



July 24, 2020

Supplier Code of Conduct

Columbus McKinnon's commitment to integrity and social responsibility extends to all its vital contributors, including suppliers. To ensure that suppliers conduct business with a high degree of integrity and in a socially and environmentally responsible manner, each Columbus McKinnon supplier is required to acknowledge and implement this Supplier Code of Conduct.

- Suppliers will conduct their business in a manner that is ethical and legal and will not engage in activities such as corruption, extortion, or bribery.
- Suppliers will treat workers with respect and dignity and not subject workers to any means of physical or mental harassment, intimidation, abuse, or corporal discipline.
- Suppliers will practice Equal Employment Opportunities and will avoid discrimination in any form, unless provided for by law. Discrimination based upon gender, race, national origin, religion, age, or sexual orientation is not acceptable.
- Suppliers will not support or use child labor. Child labor is anyone under the minimum age allowed by law, under the age of 15 (14 where law permits), under the age where employment would interfere with required education.
- Suppliers will allow workers to communicate with management, and engage in collective bargaining, without fear of intimidation or retribution.
- Suppliers will not use or support forced labor. Workers will be allowed a rest period and will be compensated in accordance with all applicable rest and wage laws. When such laws do not exist, workers will be compensated fairly so they can, at minimum, meet their basic needs.
- Suppliers will provide workers with a safe working environment and reasonable working hours that meet acceptable country/regional regulations which protect worker' health and well-being
- Suppliers will agree to follow applicable C-TPAT regulations and will not engage in terrorist activities. C-TPAT procedures and best practices can be located at www.cbp.gov.
- Suppliers will follow applicable environmental regulations including air, water, land use and disposal regulations.
- Suppliers will adhere to the Columbus McKinnon Conflicts Mineral Policy (located here: [CMCO Conflict Minerals Policy](#)) and all applicable laws and regulations regarding Conflict Minerals, restrictions on content of substances, labelling requirements and regulations regarding disposal and recycling.

- Suppliers will agree to engage in the reduction of environmental impacts to the environment (including emergency planning) consumption of natural resources and to prevent pollution. Suppliers will identify and minimize the threat of emergencies and put in place procedures to react in the event of an environmental emergency.
- Suppliers will conform to 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.
- Suppliers will, in addition to this Supplier Code of Conduct, be required to abide by the Columbus McKinnon Code of Conduct (located here: [CMCO Code of Conduct](#)) and our Columbus McKinnon **Human Rights Policy**.

If you see or suspect any violation of this Supplier Code of Conduct, contact CMCO's Chief Procurement Officer at +1-704-942-3234 or use the following link <https://secure.ethicspoint.com/domain/media/en/gui/5837/index.html> to report concerns anonymously.