GATX Corporation

Human Rights Policy

Applies To

This policy applies to GATX, all GATX subsidiaries and affiliates worldwide, majority-owned joint ventures, and all GATX personnel and intermediaries.

Respect for Human Rights

GATX is committed to upholding human and workplace rights throughout our global operations. While this policy is our own, we considered principles described in the United Nations' Universal Declaration of Human Rights, the core standards of the International Labor Organization and the principles on human rights and labor standards as set forth by the United Nations' Global Compact. This Human Rights Policy complements and brings together the human rights aspects from other GATX policies and guidelines, including the Code of Business Conduct and Ethics, Environmental, Health & Safety and Human Resources policies, and the GATX Anti-Corruption policy.

Requirements or Expectations

GATX strives to be recognized as the finest railcar leasing company in the world by our customers, our shareholders, our employees, and the communities where we operate. In doing so, we recognize our responsibility with regard to the following:

- **Safe and Healthy Workplace** – Taking steps to ensure that we provide our employees with a safe and healthy place to work that complies with all applicable laws, regulations, and internal policies. We do this in consultation with our employees by addressing and remediating identified risks of accidents, injuries, and adverse health impacts.

- **Diversity and Inclusion** – Valuing and advancing diversity and inclusiveness in our workplace. We are committed to equal opportunity for all and do not tolerate discrimination or harassment. We strive to maintain a work environment free from discrimination or harassment on the basis of race, color, gender, gender identity, national origin, religion, age, disability, sexual orientation, marital status, veteran status, or any other status protected by applicable law. The bases for recruitment, hiring, placement, development, training, compensation, and advancement at GATX are qualifications, performance, skills, and experience.

- **Respectful Workplace** – Prohibiting unlawful discrimination and harassment and treating all employees and anyone doing business with us with dignity and respect. We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind.

- **Workplace Security** – Maintaining a workplace free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal or external threats. We take steps to provide appropriate security safeguards for our employees while respecting employee privacy and dignity.

- **Work Hours and Wages** – Complying with all applicable laws and regulations relating to wages, work hours, overtime, and benefits. We aim to compensate employees competitively relative to our industry and local labor markets and in accordance with terms of applicable collective bargaining agreements.

- **Freedom of Association** – Respecting the freedom of employees to choose whether or not to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where we do business. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with the union's freely chosen representatives and bargaining in good faith with such representatives.

- **Forced Labor and Human Trafficking** – Prohibiting the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, and all forms of human trafficking.

- **Indigenous Populations, Community Engagement and Free, Prior and Information Consent –** GATX supports the principle of free, prior and informed consent (FPIC) and seeks to maintain open and positive relationships with all the populations in the communities in which we operate, though GATX does not maintain a formal FPIC process. GATX does not anticipate developing operations that would require the involuntary resettlement of indigenous populations.

- **Child Labor** – Complying with all local applicable laws and regulations relating to hiring minors.

- **Guidance and Reporting for Employees** – Striving to create a work environment in which open and honest communication among employees is valued and respected. We are committed to compliance with applicable labor and employment laws wherever we operate. We also make efforts to ensure that employees are aware of the concepts in this policy through training programs conducted annually.

Any employee who (1) believes that this policy conflicts with the laws, customs, and practices of the place where he or she works, (2) has questions, concerns, or suspects a possible violation of this policy, (3) desires to confidentially report a potential violation of this policy or other GATX policies, should raise those questions and concerns with local management, Human Resources, or the Compliance or Legal departments. Employees can also report suspected policy violations through the GATX Ethics & Compliance Portal by accessing gatx.integrityline.com, or by telephone (1-800-461-9330). No reprisals or retaliatory actions will be taken against any employee for raising concerns under this Policy. We will investigate, address, and respond to the concerns of our employees and will take appropriate corrective action in response to any violation.

