



**Equal Employment Opportunity and Affirmative Action Policy Statement
for The Greenbrier Companies, Inc.**

January 1, 2018

Commitment to Equal Employment Opportunity

The Greenbrier Companies, Inc. ("Greenbrier" or "the Company") is committed to providing equal employment opportunity for all employees and applicants. Pursuant to its policy, Greenbrier makes decisions involving employees and applicants on the basis of job requirements, qualifications and merit. Specifically, in furtherance of its commitment to equal employment and affirmative action, the Company does not discriminate against an employee or applicant based on the individual's actual or perceived race, color, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, citizenship, age, military or veteran status, physical or mental disability, genetic information, marital status, and/or any other characteristic or status protected under applicable federal, state or local laws, regulations or executive orders, in making employment decisions. This includes decisions involving recruiting, hiring, job placement, transfer, promotion, compensation, benefits, training and company-sponsored programs.

Affirmative Action

In addition, Greenbrier is also committed to taking affirmative steps to employ and advance women, minorities, veterans, and individuals with disabilities. The Company maintains affirmative action programs to help ensure that its recruiting efforts reach and are open to a diverse group of candidates and that equal opportunity for advancement is available to all employees. Further, Greenbrier makes reasonable accommodations for religious beliefs and practices and for individuals with known disabilities, unless providing accommodation would result in an undue hardship.

Discrimination and Harassment Prohibited

All forms of discrimination and harassment based on any characteristic or status, actual or perceived, that is protected by law are unacceptable by, toward or between any persons involved in our operations. This includes co-workers, supervisors, managers, temporary workers, agents, clients, customers, suppliers, vendors, contractors, non-employees or any other third party with whom Greenbrier has a business, service or professional relationship. Non-employees may be barred from the worksite and employees may be disciplined, up to and including dismissal, for conduct found to be inconsistent with Greenbrier's employment policies.

Greenbrier is committed to a workplace free of harassment. Harassment is any unwelcome verbal, physical or visual conduct based on sex or any other protected characteristic or status that creates an intimidating, offensive or hostile working environment or that interferes with an employee's work performance. Examples of prohibited behavior include, but are not limited to: sexual advances, propositions and/or abuse; suggestive or offensive comments about an individual's body, gender, race/ethnicity, disability, veteran or other protected characteristic or status; obscene, suggestive or offensive comments communicated verbally or through letters, notes, email, social media, website postings, photos, cartoons and/or jokes; and/or menacing behavior, such as threats, coercion, slurs and epithets.



Reporting of Complaints and Complaint Procedures

Greenbrier encourages employees, applicants, managers and supervisors, as well as onsite contractors and other visitors, to promptly report incidents of conduct that they believe to be discriminatory or harassing, that feels uncomfortable or inappropriate, and/or that they believe might violate any workplace policies. The Company takes all such reports seriously and will promptly investigate each one. Retaliation for making a good faith report will not be tolerated. Employees, applicants, managers, supervisors, onsite contractors and other visitors will not experience adverse consequences for making a good faith complaint, assisting in the review of a complaint, and/or opposing any act or practice they believe in good faith to be prohibited by Company policy or unlawful under applicable federal, state or local law.

Any employee, applicant, manager, supervisor, or visitor who believes that he or she has information that falls into one of these categories is encouraged to report it by immediately providing a written or verbal report to any of the following:

- their manager or supervisor (but employees are not required to make a complaint directly to their immediate manager or supervisor),
- the head of Human Resources of their respective business unit,
- VP, Corporate Human Resources (503-670-3148),
- Greenbrier's Chief Compliance Officer (503-598-3893), or
- EthicsPoint hotline (1-866-295-2647, or www.greenbrier.ethicspoint.com).

Managers and supervisors must immediately forward any report of such behavior as appropriate. Managers and supervisors also must make an immediate report if they become aware of any such conduct. Managers and supervisors should bring these matters to the attention of:

- the head of Human Resources of their respective business unit,
- VP, Corporate Human Resources (503-670-3148), or
- Greenbrier's Chief Compliance Officer (503-598-3893).

Greenbrier will attempt to resolve issues internally. Any manager or supervisor who fails to report conduct that violates Greenbrier's EEO Policy may also be subject to discipline, up to and including termination of employment.

All reports concerning conduct to be investigated should be as detailed as possible. Upon receipt of a report, Greenbrier will conduct a fair, timely, thorough and objective investigation that provides all parties appropriate due process and that reaches reasonable conclusions based on the evidence collected. Greenbrier expects all employees to fully cooperate with any investigation that it conducts into any such report. Greenbrier will try to keep any report as confidential as possible, although it is important to note that there may be some circumstances that could require Greenbrier to make certain disclosures, such as to comply with applicable federal or state laws or regulations or to defend its interests in litigation or a government investigation.

If Greenbrier determines that a violation has occurred, remedial action will be taken, commensurate with the severity of the offense, up to and including termination of employment. Appropriate action will also be taken to deter any such conduct in the future.

THE GREENBRIER COMPANIES

Corporate Oversight

Managers, employees and onsite contractors are expected to help maintain an environment free of discrimination, harassment and retaliation. Laurie Dornan, Vice President, Human Resources, is the designated executive responsible for managing and auditing Company employment policies, programs and practices on a day-to-day basis and will periodically report on their effectiveness to the Chief Executive Officer and Board of Directors.

Please feel welcome to contact Ms. Dornan or me if you have any questions about this Policy Statement, would like to take advantage of Greenbrier's Affirmative Action Programs, would like to review its Affirmative Action Plans, or would like to report possible violations of the non-discrimination, non-harassment or other employment policies. You may contact us at One Centerpointe Dr., Suite 200, Lake Oswego, Oregon, 97035, or 503-684-7000.



William A. Furman, Chairman and Chief Executive Officer