

CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction to Corporate Social Responsibility (CSR)

The Greenbrier Companies, Inc. (the “Company”) is committed to enriching the quality of life in the communities where we operate. CSR refers to the way businesses manage their activities in a manner that positively affect society. Greenbrier’s CSR policy aims to ensure that the Company works ethically, protecting human rights as well as considering the social, economic and environmental impacts of business operations. Greenbrier strives to meet or exceed any relevant regulation or legislation. If regulation or legislation does not exist in a particular area, the Company aims to follow best practices.

Greenbrier is dedicated to conducting its business ethically and professionally and to following the policy set forth below. Greenbrier’s CSR policy falls under two categories: compliance and proactiveness. Compliance refers to our commitment to acting lawfully and our willingness to observe community standards. Proactiveness is taking additional initiative to promote human rights, help communities and protect our natural environment.

Scope

This policy applies to our company, subsidiaries, and suppliers, customers and partners.

Looking after Employees

To retain loyal and productive staff, it is vital to maintain a good working environment. Greenbrier monitors employee satisfaction and engagement. Below is a list of standards Greenbrier follows and certain Company benefits.

- Greenbrier supports diversity, equity and inclusion (DEI) through its IDEAL commitment. In addition to Greenbrier’s Equal Employment Opportunity and Affirmative Action Policy Statement, Greenbrier prohibits any type of discrimination or harassment based on actual or perceived race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, lactation and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military, veteran or Civil Air Patrol status, or any other characteristic protected under applicable federal, state or local law.
- Greenbrier complies with the Modern Slavery Act of 2015.
- We are committed to the ongoing health and safety of our employees and recognize it as our number one priority. We will comply with all applicable safety and health laws, regulations and requirements. We are constantly working to ensure a safe workplace by minimizing the risk of accident, injury and exposure to health risks.
- Greenbrier maintains a talent development program to ensure employees are continually learning and growing their careers.
- Among other means, Greenbrier communicates with staff regularly through email communications, an internal TV broadcast system and quarterly virtual town halls transmitted live and available for replay.
- Greenbrier offers flexible, high-quality, and comprehensive packages that help employees care for themselves and their families. Several of the benefits offered cost nothing, and new employees are eligible for most benefits shortly after they begin employment. Examples include 401(k) matching; paid time off; medical, dental and vision insurance; tuition assistance program; and an employee stock purchase program (ESPP).

Looking after Customers

Greenbrier’s four overarching values: safety, quality, respect for people and customer satisfaction ensure that our customers have a positive and lasting impression of the Company.

- We maintain stringent safety and quality assurance programs to ensure our customers receive consistently high-quality products and services.
- Our integrated business model allows us to provide services from the start to end of a railcar's useful life.

Suppliers' Standards

It is vital to Greenbrier's success that we partner with high-quality suppliers and maintain a good working relationship with them. Therefore, Greenbrier only works with suppliers who comply with our [Supplier Code of Conduct](#).

- Greenbrier uses local suppliers whenever possible and ensures our suppliers are paid in full and on time.
- Our suppliers must have evidence that they adhere to the Modern Slavery Act 2015.
- Our suppliers must operate in line with the Bribery Act 2010.

Protecting the Environment

Greenbrier takes pride in operating in a generally "green" industry, as moving goods by rail is one of the most environmentally friendly forms of freight transportation. We are committed to improving our environmental performance, both by reducing our environmental footprint and by meeting or exceeding the ecological requirements in the countries where we operate. The items we track are based on the materiality assessment Greenbrier has completed.

Greenbrier's [environmental, social and governance \(ESG\) report](#) details the company's Scope 1 and 2 greenhouse gas emissions, waste management, energy consumption, natural resource utilization and management, recycling, water usage and more.

We also encourage greener transport by encouraging staff to walk, cycle, car share or use public transport to get to work if possible. We offer a cash incentive for carpooling and/or cycling to work at certain locations.

Community Engagement

We take pride in cultivating meaningful relationships with members of our greater communities and value working with non-profit groups that are dedicated to unique and critical causes. Greenbrier has a formal corporate philanthropy program, with a dedicated budget and committee tasked with forming partnerships with local non-profits through monetary donations and in-kind services. Greenbrier also employs a diversity, equity and inclusion lens to charitable giving.

Our targeted focus areas include:

- Education
- Families and children in crisis
- Medicine and health
- Environmental improvement
- Animal welfare
- Arts
- Disaster relief

Greenbrier encourages its employees to volunteer. They can volunteer through programs organized internally or externally. Our company also occasionally sponsors volunteering events with other organizations for employees to attend during the workday. In 2019, Greenbrier initiated a pilot Volunteer Time Off (VTO) program in 2020. The test program was available to a subset of employees and offered 16 hours of paid time off to volunteer at a non-profit of their choice. In future years, this program will be expanded to the larger employee base.

Adopted by Greenbrier Management July 2021