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Statement of Use	Columbus McKinnon Corporation has reported in accordance with the GRI Standards for the period 1 April 2021 to 31 March 2022.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards(s)	Not Applicable

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational Details	Pages 8-9 Annual Report Pages 4-7				
	2-2 Entities included in the organization's sustainability reporting	Annual Report Pages 19, 118-119				
	2-3 Reporting period, frequency, and contact	Reporting Period: April 1, 2021-March 31, 2022 Frequency of Reports: Annual Director Corporate Social Responsibility & Corporate Counsel Liz.Chapman@cmworks.com				
	2-4 Restatements of information	Page 38. The MWh of renewable energy has been recalculated for FY21, removing nuclear energy in US grids as a renewable energy.				
	2-5 External assurance	Pages 37, 43				
	2-6 Activities, value chain and other business relationships	Pages 8-10				
	2-7 Employees	Pages 22, 29				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-8 Workers who are not employees		2-8-a, 2-8-b, 2-8-c	Information unavailable/incomplete	This information is not tracked globally in our HRIS system, making the information unavailable.	
	2-9 Governance structure and composition	Corporate Governance Policy Proxy Statement Pages 37-39, 48-49				
	2-10 Nomination and selection of the highest governance body	Proxy Statement Pages 37-38				
	2-11 Chair of the highest governance body	Board of Directors				
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy Statement Pages 30, 33, 40-41				
	2-13 Delegation of responsibility for managing impacts	FY21 Proxy Statement Page 19				
	2-14 Role of the highest governance body in sustainability reporting	FY21 Proxy Statement Page 19				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Code of Conduct				
	2-16 Communication of critical concerns	Our Chief Compliance Officer is responsible for providing updates on our ethics and compliance program to the Audit Committee.				
	2-17 Collective knowledge of the highest governance body	Proxy Statement Pages 18-26, 39				
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement Pages 43, Corporate Governance Policy Page 2				
	2-19 Remuneration policies	Proxy Statement Pages 46, 61-66, 69-77				
	2-20 Process to determine remuneration	We involve independent consultants in determining remuneration. The results of the votes of stakeholders on remuneration policies can be found here: Form 8-k filed July 19, 2021 .				
	2-21 Annual total compensation ratio	Proxy Statement Page 78				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Page 4				
	2-23 Policy commitments	Page 41				
	2-24 Embedding policy commitments	Supplier Code of Conduct, Terms and Conditions of Purchase, Conflict Minerals Policy				
	2-25 Processes to remediate negative impacts	EthicsPoint Code of Conduct				
	2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct				
	2-27 Compliance with laws and regulations	During the reporting period, there were no significant instances of non-compliance with laws and regulations				
	2-28 Membership associations	Professional Associations				
	2-29 approach to stakeholder engagement	Page 14				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
General Disclosures						
GRI 2: General Disclosures 2021	~43% of employees are covered by collective bargaining agreements. The working conditions of employees who are not covered by collective bargaining agreements are not determined based on collective bargaining agreements that cover other employees. However, we do treat everyone as equitably as possible.					
Material Topics						
GRI 3: Material Topics	3-1 Process to determine material topics	Page 14-15				
	3-2 List of material topics	Page 14				
Economic Performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 42				
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct Economic Value Generated and Distributed	Annual Report Page 23				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
Anti-Corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 42				
GRI 205: Anti-Corruption 2016	Disclosure 205-2: Communication and training about anti-corruption policies and procedures	The Board reviews the anti-corruption policy annually and training is focused on those employees deemed higher risk for corruption. Code of Conduct				
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 34				
GRI 302: Energy	Disclosure 302-1: Energy consumption within the organization	Page 38				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 34				
GRI 305: Emissions	Disclosure 305-1: Direct (Scope 1) GHG emissions	Page 37-38, FY21 is the base year for the calculation.				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
GRI 305: Emissions	Disclosure 305-2: Energy indirect (Scope 2) GHG emissions	Page 37-38, FY21 is the base year for the calculation.				
	Disclosure 305-3: Other indirect (Scope 3) GHG emissions	Page 37-38, FY22 is the base year for the calculation since it was the first year Columbus McKinnon was able to calculate other indirect GHG emissions.				
	Disclosure 305-4: GHG emissions intensity	Page 38				
Waste						
GRI 306: Waste 2020	3-3 Management of material topics	Page 34				
	Disclosure 306-3: Waste generated	Pages 34, 38				
	Disclosure 306-4: Waste diverted from disposal	Pages 34, 38. Hazardous waste is not included in this calculation.				
	Disclosure 306-5: Waste directed to disposal	Pages 34, 38. Hazardous waste is not included in this calculation.				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
Supplier Environmental Assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 42				
GRI 308: Supplier Environmental Assessment 2016	Disclosure 308-1: New suppliers that were screened using environmental criteria	<p>We screen new suppliers for 17 environmental factors including but not limited to:</p> <p>1. Are they required to have environmental permits and which ones? 2. Have they exceeded the criteria on any of those permits over the past 5 years? 3. Do they have any open or pending actions pertaining to environmental violations? 4. Have they been prosecuted for anything relating to environmental issues over the past 5 years? 5. Are they RoHS compliant? 6. Do any of their products require special storage, instructions, or disposal? 7. Do they generate any hazardous waste, what is it, and what is the disposal process? 8. Do they have spill containment or monitoring in place? 9. Are they responsible for any state or federal superfund sites?</p> <p>Supplier Code of Conduct</p>				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 20				
	Disclosure 403-1: Occupational health and safety management system	Page 20 Environmental Health and Safety Policy				
	Disclosure 403-5: Worker training on occupational health and safety	Page 20. Trainings include classroom, hands-on, monthly newsletters, and drills to provide the necessary trainings to all applicable employees. These trainings include topics from CPR, proactive safety processes, power tool usage, to hazardous waste management.				
GRI 403: Occupational Health and Safety 2018	Disclosure 403-9: Work-related injuries	Page 20. The rates are based on 200,000 hours worked. Employees under the control of Dornier and Garvey are not included in the FY22 numbers for normalization purposes.				
Training and Education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 21				

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GRI Standard/Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No
			Requirement(s) Omitted	Reason	Explanation	
GRI 404: Training and Education 2016	Disclosure 404-2: Programs for upgrading employee skills and transition assistance programs	Pages 23-25				
	Disclosure 404-3: Percentage of employees receiving regular performance and career development reviews	We require that all of our exempt employees receive regular performance and career development reviews. All bonus eligible employees are required to receive IDPs.				
Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 21				
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1: Diversity of governance bodies and employees	Page 22				
Supplier Social Assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 42				
GRI 414: Supplier Social Assessment 2016	Disclosure 414-1: New suppliers that were screened using social criteria	Code of Conduct Supplier Code of Conduct Human Rights Policy				