discrimination, harassment or any other form of abuse.**
Vendors shall create a work environment in which employees and business partners feel valued and respected for their contributions.
- **Treat employees fairly, including with respect to wages, working hours and benefits.**
Vendors shall comply with all applicable legal and regulatory requirements and will apply sound employee relations practices.
- **Prohibit the use of child labor and all forms of compulsory or forced labor.**
All labor must be voluntary. Vendor shall not support or engage in slavery or human trafficking in any part of its supply chain. Vendors shall adhere to the minimum employment age limit defined by national law or regulation and shall comply with relevant International Labor Organization (ILO) standards. Vendors shall maintain and promote fundamental human rights.
- **Respect employees' right to freedom of association and collective bargaining, consistent with local laws.**
Vendors shall respect the right of workers to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.
- **Provide safe and healthy working conditions.**
Vendors shall proactively manage health and safety risks with the goal of providing an incident-free environment where occupational injuries and illnesses are prevented. Vendors must implement management systems and controls that identify hazards and assess, and control risk related to their specific industry.
- **Report suspected violations of the Vendor Code to the Director of Supply Chain or L.B. Foster's Ethics Hotline (855-219-7327) immediately if a violation of the Vendor Code is ever in question.**
L.B. Foster assumes that Vendors will adhere to this Vendor Code. If a Vendor recognizes any non-compliant activity or violation of this Vendor Code, the vendor must provide a detailed corrective action plan to address such deficiency. Violations of this policy, or questions concerning the stated expectation of vendors can be communicated by contacting:

Director of Supply Chain
L.B. Foster Company
415 Holiday Drive
Pittsburgh, PA 15220
- **L.B. Foster reserves the right to terminate any agreement with any Vendor that cannot demonstrate compliance with the Vendor Code.**
Additional supply chain sustainability information that may be useful for your organization to ensure compliance with this Vendor Code and the latest version of the Vendor Code is available at www.lbfoster.com