

Principles and Responsibility:

Consistent with our Mission, Values, Code of Business Conduct and Human Rights Policy, Columbus McKinnon Corporation Columbus McKinnon recognizes that we have a corporate responsibility to our stakeholders to prioritize human health and safety and the environment. We take a broad approach to environmental health and safety (“EHS”) that integrates physical and psychological safety of our employees, safe products for our customers, keeping our communities safe and actively working toward a healthier, safer environment for future generations. We hold ourselves to a high standard of integrity and seek to create value through positive social and environmental impacts of our operations.

This Environmental Health and Safety Policy (“EHS Policy”) formalizes Columbus McKinnon’s commitment to continuous improvement in the areas of EHS to ensure a sustainable future for our Company, our employees, our customers, the communities in which we live and work and our global environment.

Commitment, Policy and Practice:

Columbus McKinnon is committed to conducting business in a safe, environmentally responsible and sustainable manner that complies with all applicable environmental, health and safety laws, legislation, regulations, and ordinances (“EHS Laws”) that apply to facilities owned or leased by Columbus McKinnon around the world. It is the duty of every Columbus McKinnon employee to comply with EHS Laws, as well as to adhere to the letter and spirit of this EHS Policy. The expectation to act with integrity and comply with our EHS Policy extends beyond the internal operations of Columbus McKinnon to our supply chain and other business partners. To ensure compliance with all applicable EHS Laws, we conduct regular audits.

Columbus McKinnon recognizes the importance of EHS to our business success and, therefore, we strive to make continuous improvement in EHS, beyond regulatory compliance. We are also steadfast in our efforts to prioritize and communicate our progress around environmental, health and safety stewardship. We have and will continue to engage with stakeholders and build EHS initiatives into our strategic objectives.

Health & Safety

Safety is our number one enterprise value, and outwardly demonstrates our commitment to connecting safety to everything we do. Health and safety are every employee’s responsibility. We have an established safety program with clear standards, frequent audits against those standards, electronic safety tracking system and training matrices that are fully integrated into our day to day business. We reject complacency and continue to seek ways to reduce workplace hazards, injuries and illnesses. We have and continue to take the following steps to ensure health and safety throughout our supply chain:

1. Proactively measure and evaluate the following leading and lagging KPIs in the area of health and safety:
 - Total Recordable Injury Rate (TRIR)
 - Near Miss Frequency Rate (NMFR)

- Lost Time Rate (LTR)
 - Experience Modification Rate (EMR)
 - Fatality Rate
 - EHS Training vs. Plan
2. Assess our risks and opportunities in the areas of health and safety as they relate to our operations and our supply chain
 3. Set and re-evaluate health and safety targets and KPIs, connect them to our strategic goals and embed them in our daily work
 4. Continue to seek ways to improve our Health and Safety Strategy and proactively implement safeguards against workplace injuries and illnesses
 5. Publicly disclose information relating to health and safety performance metrics, targets and progress

Environmental Stewardship

Columbus McKinnon also recognizes its obligation to engage in environmental stewardship for the purpose of ensuring a sustainable future for our employees, communities and generations to come. We are committed to taking the following steps to further advance our environmental agenda:

1. Measure and evaluate our operational and supply chain impact on the environment in the areas of:
 - Carbon emissions and climate change risk
 - Air emissions
 - Energy management and conservation
 - Water usage and recycling
 - Preservation of natural resources
 - Recycling and waste to landfill
 - Hazardous waste and toxicity
2. Assess our risks and opportunities in these areas as they relate to our company and our supply chain
3. Develop and implement an Environmental Strategy with meaningful targets connected to our strategic goals and embedded in our daily work
4. Launch improvement initiatives in the areas that are material for Columbus McKinnon and have a positive impact on our communities and environment
5. Continue to seek ways improve our Environmental Strategy and minimize our environmental impact

6. Publicly disclose information relating to environmental performance metrics, targets and progress

Columbus McKinnon will also address other environmental risks and opportunities, such as biodiversity, as they relate to our business operations and supply chain.

Roles & Responsibilities

Implementation of this EHS Policy is the responsibility of all Columbus McKinnon associates and is integrated throughout our organization with sponsorship and support from every level of leadership. Columbus McKinnon has an organized reporting structure with processes in place to measure, set meaningful targets and continuously improve our EHS strategy.

Columbus McKinnon has a corporate level EHS Department whose responsibilities include setting the corporate EHS strategy, with input from the executive leadership team and Director of Corporate Social Responsibility, and assisting business group managers, general managers and facility EHS Representatives with training and implementation of this EHS Policy and related standards. Furthermore, the EHS Department is responsible for auditing all Columbus McKinnon sites to ensure compliance to our EHS standards and this EHS Policy.

Leaders of each Columbus McKinnon site, with the assistance of the Director of EHS, are responsible for appointing a person(s) to serve as the site Environmental, Health, and Safety (EHS) Representative. The responsibilities of the site EHS Representatives include ensuring his/her site understands and aligns with Columbus McKinnon's EHS Policy and complies with all applicable EHS Laws. EHS Representatives also manage the process for EHS data collection and logging the information into the OSHA 300 Log and/or Columbus McKinnon's central electronic tracking system. The EHS Representatives are expected to implement all applicable EHS training at their sites and champion EHS initiatives.

The EHS Department and the facility EHS Representatives meet periodically as needed, generally monthly by conference call and annually in person to establish, review and update procedures and methods of implementing this EHS Policy.

Expectations of Suppliers and Business Partners

Columbus McKinnon holds our suppliers and other business partners to a high level of integrity and commitment to EHS principles and continuous improvement in these areas. This EHS Policy, in conjunction with our Supplier Code of Conduct, Human Rights Policy and Code of Business Conduct, will guide our supply chain relationships and make known our expectations of our supply chain business partners. Columbus McKinnon reserves the right to audit supply chain business partners to ensure compliance with our applicable company policies.

A copy of this Environmental Health and Safety Policy shall be prominently posted in the applicable language at each Columbus McKinnon facility around the World and is reviewed by Columbus McKinnon's management and board of directors, specifically the governance committee, annually.