



## **POLICY ON COERCIVE LABOR PRACTICES**

At The Greenbrier Companies, Inc. and its subsidiaries ("Greenbrier"), we have always set high standards for the way we conduct business – in areas from corporate and social responsibility to sound business ethics, including compliance with all applicable laws and regulations. In turn, we expect the same commitment from our suppliers.

While we recognize that different cultural and legal systems exist in the countries where our suppliers operate, we have no tolerance for coercive or abusive labor practices in our supply chain. This Policy sets forth certain basic requirements that all suppliers must satisfy as a condition of doing business with us but does not create any duty on our part to monitor suppliers' compliance with such requirements.

**Forced Labor.** Suppliers will not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor); employment is voluntary.

**Harassment or Abuse.** Suppliers will treat all employees with respect and will not use corporal punishment, threats of violence or other forms of harassment or coercion.

**Working Hours.** Production facilities will comply with the provisions of applicable laws and labor agreements regarding working hours, vacation time, leave periods and holidays. In the absence of a labor agreement or applicable laws, working hours and vacation, leave and holiday policies will be reasonable relative to the nature of the employment, including safety considerations.

**Wages and Benefits.** Wages are essential for meeting the basic needs of workers. Workers will be timely compensated with wages, including overtime pay and benefits that satisfy all applicable laws, regulations and labor agreements.