COLUMBUS MCKINNON HUMAN RIGHTS POLICY

Policy Purpose:

Columbus McKinnon Corporation has a rich history built on integrity, respect and trust. We value our relationships with our employees, business partners, customers, and communities. We are proud to demonstrate our commitment by explicitly recognizing certain fundamental human rights, social rights, and labor rights. We are steadfast in our pledge to operate consistently with the principles of the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization's core standards and the UK Modern Slavery Act. We promote and respect the rule of law and comply with applicable law in each country where we do business.

Furthermore, we understand that we have a corporate responsibility to actively drive out human rights violations within our business and throughout our supply chain and not to be complicit in abuse of any human rights. We have adopted company policies, practices and procedures to reflect and implement this broad commitment. This policy is intended to complement our Code of Conduct, align with our Company Values and to underscore our profound beliefs about the way our business should be conducted. All Columbus McKinnon employees are expected to understand and comply with our Human Rights Policy, which is publicly available on our website and provided to every employee. These expectations extend to our supply chain and all other business relationships, without exception.

Express Recognition of Human Rights:

Safety

Safety is our guiding value and the common thread weaved through all aspects of our business. It is at the forefront of everything we do. We strive daily to provide a safe working environment for our employees so they can feel secure and cared for when they come to work for us. We abide by strict internal requirements including safety training, governance and policies. We also comply with all applicable laws and regulations regarding safety in the workplace. We take a proactive approach to prevent health and safety incidents and occupational injury and illness and are determined to never become complacent. Safety extends far beyond our internal practices and procedures. We are committed to creating value for our customers and communities through our extensive line of safe, high quality products. Our products are used by our customers to improve safety in their operating environments and protect their employees.

Inclusion & Non-Discrimination

Our people are our greatest asset. Columbus McKinnon recognizes the benefits of inclusion and the need to respect, protect and embrace our differences. We are an equal opportunity employer and explicitly prohibit discrimination of any kind based on race, color, national origin, ancestry, religion, sex, gender, gender identity, gender expression, sexual orientation, physical or mental disability, medical condition, genetic information, military or veteran status, marital status, or other reason prohibited by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Columbus McKinnon is qualification, performance, skills and experience. All employment decisions are made without regard to unlawful considerations. We are constantly evaluating and updating our policies to make sure comply with current laws.

We seek to provide reasonable accommodations for qualified individuals based on disabilities, religious beliefs, pregnancy/childbirth and related conditions. All employees are expected to live our Company Values, which include respecting one another and appreciating our differences. It is our corporate responsibility to provide all employees with a safe and inclusive environment in which to excel.

Harassment of Any Kind

Columbus McKinnon strictly prohibits and does not tolerate any form of unlawful harassment in the workplace. This includes sexual harassment, discriminatory language, harsh or degrading treatment, inappropriate jokes, comments or remarks, any psychological, physical, sexual or verbal abuse, intimidation, corporal punishment, retaliation or any other conduct that creates or fosters an offensive or hostile work environment. We expect every employee to be treated with utmost respect and dignity. Our employees are entitled to a work environment that is free of harassment by other Columbus McKinnon employees and by non-employees with whom our employees come into contact during work, such as employees of contractors, subcontractors, consultants, customers, vendors, suppliers, and temporary employment agencies. Similarly, employees are prohibited from engaging in unlawful harassment of non-employees with whom they come into contact, such as employees of contractors, subcontractors, consultants, customers, vendors, suppliers, and temporary employment agencies.

Employees and business partners are encouraged to promptly report any conduct that they are subject to, or that they witness, which may constitute harassment. Complaints and inquiries will be investigated in a timely manner and will be kept confidential to the greatest extent practicable while we perform an appropriate investigation. Any employee who is determined to have committed harassing conduct or retaliation in violation of this policy will be subject to appropriate disciplinary measures up to and including termination of employment.

Slavery & Human Trafficking

Columbus McKinnon recognizes its moral and social responsibility to strictly prohibit the use of all forms of forced or compulsory labor, including prison labor, indentured labor, bonded labor, military labor, child labor, modern forms of slavery and any form of human trafficking in our business operations. We are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking. We take a zero-tolerance approach to suppliers and other third-party business partners that knowingly and willingly participate in such unquestionable and indefensible violations of basic human rights.

Working Conditions, Wages & Hours

Columbus McKinnon treats all employees equitably and honestly and provides all employees with safe working conditions, fair wages and reasonable working hours regardless of job responsibilities or location. We also recognize access to water and sanitary hygiene facilities as a fundamental human right. We do not tolerate working conditions that conflict with international laws and practices or that violate any human rights. To ensure a safe and healthy workplace for everyone, our employees are provided with appropriate job skills and safety training. All Columbus McKinnon employees are entitled to reasonable rest breaks, access to toilets, rest facilities and portable water at their place of work.

Columbus McKinnon compensates its employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable minimum wages, work hours, rest periods and overtime laws. We provide our employees with holiday leave in accordance with the laws and regulations of the country and/or state where they work.

Freedom of Association

Columbus McKinnon is committed to upholding the freedom of association and recognizes the right of collective bargaining. Although we consider our relations with our employees to be respectable and further believe that a third party is not needed to regulate our relationship, we fully respect our employees' right to form or join a labor union without fear of retaliation, intimidation or harassment. Where employees are represented by a legally recognized labor union, we will always work to establish good relationships, engage in constructive dialogue and bargain in good faith with freely chosen representatives.

Privacy

Columbus McKinnon works hard to maintain and protect our own confidential information, as well as confidential information of our employees, customers and other business partners, against unauthorized access and disclosure. We have implemented specific policies designed to safeguard personal data and other confidential information. Our employees are prohibited from disclosing confidential information to unauthorized parties and from using information obtained in the course of their work for personal reasons. Only employees with appropriate authorization and proper training are permitted to access personal data and other confidential information for legitimate business purposes. We appreciate the trust that our employees and customers have in us and apply rigorous standards when processing and storing personal data, ensuring it is handled fairly, lawfully and with the utmost care. We follow applicable privacy-related laws and collect and retain personal data only as appropriate and necessary for specific business purposes.

Rights of Indigenous Peoples

Columbus McKinnon recognizes and respects the fundamental human rights and freedoms of indigenous peoples. We act consistently with these principles when conducting our business activities around the world and expect the same from our suppliers and other business partners.

Expectations for Suppliers and Business Partners

Columbus McKinnon prides itself on being a good business partner that is easy to do business with. We treat our suppliers and business partners with respect and integrity and have worked hard to build and protect our solid company reputation. In return, we expect our suppliers and other business partners to operate their businesses to the high ethical standards we set for ourselves, including the recognition of fundamental human rights. Columbus McKinnon aims to monitor the actions of our suppliers to ensure they apply the principles of universally recognized human rights in their business operations. Through due diligence, we seek to identity and prevent risks of human rights violations in our business and supply chain. Where necessary, we will conduct further assessments to ensure compliance with

applicable government regulations, safety standards and labor practices. We will take seriously and investigate any good faith tips or concerns regarding human rights violations of our suppliers and business partners. If violations are identified and substantiated, we will work with suppliers and business partners, in good faith, to remediate any adverse human rights impacts that are linked to our business. However, we will not knowingly engage with suppliers or other third parties that choose to continue participating in human rights violations, refuse to abide by our Code of Conduct or act inconsistently with our values.

Training on Human Rights

We currently take steps to ensure compliance with our values and the recognition of human rights both internally and within our supply chain. Each employee has access to this Human Rights Policy, which is available both on our internal and external websites. We provide periodic training to employees on various elements of our Human Rights Policy. Columbus McKinnon employees are also presented with, and receive training on, our Code of Conduct. The Code of Conduct contains explicit language prohibiting modern slavery and human trafficking in any form and requiring compliance with all applicable human rights laws and standards including the Universal Declaration of Human Rights, the International Labour Organization's core standards and the UK Modern Slavery Act. Columbus McKinnon provides additional targeted training, including the CMCO Combatting Human Trafficking Compliance Plan, to leaders and to employees based on their roles and responsibilities.

Oversight and Reporting on Human Rights Violations

Any employee who has questions about this Human Rights Policy or would like to confidentially report a potential violation of this Policy, should raise those questions and concerns with local management, Human Resources, or the Legal Department. They can also report violations confidentially via the internet using the Company's EthicsPoint Website or via telephone using the toll-free number posted at each CMCO location. Reports of potential violations will be investigated and, if substantiated, remedial action will be taken. Non-compliance may result in serious disciplinary action up to and including termination of employment or, in the case of business partners, termination of the business relationship.

Columbus McKinnon strives to create a workplace where open and honest communication is valued and respected. We will not tolerate any retaliatory action against someone who comes forward in good faith to raise concerns about possible violations of this Policy.

This Human Rights Policy is reviewed periodically by the Board of Directors and is aligned with Columbus McKinnon's Code of Business Conduct and Company Values. The Code of Conduct and related information, can be found here: Columbus McKinnon Code of Conduct. Our Company Values can be found here: About Columbus McKinnon. Our Supplier Code of Conduct can be found here: CMCO Supplier Information