

The background of the entire page is a blue-tinted photograph. It shows two workers in the foreground, seen from behind and slightly to the side. They are wearing hard hats and high-visibility safety vests. One worker is pointing towards a field of wind turbines in the distance. The sky is clear and blue, and the overall scene is industrial and focused on renewable energy.

CORPORATE SOCIAL  
RESPONSIBILITY REPORT **FY21**

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## A MESSAGE FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER, DAVID J. WILSON

Columbus McKinnon is a people-driven organization with a long history of delivering value to our stakeholders. I am proud to be a part of a company with such lineage and am eager to lead us to an even brighter future. At Columbus McKinnon, we appreciate the importance of environmental stewardship, social responsibility, and leading governance practices. Advancing Environmental, Social and Governance (ESG) matters is not only critical to our business, our associates, our customers and to all stakeholders, it is simply the right thing to do. A company's approach to ESG is also indicative of its resiliency. The year 2020 has brought unprecedented disruption with the COVID-19 global pandemic driving health and safety issues to the forefront. Social unrest has challenged us all to think differently about our world, our experiences, and our beliefs. Although difficult at times, these recent events inspired us to reflect on our purpose. We believe that, as corporate custodians, we can drive meaningful change and value beyond that which we measure directly in our financial statements.

We recognize our corporate responsibility to advance our ESG efforts and to be held accountable for making progress. In fact, this first Corporate Social Responsibility report is an outcome of that recognition. We are making significant investments in our people and systems to enable meaningful progress in areas including, but not limited to, environmental stewardship, safety for our employees, workplace diversity and inclusion, connecting with our communities, and strong governance and risk management. We are determining the best metrics for Columbus McKinnon to establish clear baselines and better understand our opportunities for improvement. This will allow for a more disciplined approach to considering and implementing strategic initiatives that are most material to our business.

We are committed to measuring our advancements and being purposefully transparent with our stakeholders. We are taking deliberate steps to fully integrate ESG into our enterprise strategy, our business system, and our daily actions. At Columbus McKinnon, we are energized and mobilized for a bright future where our ESG performance is a competitive advantage.

**David J. Wilson, President and CEO**

## A YEAR IN REVIEW BY OUR DIRECTOR OF CORPORATE SOCIAL RESPONSIBILITY & CORPORATE COUNSEL, ELIZABETH CHAPMAN



I joined Columbus McKinnon a year ago, and I could not be more excited about the incredible advancements we have made in the areas of Environmental, Social and Governance (ESG) over such a short period of time. What started with the promise of progress, is quickly becoming intricately embedded in our strategy, systems, and the way we work. Our success was made possible with the sponsorship of our leaders and the engagement of our associates.

CMCO intrinsically had many elements of ESG in motion, as evidenced by our mission, vision and values, our great products, the way we care for our people and our communities, and the prioritization of health and safety above all else. The next steps on our journey were to formalize our ESG strategy, measure our progress in key areas, and share these accomplishments with our stakeholders. This year we have been relentless in our efforts to understand our current state. We have set goals for ourselves and have become more transparent in our efforts to advance in areas that are important for the sustainability of our business and that create value for our stakeholders.

Our focus for Fiscal Year 2021 was to develop and formalize our ESG strategy and build the framework that will enable us to prosper on this exciting journey. Our main objectives for Fiscal Year 2021 included:

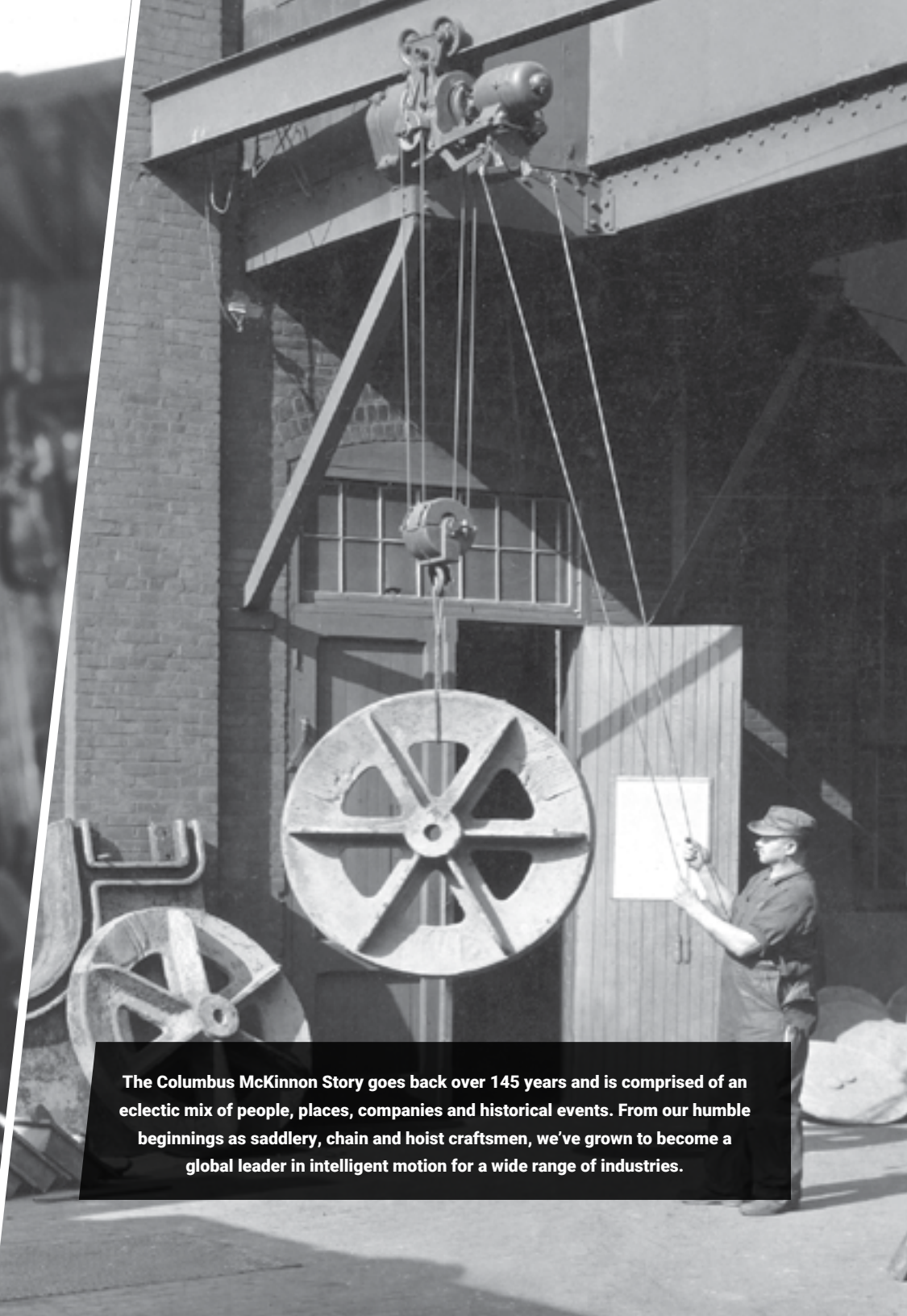
- Lay the foundation for our ESG Journey with solid processes and policies
- Make significant investments in forward advancement of ESG (People & Technology enablers)
- Perform extensive data collection and analysis to identify areas for improvement
- Establish Fiscal Year 2021 as our baseline year for ESG metrics
- Perform Materiality and Risk Assessments to allow for discipline and focus regarding ESG efforts
- Be more transparent with internal and external stakeholders through communications and public disclosures

We made amazing progress through the year, especially given the unprecedented events that unfolded around the world. The Covid-19 pandemic and social unrest have challenged how we think about issues like health and safety, diversity, adaptability, innovation, and risk management. These challenges only validated that we are on the correct path and are focused on the right things for our business and stakeholders. As a result, Columbus McKinnon has emerged stronger and more resilient than before.

As we look forward to Fiscal Year 2022 and beyond, we will continue evolving and improving. We have set aggressive targets and aspirational goals for ourselves. We are committed to holding ourselves accountable to our commitments by embedding them into our business goals. We will continue to plan and implement mid-term and long-term strategic initiatives to achieve our targets and goals, and make the investments required to be successful. Finally, we will continue to collect data, measure progress, and share developments externally.

### ESG HIGHLIGHTS FY21





The Columbus McKinnon Story goes back over 145 years and is comprised of an eclectic mix of people, places, companies and historical events. From our humble beginnings as saddlery, chain and hoist craftsmen, we've grown to become a global leader in intelligent motion for a wide range of industries.

# ABOUT COLUMBUS MCKINNON CORPORATION

A GLOBAL LEADER IN LIFTING AND SMART MOTION CONTROL TECHNOLOGY

With a history spanning more than 145 years, Columbus McKinnon (Nasdaq: CMCO) is a global leader in intelligent motion solutions and products for material handling. Our portfolio of high-quality brands, such as CM<sup>®</sup>, Yale<sup>®</sup>, STAHL CraneSystems<sup>®</sup>, Magnetek<sup>®</sup>, Dorner<sup>®</sup>, Coffing<sup>®</sup>, Duff-Norton<sup>®</sup> and Unified Industries, are solving high-value problems that transform businesses, increase safety and drive growth and productivity.

Columbus McKinnon's key products include Material Handling Equipment, such as electric and air hoists, manual hoists, trolleys, and winches; Crane Systems, including crane components, crane kits, enclosed track rail systems, mobile workstation and jib cranes, lift assists, and fall protection systems; Rigging Equipment, including below-the-hook lifters, wire grips, hooks, shackles, chain, forestry and hand tools, lifting slings, lashing systems, tie-downs, and load binders; and Power Fluid Transfer Technology, such as rotary unions, actuators and swivel joints.

On April 7, 2021, Columbus McKinnon acquired Dorner Manufacturing Corporation which added a new technology platform to the Company. Dorner is a leader in high-precision, specialty conveyor systems that enhance productivity, quality, reliability, speed, uptime, and end user profitability. Dorner offers a broad product offering across both modular standard and highly engineered custom conveyor solutions. Products include low profile conveyors, large scale systems, flexible chain, and sanitary conveyor solutions.

Columbus McKinnon also offers a comprehensive portfolio of Power and Motion Technology, including AC motor controls systems, AC line regenerative systems, actuators, automation and diagnostics, brakes, cable and festoon systems, collision avoidance systems, conductor bar systems, DC motor and magnet control systems, elevator drives, inverter duty motors, mining drives, pendant pushbutton stations, and wind inverters.

The company's products are used globally in numerous applications and industries, including aerospace, automotive, chemical and food processing, construction and off-road machinery, entertainment, elevator, forestry and paper, government and military,

heavy movable structures, marine terminal, metals production, mining, petroleum and gas, transportation and rail, and utilities and power generation. The new conveyor solutions platform further diversified the Company into more secular driven industries with strong tailwinds including food processing, life sciences, consumer packaged goods, industrial automation, and e-commerce industries.

## Our Global Organization

Headquartered in Buffalo, New York, Columbus McKinnon's global footprint includes offices and manufacturing facilities in more than 23 countries across North America, Latin America, Europe, Africa, and Asia. With over 3,000 employees worldwide, we work as a team guided by our mission, vision, and values, to deliver results and ultimately increase our value to the customers and stakeholders we serve.



## OUR MISSION, VISION AND VALUES

LIVE OUR VALUES EVERY DAY


At Columbus McKinnon, we want to ensure our culture is rooted in the highest standards for the way we treat each other, our customers, and our global communities. We also have established a clear mission and vision to guide our strategy and business processes. Furthermore, we are all united by a common set of core values that we strive to demonstrate every day.

### Our Mission

We provide expert, professional-grade solutions, and products, building the trust of customers by solving their high-value problems.

### Our Vision

To become the leading industrial technology company in safe and productive intelligent motion solutions.



To truly achieve our strategic goals, we must be guided by a strong purpose, mission and vision. Our core values must support them and be embedded into the day-to-day decisions, interactions and processes executed by every associate across Columbus McKinnon. When every associate is committed to living those values, we create cultural norms that have the power to lift our vision from simply a goal to a reality.

**LAURIE COLLINS**  
DIRECTOR OF TOTAL REWARDS & CULTURE

# OUR VALUES



**Connect safety to everything you do.**



**Deliver on your commitments.**



**Think differently.**



**Win as a team.**



**Act with integrity.**



**Be easy to do business with.**



Live our values every day.



WE LIVE OUR NUMBER ONE VALUE BY CONNECTING SAFETY TO ALL WE DO.  
THIS IS A WINNING IMAGE FROM OUR SAFETY CALENDAR CONTEST.



"You decide. There is a safe way to do everything."

"Tu decides. Todo lo que hagas hazlo con seguridad."

"Sie entscheiden. Es gibt einen sicheren Weg, um alles zu tun."

"你可以决定一个安全的方法做每一件事。"

**MARIEL, AGE 12, MEXICO**  
2021 CMCO Safety Calendar cover winner



## MATERIALITY ASSESSMENT

We believe a successful ESG program must be data driven and fact-based to ensure we are making a positive difference in the world.

The first step we took to understand our material ESG factors was to determine who our key internal and external stakeholders are and what issues they prioritize. The main stakeholder groups that we considered for purposes of ESG materiality were our employees, our communities, customers, and investors. We have engaged our stakeholders through several communication channels. Through these methods of engagement, we identified the key areas of overlap regarding stakeholder priorities to arrive at the most material stakeholder issues.

We also considered what ESG factors had the greatest impact on our business. The most important issues to our business reduce risk and create opportunities for value creation. Columbus McKinnon's strategy called "Blueprint for Growth 2.0" pivots the Company toward growth and is enabled by our Columbus McKinnon Business System (CMBS) framework. We have worked to strategically embed core elements of ESG into our CMBS. We used extensive data collection, analysis, and benchmarking to pinpoint the ESG factors that have the greatest impact on our business. With this information, we were equipped to perform a more holistic materiality assessment, which is the basis for this report. We are using Fiscal Year 2021 as our baseline year for ESG metrics and are moving forward with setting ambitious targets to hold ourselves accountable as corporate citizens.

STAKEHOLDER GROUP	METHODS OF ENGAGEMENT	STAKEHOLDER PRIORITIES
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>Engage in frequent employee communications via company intranet and company email</li> <li>Solicit formal and informal feedback from employees</li> <li>Anonymous whistle blowing and feedback opportunities through our EthicsPoint Hotline</li> <li>Provide training and career development programs</li> <li>Hold team meetings at all levels of the organization</li> <li>*Employee engagement survey and focus groups Scheduled for FY 2022</li> </ul>	<ul style="list-style-type: none"> <li>Employee Health &amp; Safety</li> <li>Company Culture, Purpose, Values</li> <li>Human Rights</li> <li>Employee Training &amp; Development</li> <li>Diversity, Equity &amp; Inclusion</li> <li>Environmental Stewardship &amp; Climate Change</li> </ul>
<b>CUSTOMERS</b>	<ul style="list-style-type: none"> <li>Quickly respond to customer inquiries, questionnaires and data requests regarding ESG</li> <li>Adapted customer communication and service channels during Covid-19 pandemic</li> <li>Primarily interact with customers via our sales department, training facilitators and service technicians</li> <li>Collaborate with our customers to develop innovative products, obtain voice of customer and meet customer needs</li> <li>Collect customer feedback through surveys, online platforms and direct lines to customer service representatives</li> </ul>	<ul style="list-style-type: none"> <li>Compliance, Ethics &amp; Integrity</li> <li>Responsible Material Sourcing</li> <li>Product Quality &amp; Innovation</li> <li>Risk Management &amp; Process Governance</li> <li>Equal Opportunity &amp; Diversity</li> <li>Human Rights</li> <li>Employee Health &amp; Safety</li> <li>Customer Intimacy &amp; Responsiveness</li> </ul>
<b>COMMUNITY &amp; PLANET</b>	<ul style="list-style-type: none"> <li>Evaluated Covid-19 and social impacts on our local and global communities</li> <li>Encourage local site employees to engage with and hold engagement events that positively impact communities and the environment</li> <li>Engage in corporate giving to charities, foundations and environmental causes</li> <li>Leadership involvement in local communities through volunteerism and serving on non-profit boards</li> <li>Participate in local sustainability forums and global sustainability standard setting information sessions</li> </ul>	<ul style="list-style-type: none"> <li>Volunteerism &amp; Corporate Giving</li> <li>Environmental Stewardship (Climate Change, Energy Management, Waste Reduction, Recycling)</li> <li>Company Growth and Financial Stability</li> <li>Local and Diverse Hiring Practices</li> </ul>
<b>INVESTORS</b>	<ul style="list-style-type: none"> <li>Committed to open dialogue with large and small investors including active and passive investors</li> <li>Proactively meet with investors via broker-coordinated, non-deal road shows and conferences or investor sponsored Director Day events</li> <li>Provide open access to management for investors via phone/video meetings and correspondence (email and mail)</li> <li>Continued responsiveness to stewardship outreach efforts by active and passive investors</li> <li>Host company-sponsored investor events to provide time for deeper discussions on strategy</li> </ul>	<ul style="list-style-type: none"> <li>Company Purpose, Mission, Vision, Values &amp; Strategy</li> <li>Board Governance &amp; Executive Compensation</li> <li>Enterprise Risk Management &amp; Long-Term Sustainability</li> <li>Diversity, Equity &amp; Inclusion</li> <li>Employee Health &amp; Safety</li> <li>Employee Engagement &amp; Talent Management</li> <li>Material Sourcing &amp; Human Rights</li> <li>Climate Change</li> </ul>

# MATERIALITY ASSESSMENT

## INTEGRATION WITH THE COLUMBUS MCKINNON BUSINESS SYSTEM (CMBS)

The Columbus McKinnon Business System (CMBS) provides the infrastructure that enables the Core Growth Framework of our Blueprint for Growth 2.0 strategy. The key principles of CMBS are rooted in being market led, customer centric, and operationally excellent with our people and values at the center of all that we do. To Columbus McKinnon, ESG is certainly not a separate or standalone initiative as ESG is integral to CMBS. In fact, we are carefully and intentionally weaving material ESG elements into our daily processes with measures and metrics to enable a sustainable growth strategy.

### People and Values:

We always begin with People and Values at the center of all we do and at the heart of our corporate responsibility efforts. Many of our material social factors, including Employee Health and Safety, Training and Development, Talent Recruitment and Retention, Diversity, Equity and Inclusion, and Community Involvement, are directly connected to our commitment to People and Values. Our people enable us to grow, and our values ensure we grow responsibly and sustainably.

### Customer Centric:

We know that customer intimacy is key to our success and long-term sustainability. This has never been more critical than it has through the Covid-19 pandemic. Columbus McKinnon has pioneered new ways to stay connected to its customers, many of whom were critical infrastructure businesses, and provide them with the innovative, solution-oriented products they need and the support they have come to expect from us. We have remained agile through this year of uncertainty and continuously innovated high-value solutions and digital interaction platforms that allow our customers to configure, order, troubleshoot and test their equipment.

### Market Led:

Through an outside-in lens, we are constantly gauging the environment, evaluating risks and opportunities, and aligning our business initiatives with relevant megatrends to deliver technological innovations that address our customers' high-value lifting, conveying, and intelligent motion challenges. Global megatrends, such as automation, digitization, IIoT and infrastructure modernization, guide our thinking as we seek to grow our business and meet the evolving needs of our partners, stakeholders, and the industries we serve.



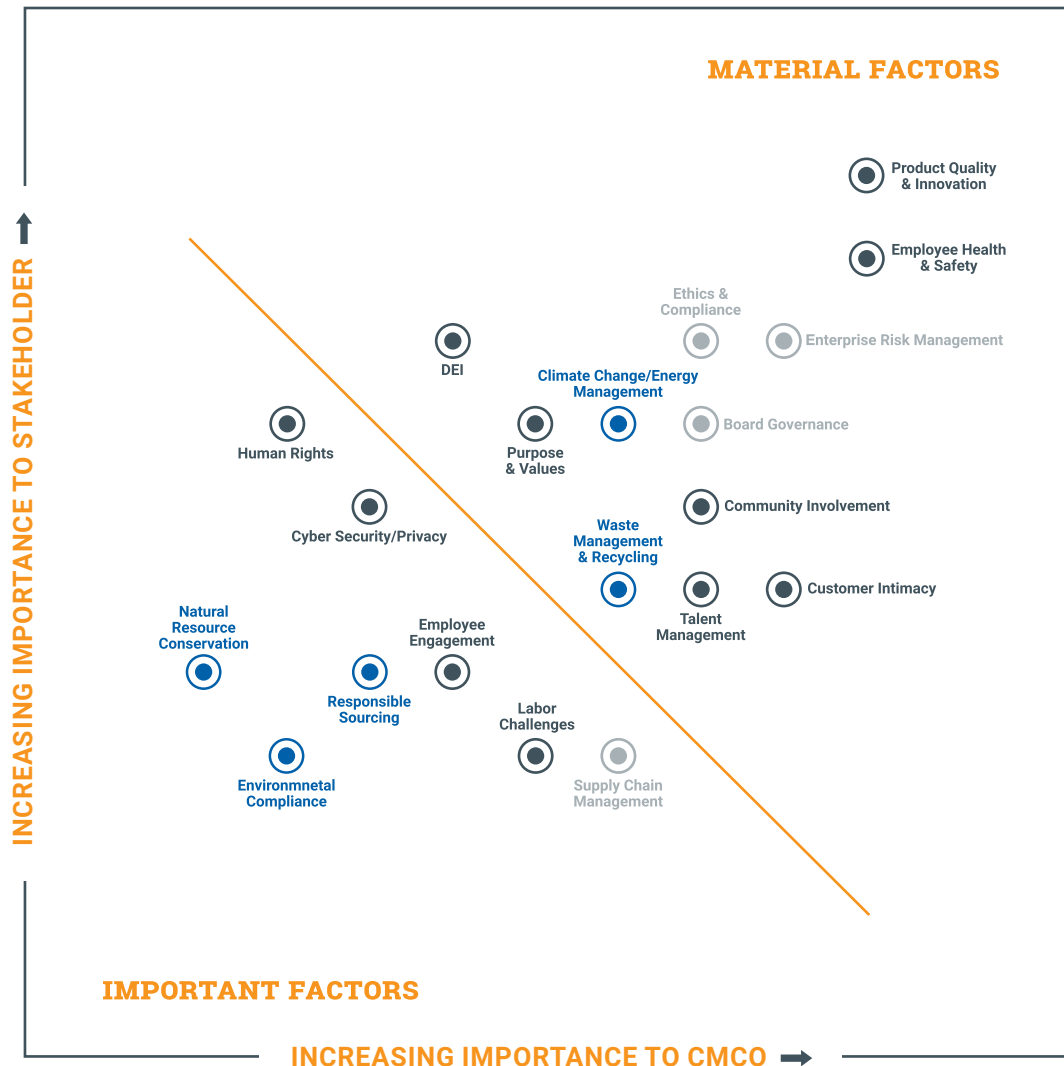
We are striving to meet and exceed market expectations for improved safety and increased uptime, as well as provide better information for decision-making, so we can improve the lives and productivity of our end-users. And, while global megatrends inform our process, with nearly half our business outside the United States and our products in use in more than 50 countries, the importance of understanding the needs of our customers on a regional and local level is paramount. Through our work, we seek to understand the cultures we serve, appreciate, and mitigate the risks inherent in business, and advance our place in the greater society in which we operate.

### Operationally Excellent:

Doing our part in caring for the environment is simply the right thing to do. Addressing our material environmental factors also have a direct impact on our ability to be operationally excellent. Waste Management and recycling are material environmental factors for Columbus McKinnon that yield mutual benefits for the company and the planet. Slowing the impact of climate change through energy management is another material factor that provides operational benefits and financial savings for the company while ensuring a sustainable future.

# MATERIALITY ASSESSMENT

CMCO ESG MATERIALITY MATRIX & TOPICS



Note that this chart depicts Columbus McKinnon's prioritization of Environmental, Social and Governance issues relative to maturity, opportunity for value creation, risk level and/or relevance to its business strategy. All issues listed are very important to the company. Our material topics are the areas where we have increased resource allocation for any or all of the reasons listed.

<h2 style="margin: 0;">ENVIRONMENTAL STEWARDSHIP</h2> <p style="margin: 5px 0 0 0;">CLIMATE CHANGE &amp; ENERGY MANAGEMENT WASTE MANAGEMENT &amp; RECYCLING</p>
<h2 style="margin: 0;">SOCIAL RESPONSIBILITY</h2> <p style="margin: 5px 0 0 0;">EMPLOYEE HEALTH &amp; SAFETY TALENT MANAGEMENT DEI PRODUCT QUALITY &amp; INNOVATION PURPOSE, MISSION, VISION, VALUES COMMUNITY INVOLVEMENT CUSTOMER INTIMACY</p>
<h2 style="margin: 0;">GOVERNANCE &amp; ETHICS</h2> <p style="margin: 5px 0 0 0;">ETHICS &amp; COMPLIANCE ENTERPRISE RISK MANAGEMENT BOARD GOVERNANCE</p>



## SOCIAL RESPONSIBILITY: OUR CULTURE, OUR CUSTOMERS & OUR COMMUNITIES

### STRONG RESPONSE TO COVID-19

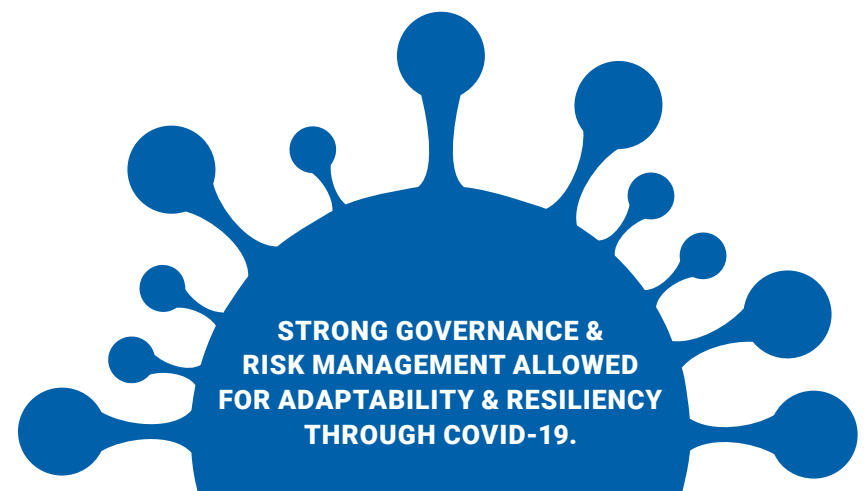
When the Covid-19 pandemic hit in early 2020, Columbus McKinnon remained open as a critical business in every country and location where we have operations. We were prepared to react and respond quickly due to our well-established safety culture, technology infrastructure, standard processes, communication channels and risk management practices.

#### Keeping Our People Safe:

We immediately mobilized an Enterprise Covid-19 Task Force and local task forces at each of our manufacturing sites and worked diligently to stay current with constantly evolving information. With guidance from the World Health Organization, U.S. Centers for Disease Control and Prevention, and other health organizations around the world, we implemented strict safety protocols at our sites, such as face covering requirements, daily temperature testing, social distancing, and frequent cleaning and sanitizing measures. We had regular communication with associates to keep them abreast of the corporate-wide expectations and posted signage throughout our facilities to remind our associates of the new heightened safety protocols. We standardized our Potential and Positive Case Protocols throughout the company to allow us to quickly react when associates were symptomatic or tested positive for Covid-19. Each site was required to conduct a Covid-19 Risk Assessment and to create a Safety Plan with the assistance of the Enterprise Covid-19 Task Force. We implemented several temporary policies, including a Company Travel Policy that froze all non-essential business travel. We also executed a strict visitor policy that only allowed for visitors who were critical to the operation of our business, such as maintenance and sanitation providers. All associates who were able to work remotely were asked to do so. We put in place stringent Return to Work protocols for positive cases and close contacts that have been adapted throughout the pandemic to reflect updates in information and requirements. All safety protocols and policies were kept up to date by the Enterprise Covid-19 Task Force and documented in a company "playbook."

#### Innovating for Our Customers & Business Partners:

Throughout the pandemic, we worked tirelessly to provide critical products and services to our customers, many who perform essential services around the world. We quickly adapted to travel limitations with virtual training and online courses to ensure our customers still had access to safety training and certification courses. Columbus McKinnon developed innovative solutions to improve the way we interact with our customers and partners in a virtual environment. We created a new Learning Management System that enabled success in an environment where traditional hands-on training was difficult to administer. Despite travel restrictions for everyone, we were able to connect with customers and partners in a meaningful way, while continuing to provide high-quality training and helping them maintain their certification requirements. We launched several virtual learning modules that offer live sessions with our expert trainers with the same caliber of education and competency as our in-person sessions. These modules allow our partners to educate their workforce and customers safely and affordably. In fact, we plan to continue to offer these types of virtual modules in addition to our suite of in-person training, as they have additional benefits to our customers, such as flexibility with training times, less downtime due to travel, and ease of certification and recertification from the partner's location.



## SOCIAL RESPONSIBILITY: OUR CULTURE, OUR CUSTOMERS & OUR COMMUNITIES

### MANAGEMENT APPROACH TO PEOPLE AND CULTURE

At Columbus McKinnon, we know the key to our success is our people! This is why we intentionally put People and Values at the center of CMBS. Our people are key to our strong culture as they live our values, day in and day out. We also know that to maintain our great culture and retain our talented employees, we need to do our part to keep our employees safe and engaged. Above all else, we take pride in our safety culture and strong safety programs. We continue to make significant investments in technology to better communicate and engage in dialog with our employees. We have implemented several programs that support their learning and development. We are taking a closer look at our processes and policies to ensure we have an inclusive culture that allows all our employees to embrace their uniqueness and individual qualities that are critical to the success of our global organization.





# SOCIAL RESPONSIBILITY: OUR CULTURE, OUR CUSTOMERS & OUR COMMUNITIES

## EMPLOYEE HEALTH & SAFETY

Columbus McKinnon has a long history of success, and we would not be where we are today without the hard work and dedication of all our employees. We recognize the importance of EHS for our continued success and strive to make continuous improvement in EHS beyond regulatory compliance. We prioritize transparency about our progress around environmental, health and safety stewardship, regularly engage with stakeholders and build EHS initiatives into our strategic objectives.

We feel it is critical to ensure our most valuable assets, our employees, have a safe environment to work in every day. We added safety as our first core value as we entered Fiscal Year 2021 recognizing the significant impact of the pandemic on everyone’s lives. “Connect safety to everything you do” highlights the importance of safety as a table stake to our culture.



To achieve world-class safety performance, every employee is expected to take responsibility for their own safety and the safety of their coworkers. Outside our operations, the products we make help to keep people safe. Our high-quality products are valued by our customers and end users because they are central to their safety programs and protect the welfare of their employees.

Compliance with our policies and local, regional, and national regulations are the foundation for a successful safety management system. Columbus McKinnon believes that vital to a successful Safety Program is an annual review and inspection of each facility’s compliance status. These annual on-site inspections evaluate our EHS programs and physical compliance at each Columbus McKinnon location.

We also believe that recognition for their achievements is important. On an annual basis one facility is chosen as the Safety Plant of the Year. This award is based on each facility’s performance against our key performance indicators (KPIs). The winner of Fiscal Year 2021 Safety Plant of the Year was Kissing, Germany.

SAFETY KPI	FY20	FY21
<b>TOTAL RECORDABLE INJURY RATE (TRIR)</b>	0.84	0.74
<b>NEAR MISS FREQUENCY RATE (NMFR)</b>	Not Available	113.8
<b>LOST TIME RATE (LTR)</b>	Not Available	0.40
<b>EXPERIENCE MODIFICATION RATE (EMR)</b>	0.74	0.74
<b>SAFETY OPPORTUNITIES COMPLETION RATE</b>	Not Available	81%
<b>FATALITY RATE</b>	0	0
<b>EHS TRAINING VS. PLAN</b>	Not Available	92%

To help drive a positive safety culture, we continually encourage employees to help identify hazards and empower them to be part of the solution through corrective actions. It is also an expectation that our leadership team plays a key role in the safety of employees by promoting hazard identification, participating in root cause analysis of incidents, engaging in training requirements that are outlined in the corporate training matrix, and providing regular safety communications.

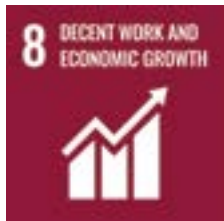
For more information regarding our EHS program, see the Columbus McKinnon [Environmental Health and Safety Policy](#) and [Columbus McKinnon Safety Website](#).

# SOCIAL RESPONSIBILITY: OUR CULTURE, OUR CUSTOMERS & OUR COMMUNITIES

INVESTING IN OUR GREATEST ASSET – OUR PEOPLE

## Training

Columbus McKinnon offers learning and development solutions to meet the needs of our enterprise talent. In 2020, we partnered with an outside vendor who supplied online modules in the areas of Building High-Performing teams, Virtual Communication, Constructive Conflict and Collaboration, Leading in a Volatile, Uncertain, Complex, and Ambiguous (VUCA) World, and other key development topics.



## Assessments & Development Plans

We designed and launched “Inspired to Lead”, which is Columbus McKinnon’s leadership development system. The system is used to create and house individual assessments and individual development plans that are tied to our newly created Leadership Model.



**217**

EMPLOYEES COMPLETED A TOTAL OF **1919** MODULES

**OVER 200**

INDIVIDUAL ASSESSMENTS AND DEVELOPMENT PLANS HAVE BEEN CREATED

## Performance & Talent Reviews

In addition to leadership and development, we manage performance through regular conversations, annual goal setting, and mid-year and annual performance reviews. We manage talent reviews and succession planning annually and recognize high-performing employees.

## Mentoring Programs

At Columbus McKinnon, we recognize the importance of mentorship and the part it plays in professional development. In 2020, we introduced a formalized mentor program. This program is designed to develop enterprise talent as well as increase engagement and retention.



“My focus is creating a culture where everyone can bring their whole self to work and contribute their best. We are placing an emphasis on developing our people and building a deep and diverse talent pool”

**MELISSA HILL**  
DIRECTOR OF TALENT AND DIVERSITY, EQUITY & INCLUSION

## Leadership Qualities & Traits

The Leadership Model is comprised of the CMCO Values, Qualities and Traits, to raise individual and organizational expectations for improved performance. The CMCO Leadership Qualities are the unique characteristics that a leader strives to exhibit.

### There are four qualities in total:



**BUSINESS ACUMEN**



**DRIVE FOR RESULTS**



**LEARNING AGILITY**



**INSPIRATIONAL LEADERSHIP**

Each Leadership Quality has Leadership Traits. Traits are the unique characteristics that a CMCO leader strives to exhibit and explain how Qualities are demonstrated.

## RECOGNITION FOR A JOB WELL DONE:

### COLUMBUS MCKINNON BEST OF THE BEST AWARDS

Each year Columbus McKinnon recognizes individuals, sites and teams for their efforts and strong performance in certain areas during the prior Fiscal Year with our “Best of the Best” Awards. Some of our most prestigious and coveted awards are also intended to promote corporate responsibility. These awards include:

#### Sustainable Site of the Year

We are excited to introduce a new award for Fiscal Year 2021 that recognizes one particular site’s efforts and dedication to social responsibility and environmental stewardship over the past Fiscal Year. This site demonstrates excellent engagement, provides complete and consistent environmental data in a timely manner to the enterprise team, develops creative and innovative ways to promote sustainability for the company and their community, advances progress towards enterprise sustainability targets, and is willing to share ideas and communicate successes with the rest of the organization. The winner of the Fiscal Year 2021 Sustainable Site of the Year was our Pfaffstätten Austria Location.

#### Safety Performance

This award is given each year in recognition of one facility’s dedication to creating a culture of safety. This facility demonstrated marked improvement and effort in cultivating a safe workplace, achieving key metrics related to its recordable incident rate, employee safety engagement and activities to promote a safety culture over the prior Fiscal Year. The winner of the Fiscal Year 2021 Safety Performance Site of the Year was our Kissing, Germany Plant.

#### Operational Excellence

This award is given each year in recognition of one facility’s commitment to continuous improvement to achieve unmatched operational excellence. This facility demonstrated an unwavering commitment to safety, quality, best-in-class customer service and financial performance, while integrating our Corporate Values to raise expectations, both internally and externally. The winner of the Fiscal Year 2021 Operational Excellence Award was our Menomonee Falls, Wisconsin Plant.

FY21

# BEST OF THE BEST



Earth Day - Austria Green Team Event

# SOCIAL RESPONSIBILITY: OUR CULTURE, OUR CUSTOMERS & OUR COMMUNITIES

OUR COMMITMENT TO A DIVERSE, EQUITABLE AND INCLUSIVE WORK ENVIRONMENT

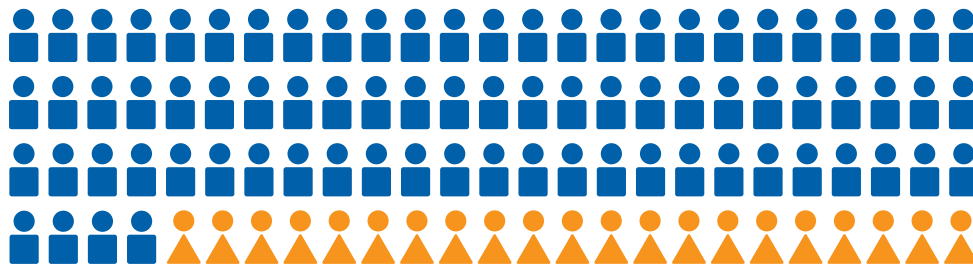


At Columbus McKinnon, we are committed to embracing diversity, equity and inclusion and making it a part of everything we do. We know the positive impact diverse and inclusive teams have on our business, employees, customers, and communities around the world. We are dedicated to building a company that future generations can be proud of – a company and team that embraces diversity and appreciates differences across the enterprise.



- In Fiscal Year 2021, we made diversity, equity and inclusion a strategic development area and hired a Director of Talent and Diversity, Equity and Inclusion to raise awareness and drive behaviors aligned to our values.
- We have embedded diversity, equity and inclusion into the People and Values framework of the Columbus McKinnon Business System.
- We are working to create an environment of inclusion. We launched virtual training series modules around diversity, inclusion, and unconscious bias.
- We have updated our core value “Win as a team” to specifically address embracing diversity.

Of Our Global Salaried Workforce: **21% are women**



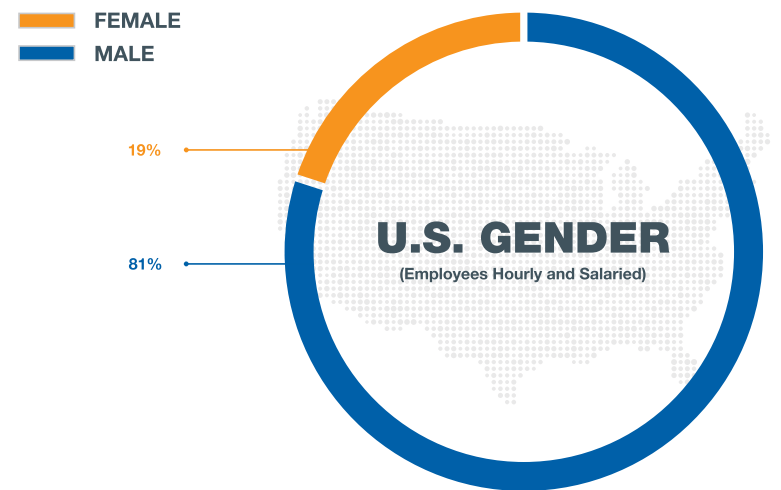
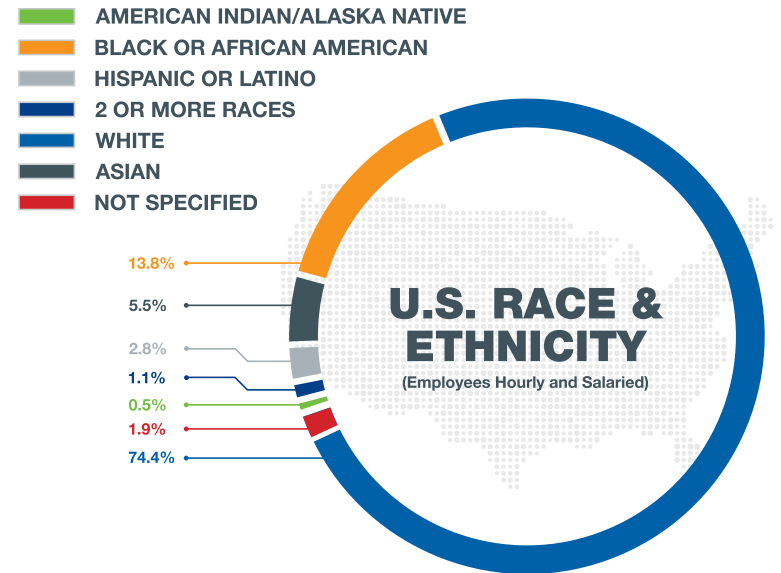
Of 8 Board Directors:

- 2 are women
- 1 identifies himself as a member of a minority group



Of Our 9 Executive Officers

- 2 identify themselves as a member of a minority group



# SOCIAL RESPONSIBILITY: OUR CULTURE, OUR CUSTOMERS & OUR COMMUNITIES

OUR COMMITMENT TO A DIVERSE, EQUITABLE AND INCLUSIVE WORK ENVIRONMENT

## Columbus McKinnon Employee Resource Groups

Columbus McKinnon championed its first Employee Resource Group (ERG), a collection of individuals who share similar interests and goals. Our ERG will communicate and unite around a common purpose or mission to advance inclusion and diversity and drive positive changes within the workplace.

## Introducing WIN

Columbus McKinnon launched the Women's Influence Network (WIN) in 2020. WIN aims to champion, inspire, and engage aspiring women at Columbus McKinnon through a series of networking opportunities, leadership-building programs, and speaker series. The initiative runs both locally and globally, giving our employees the chance to interact with others across the globe.



TO CHAMPION, INSPIRE, AND ENGAGE  
ASPIRING WOMEN AT COLUMBUS MCKINNON.



# SOCIAL RESPONSIBILITY: OUR CULTURE, OUR CUSTOMERS & OUR COMMUNITIES

PROVIDING HIGH VALUE SOLUTIONS TO OUR CUSTOMERS

## Digital Transformation → Digital Engagement

Columbus McKinnon is driving forward its Digital Transformation, focusing on four key pillars that enhance the capabilities and opportunities of all stakeholders. The pillars, including Inform, Configure, Identify and Enable, define the core tenants of the transformation on how we digitally engage our customers, associates, and partners as we work to provide solutions for their lifting and motion control challenges.



The transformation starts at **Inform** with modern websites that bring forward our world-renowned brands with rich product information from our global Product Information Management (PIM) system.

Then, it moves on to **Configure** with our industry-leading, Configure-Price-Quote (CPQ) tool, Compass™ and Dorner Dtools (with our Fiscal Year 2022 acquisition of Dorner Manufacturing Corporation).

Our CPQs enable our customers to configure complex solutions to order standard products on demand. It also empowers our channel partners to be successful by helping them solve problems for their customers.

With **Identify**, the focus is bringing in systems to help improve the management of the customer relationship with better visibility to all interactions across brands, markets, and regions. Using technology to tie together communication platforms and business systems, we will enhance our capabilities and empower our team to support our customers.

Under **Enable** are many initiatives to implement modern systems across Columbus McKinnon. Two core focus areas are implementing a single, global Enterprise Resource Planning (ERP) System and a Human Resource Information System (HRIS). These systems, being implemented across all facilities, are key enablers for all stakeholders in driving Columbus McKinnon's success.

## Product Quality & Innovation

Thinking differently is an important part of the way we do business – it's one of our corporate values. We believe that every problem presents an opportunity to combine our industrial and technological expertise to develop solutions that create value for our customers.



A key part of our growth strategy is a continued investment in innovation to advance our portfolio of intelligent motion solutions and products for material handling. One key area we are focused on is automation. Operational efficiency and streamlined production processes are critical to businesses around the globe. Columbus McKinnon and its dedicated Automation Division are working side by side with customers to leverage automation technology to improve their safety,

uptime, and productivity. Our new Intelli-Crane™ family of automation solutions, for example, is providing customers with pre-engineered, automated solutions for crane applications that are designed for ease of use and quick configuration.

Connectivity and instant access to information is another trend we are focused on. With the move toward industry 4.0 and the Industrial Internet of Things (IIoT), the need for interconnectivity between intelligent devices and the importance of just-in-time information is growing. Data, and the ability to understand that data, is critical. Combining the capabilities of our hoists, controls, and other overhead crane components, we are looking for new ways to not only provide access to equipment and system information, but give customers a way to better understand it, so they can act on. Products like smart hoists, automation solutions and new capabilities for our drives and controls, are helping to make this possible. The addition of our specialty conveyor solutions platform will measurably advance this effort as the conveyance solutions interface with nearly every facet of industrial automation.

Built for long life, even in harsh conditions, our products are constructed of the highest quality materials and manufactured with best-in-class equipment and processes. They'll stand the test of time, performing efficiently and safely day after day.

# SOCIAL RESPONSIBILITY: OUR CULTURE, OUR CUSTOMERS & OUR COMMUNITIES

## GIVING BACK TO OUR COMMUNITIES



At Columbus McKinnon, we make it a priority to collectively and individually support our local communities to build a better future for everyone. Around the world, our employees donate their personal time and money each year, giving back through charity events, fundraisers, environmental cleanup activities and more.

Acting with integrity is not only one of our core values, but also ingrained within our culture. We help others in need – it's just what we do. We also love sharing our stories with each other and with the world in hopes that good deeds will inspire more good deeds. For more information on our local community events, see our [Community Website](#).



We also realize that part of being a good corporate citizen is making charitable donations by the company. Every year, Columbus McKinnon makes meaningful donations to causes that align with our values. In Fiscal Year 2021, the company donated to the following causes:

- The Black Swamp Bird Observatory in the name of our late Board Member, Scott Trumbull
- Matching Donations for the United Way Foundation
- Make a Wish Foundation



Our executive team members are passionate about personally giving back to their communities. Many of them spend time volunteering in their local communities, sit on one or more boards for nonprofit organizations, and make personal donations to support charitable causes. Some of the notable causes our executives avidly support include:



- Big Brother Big Sister
- United Way Foundation
- Hospice Buffalo
- Roswell Park Cancer Institute
- American Heart Association
- Neighborhood Legal Services
- Metropolitan Milwaukee Associate of Commerce
- UNICEF
- St Jude's Children Research Hospital
- The Nature Conservancy







# ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET

## MANAGEMENT APPROACH TO ENVIRONMENTAL STEWARDSHIP

Columbus McKinnon recognizes its responsibility to be a good environmental steward. The company engages in proactive measures to meet environmental compliance and is continuously looking for opportunities to minimize our operational impact on the environment.

Compliance is the baseline for our environmental sustainability efforts. We perform on-site environmental compliance inspections with regards to Columbus McKinnon policies, verifying that each manufacturing facility adheres to all applicable permits and regulations. Our compliance efforts are often directly correlated to our sustainability projects to reduce waste and drive down the amount of chemicals used in our manufacturing process.

This year, we have taken measurable steps to go beyond compliance and be more intentional and transparent about our baselines and goals regarding environmental sustainability. We have put considerable effort into gathering environmental data from our sites to arrive at our baselines, benchmarking against industry competitors and understanding where our greatest opportunities lie. Our initial baselining and benchmarking did not identify any significant risk for Columbus McKinnon regarding environmental concerns.



Buffalo Green Team Park Cleanup

However, we have a strong culture of continuous improvement and proactively identified areas of opportunity for positive impact based on our data. Since this is Columbus McKinnon's first year reporting environmental metrics, Fiscal Year 2021 is considered our baseline year. Future reports will compare environmental metrics to this year's data to track progress and identify areas of opportunity to reduce the environmental impacts of our operations.



There are several business reasons why Columbus McKinnon has made environmental sustainability a priority, starting with the desire to be a sustainable and environmentally responsible company. There are also operational cost savings, efficiencies and avoidance of potential supply chain risks due to climate change. Finally, of course, our key stakeholders are demanding it and it is the right thing to do.

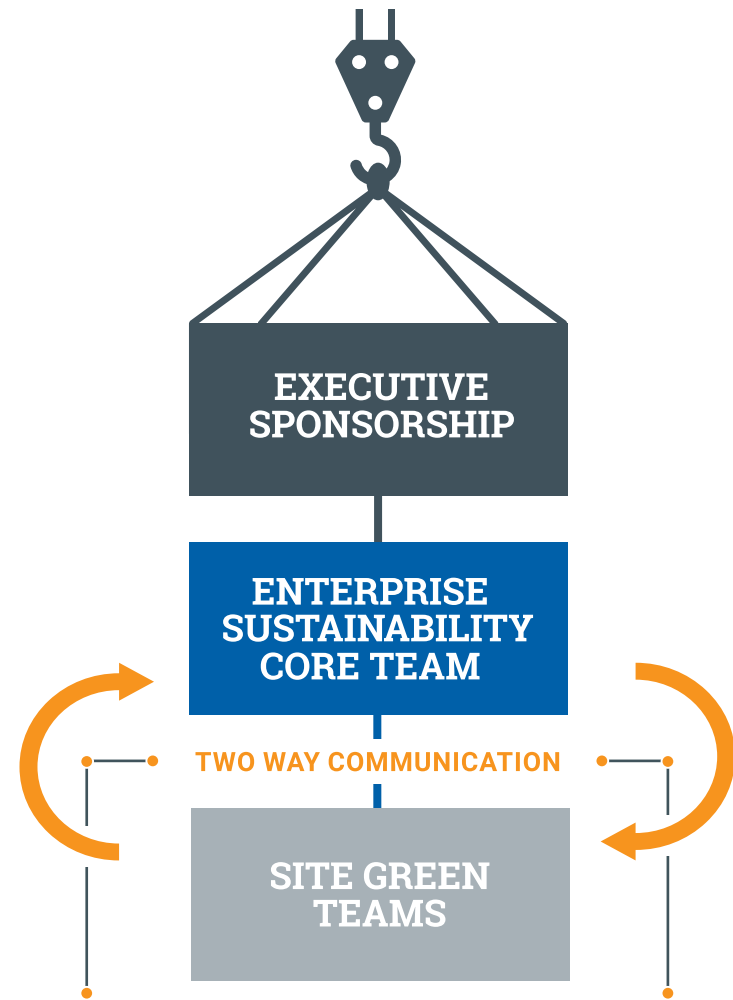


Hangzhou Green Team Event

# ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET

## ENVIRONMENTAL TEAM STRUCTURE AND PROCESS

There are three main components to our environmental team structure. First, we have strong executive sponsors that have made it clear that environmental sustainability is an enterprise priority and that it will be integrated as part of our business operating system. Second, we have formed an Enterprise Sustainability Core Team that is responsible for designing, implementing, and communicating the enterprise environmental strategy. The Enterprise Sustainability Core Team also collects, aggregates, and analyzes data across the organization to set enterprise-wide sustainability targets and initiatives. Thirdly, we've asked each site to form a local Green Team that will contribute to enterprise goals, set local initiatives that matter to their sites, provide feedback, and communicate successes back to the Enterprise Sustainability Core Team. Green Team membership is voluntary, and the participation has been overwhelmingly positive. We have found that the Green Teams also have a positive impact on employee engagement. The Green Teams work directly with the Enterprise Sustainability Core Team to understand site opportunities to contribute to our enterprise goals. We structured the team this way because we feel it's important to have a centralized enterprise strategy as well as an organic approach. The result has been a global collective team effort. For more information on our environmental initiatives and Green Team events, visit our [Environmental Sustainability Webpage](#).



### GREEN TEAMS PROVIDE

- Local Strategies based on:
  - Enterprise targets
  - Local priorities
- Local Initiative
- Local Successes

### ENTERPRISE SUSTAINABILITY CORE TEAM PROVIDES

- Enterprise Goals/Targets
- Enterprise KPIs
- Enterprise Initiatives
- Enterprise Progress Updates

## ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET

### ENTERPRISE GOALS AND COMMITMENTS

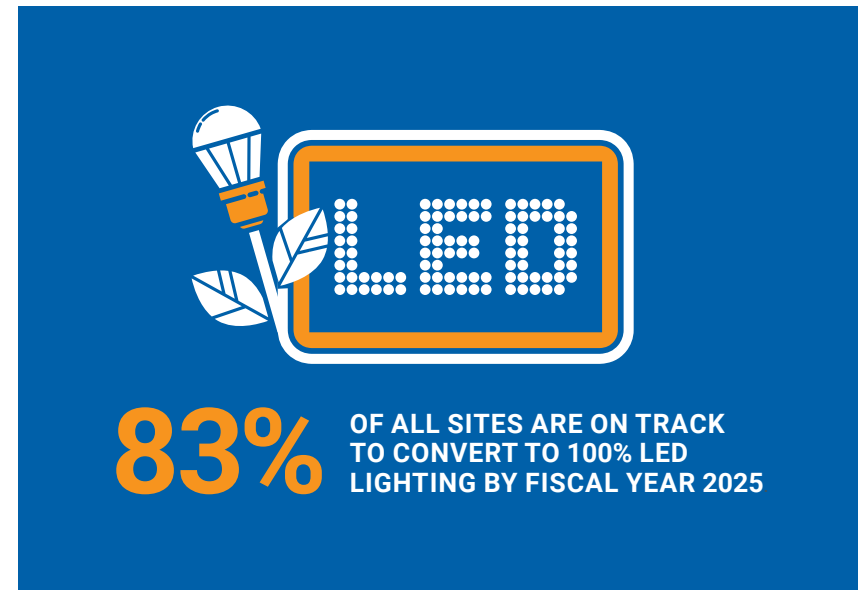
Through extensive data collection, we identified opportunities where we can make a positive impact on our environment, our world, and the sustainability of our future. Given the nature of our operations, we are a relatively low contributor to scope 1 and scope 2 emissions. Our most significant environmental opportunities exist in 1) reducing our global scope 2 emissions, primarily through energy management and 2) reducing our waste to landfill through recycling programs and working with our employees, suppliers, and business partners on more sustainable solutions. Columbus McKinnon is committed to making improvements in these areas of environmental sustainability.

As we aim to minimize our carbon footprint, we are working with our manufacturing, warehousing, and office operations to understand where we can have the greatest impact on energy management and reduce our scope 2 emissions. We have initiated several projects to convert our production operations and warehouses to LED lighting in a phased approach. Most of our manufacturing sites and warehouses are on track to achieve 100% LED conversion by 2025. Our site Green Teams are already implementing ideas to contribute to our enterprise goal with projects such as motion sensor lighting and working with utility providers on mutually sustainable practices. We also feel it is important to educate our associates about how they can conserve energy at work and at home, so we are launching educational campaigns via our site Green Teams. Finally, we will continue to investigate renewable energy options that make sense for our business.

Reducing our waste to landfill is also an important goal of Columbus McKinnon. We currently divert approximately 86% of our total solid waste (by weight) from landfills. We are relentlessly looking for more opportunities to decrease our waste contribution to landfills. We are committed to this effort, mainly through our efforts to recycle metal, wood, cardboard, paper, and plastics. Again, we are dedicated to educating our teams about waste reduction and reuse of resources when possible. These initiatives are not only of high importance to our stakeholders; they also lead to significant operational benefits and cost savings for Columbus McKinnon.

Another goal of our environmental platform is to create a culture where sustainability is top of mind. Therefore, we are challenging each of our global sites to engage in at least one sustainability related community, engagement, or educational event each year. We are already finding that sustainability is something we can all get excited about! Additionally, we are aiming to have 10% of our annual capital expenditure projects to have a sustainability component. This will allow us to be more purposeful and aware of how our business investments impact the environment and the long-term resiliency of Columbus McKinnon. Through our team process, we aligned and have begun working toward this first set of environmental goals.

We are excited about our progress and will continue to collect and analyze data and develop our strategy. We also plan to advance our understanding of our scope 3 emissions. This information will enable us to develop a science-based approach to target setting and articulating a clear path to achieve our environmental goals with target milestones along the way.



ENVIRONMENTAL DATA TABLE <sup>1</sup>	UNIT	FY21
<b>TOTAL ENERGY</b>	MWh	84914
<b>NATURAL GAS &amp; PROPANE CONSUMPTION</b>	MWh	45,180
<b>ELECTRICITY CONSUMPTION</b>	MWh	33,239
<b>DISTRICT HEATING CONSUMPTION</b>	MWh	1,575
<b>FUEL CONSUMPTION (PETROLEUM AND DIESEL)</b>	MWh	4,920
<b>RENEWABLE ENERGY (PURCHASED OR GENERATED)</b>	MWh	11,069
<b>TOTAL EMISSIONS</b>	Metric Ton CO2e	24,168
<b>SCOPE 1 EMISSIONS</b>	Metric Ton CO2e	9,326
<b>SCOPE 2 EMISSIONS</b>	Metric Ton CO2e	14,842
<b>TOTAL EMISSIONS PER REVENUE</b>	Metric Ton CO2e/M\$	37.20
<b>TOTAL WASTE</b>	Metric Ton	4,857
<b>WASTE SENT TO LANDFILL</b>	Metric Ton	661
<b>WASTE DIVERTED FROM LANDFILL</b>	Metric Ton	4,196
<b>METAL SCRAP RECYCLED</b>	Metric Ton	3,164
<b>WOOD AND CARDBOARD RECYCLED</b>	Metric Ton	830
<b>OTHER WASTE RECYCLED</b>	Metric Ton	202
<b>WATER CONSUMPTION</b>	M3	81,823

<sup>1</sup> **Environmental Data Table**

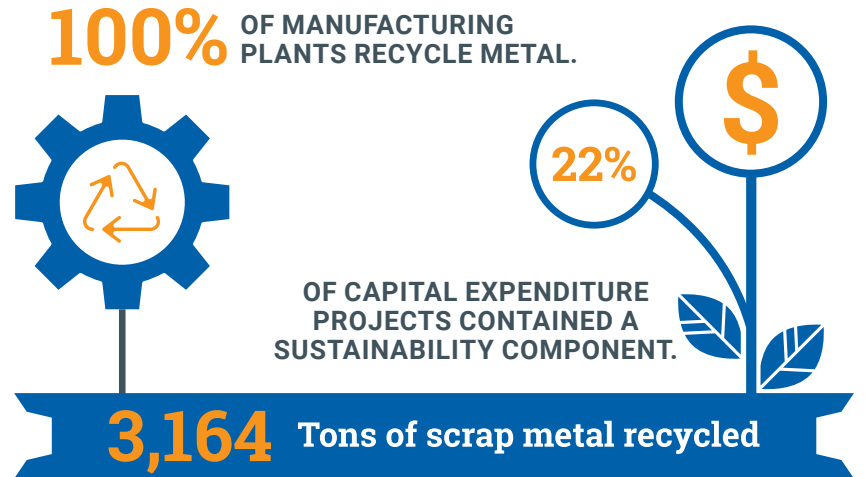
Environmental metrics and information disclosed in this report were derived and calculated from data provided by individuals at each Columbus McKinnon site. Note that data from Columbus McKinnon's Dorner acquisition was not included in this FY 2021 report. The environmental data was obtained primarily through utility bills and converted to standard units and normalized for analysis and comparison purposes. Data from sales offices that were unable to report their electricity usage was extrapolated by multiplying the square footage of the non-reporting sites by the quarterly average usage per square foot of known sales offices. Fuel consumption is based on the yearly average miles driven by company owned or leased vehicles and average miles per gallon of each vehicle. Renewable energy includes energy from on-site solar panels and renewable energy used in purchased grid electricity. Total emissions include Scope 1 and Scope 2 emissions. Scope 1 emissions includes CO2e from natural gas, propane, and company vehicles. CO2e emission calculations for natural gas and propane were calculated using the [EPA's Emission Factors for Greenhouse Gas Inventories](#). CO2e emission calculations for gallons of gasoline and gallons of diesel were also calculated using the [EPA's Emission Factors for Greenhouse Gas Inventories](#). CO2e emission factors for scope 2 emissions from electricity were calculated from the location-based method by country from the [EPA's eGRID Power Profiler](#) and [Carbon Footprint's 2020 Grid Electricity Emissions Factors v1.3 - July 2020](#). Waste diverted from landfill includes recycled metal, cardboard, wood, plastic, paper, food waste, and other waste that were recycled, composted, or specifically handled to not end up in landfills. We also considered waste that is taken by a third party and incinerated for energy to be diverted from landfill. We reuse as much wood and cardboard as possible, which is not counted in our recycling or waste diverted calculations. Water usage is not material for Columbus McKinnon because our operation impact is minimal, however, we disclose for purposes of transparency. For purposes of this report, the term "Operations" is meant to include manufacturing sites and warehousing operations and excludes sales and corporate offices.

# ENVIRONMENTAL STEWARDSHIP: DOING OUR PART TO PROTECT OUR PLANET

## OUR PRODUCTS DRIVING SUSTAINABILITY

Our customers have come to rely on our high-quality and innovative products to keep their businesses going and growing. We are excited that our products are being increasingly utilized to drive a more resilient future for our planet. This year, several of our key projects were sustainability driven. These included clean-energy applications in both wind and hydropower and supporting a manufacturer of infrastructure systems for sustainable water-flow management. We also had several projects in the transportation industry, supporting the significant global efforts to develop new production lines for electric vehicles. We are seeing growing demand driven by shifts to new technologies, such as electric and hydrogen-powered public transit systems.

Other highlights include the energy market, where we were selected to provide crane systems for a liquified natural gas (LNG) project in Mozambique as well as a natural gas power plant in Thailand. We expect these trends to continue and to lead to further opportunities over the next several years.





## STRONG GOVERNANCE PRACTICES: ENSURING A RESILIENT FUTURE

### MANAGEMENT APPROACH TO RISK

17 PARTNERSHIPS  
FOR THE GOALS



Inherently, all businesses must take on some level of calculated risk, especially global businesses looking to grow and thrive in the complex environment of the world today. However, we take active steps to conduct our business in an ethical and responsible manner and to minimize our exposure to a broad range of risks.

Risk evaluation and mitigation are incorporated into our Strategic Planning process through our Enterprise Risk

Management System. As part of our Strategic Planning process, our Executive Committee reviews internal and external risks and solicits input from their respective functional teams. The likelihood of each risk is then weighed against potential impact to our business and our stakeholders. The enterprise risks and mitigation plans are presented to the Board of Directors, our highest governing body, annually. Once reviewed and approved by the Board of Directors, those plans are incorporated into the Annual Operating Plan and revisited throughout the year in our monthly operating reviews.

Columbus McKinnon takes a broad approach to the types of risk we evaluate and the impact our decisions have on our stakeholders. In our risk evaluation processes, we consider internal and external factors and evaluate risks including, but not limited to, economic and business risks, geopolitical risks, technological risks, social and reputational risks, and risks to our environment and natural resources.

Our goal is to create value for all stakeholders through sound corporate stewardship. We provide frequent financial performance, ESG and other business updates to the Board of Directors. These updates include risks and opportunities for value creation in all areas of our business, including ESG. A deeper analysis of our key business risks and opportunities can be found in our [Annual Report](#).

Our primary objective with our ESG processes is to maximize value creation and create a positive economic impact on society, while minimizing various types of risk for our business and for our shareholders, customers, employees, and global communities. In short, our approach to risks and opportunities is broad and comprehensive to ensure the long-term resiliency of Columbus McKinnon.



## STRONG GOVERNANCE PRACTICES: ENSURING A RESILIENT FUTURE

### ETHICS, COMPLIANCE & CORPORATE POLICIES




At Columbus McKinnon, we hold ourselves to the highest standards of integrity. This is reflected through our strong corporate policies. We take pride in maintaining our policies, both to ensure compliance with the laws and regulations in the countries we operate and to outwardly demonstrate our commitment to environmental, social, and corporate stewardship. We take active steps to ensure compliance with our company policies, both internally and within our

supply chain. Each employee has access to the policies listed below, which are available both on our internal and external websites. We provide periodic training to employees on our various corporate policies, including our Code of Business Conduct, Human Rights Policy, Anti-Corruption, Anti-Harassment, and others. In Fiscal Year 2021, Columbus McKinnon is proud to report that there were no material fines or monetary sanctions for noncompliance with applicable laws or regulations.

Furthermore, we expect our suppliers and business partners to adhere to the same ethical standards to which we hold ourselves. As part of our onboarding process, we conduct social and environmental assessments for all new material suppliers. We require that all suppliers adhere to our Supplier Code of Conduct as well as our Human Rights Policy, Conflict Minerals Policy, and Code of Business Conduct.

The following are key corporate policies and feedback mechanisms we proudly highlight:

- [Columbus McKinnon Code of Business Conduct](#)
- [Columbus McKinnon Human Rights Policy](#)
- [Supplier Code of Conduct](#)
- [Columbus McKinnon Environmental Health and Safety Policy](#)
- [Conflict Minerals Policy](#)
- [EthicsPoint Website](#)



Good governance provides assurance to our shareholders that controls are in place and that we act with fairness, accountability, responsibility and transparency.

**ALAN KORMAN:**

VICE PRESIDENT, GENERAL COUNSEL,  
CHIEF HUMAN RESOURCE OFFICER & SECRETARY



## ABOUT THIS REPORT

The scope of this report includes Columbus McKinnon Corporation's operations in all countries we operated in for the reporting period and does not address the business or operations of our suppliers or other business partners, unless otherwise stated. The information in this report has been prepared to the best of our knowledge and ability to collect, validate and analyze data. All financial information is presented in U.S. dollars. Note that for the purpose of this report materiality specifically pertains to ESG topics and may differ from material topics identified in Columbus McKinnon's financial statements. Any future events, goals, projects, or company targets listed in this report are the aspirations and intentions of Columbus McKinnon. However, this report is not a guarantee or promise that such future events, goals, projects, and targets will occur or be successfully executed. More information about our ESG Programs can be found on the [Columbus McKinnon CSR Website](#).

### **Reporting Period:**

This report reflects Columbus McKinnon's ESG data for its 2021 Fiscal Year (April 1, 2020 – March 31, 2021) unless otherwise stated. Fiscal Year 2021 represents the official baseline year for Columbus McKinnon's ESG Data.

### **Reporting Cycle:**

Columbus McKinnon will release this report on an annual cycle based on its Fiscal Year.

### **Date of Most Recent Report:**

This is Columbus McKinnon's first Corporate Social Responsibility Report.

### **Reporting Standards:**

- This report has been prepared in accordance with the GRI Standards: Core option.
- This report is in accordance with the Sustainability Accounting Standards Board (SASB) Standards: Resource Transformation; Industrial Machinery and Goods.
- Throughout this report, we reference the Sustainable Development Goals (SDGs) that are addressed in our ESG initiatives.

### **Restatements of Information and Changes in Reporting:**

There are no restatements or changes in reporting, as this is Columbus McKinnon's first published Corporate Social Responsibility Report.

### **Report Contact:**

Elizabeth Chapman, Director Corporate Social Responsibility & Corporate Counsel;  
liz.chapman@cmworks.com



# COLUMBUS MCKINNON ALIGNMENT TO SUSTAINABILITY DEVELOPMENT GOALS

COLUMBUS MCKINNON ESG PRIORITIES AND THE ALIGNMENT TO SDGS



ESG	CMCO PRIORITIES	ALIGNMENT TO SDGS
<b>ENVIRONMENTAL</b>	Climate Change/Energy Management	#7 Affordable and Clean Energy, #13 Climate Action
	Waste Management & Recycling	#12 Responsible Consumption & Production, #15 Life on Land
<b>SOCIAL</b>	Product Quality & Innovation/Customer Intimacy	#9 Industry Innovation and Infrastructure
	Employee Health and Safety	#3 Good Health and Well-Being
	Diversity, Equity, Inclusion	#5 Gender Equality, #10 Reduced Inequalities
	Talent Management	#8 Decent Work and Economic Growth
	Community Involvement	#1 No Poverty, #2 Zero Hunger, #4 Quality Education, #11 Sustainable Cities and Communities
<b>GOVERNANCE</b>	Enterprise Risk Management/Ethics & Compliance/Board Governance	#16 Peace, Justice and Strong Institutions, #17 Partnerships for The Goals

# GRI CONTENT INDEX

GLOBAL REPORTING INITIATIVE

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	UNSDG
<b>GENERAL DISCLOSURES</b>			
<b>GRI 102:</b> General Disclosures 2016	<b>102-1</b> Name of the organization	Columbus McKinnon Corporation	
	<b>102-2</b> Activities, brands, products, and services	Page 7	
	<b>102-3</b> Location of headquarters	Buffalo, New York, United States	
	<b>102-4</b> Location of operations	<a href="#">Reference 10-K</a> Page 17	
	<b>102-5</b> Ownership and legal form	<a href="#">Reference 10-K</a> Page 1	
	<b>102-6</b> Markets served	Page 7	
	<b>102-7</b> Scale of the organization	Page 7	
	<b>102-8</b> Information on employees and other workers	Page 7, 20	8,10
	<b>102-9</b> Supply chain	Types of Suppliers: Steel Foundries, Machine Shops, Motor Manufacturers, Electronic Manufacturers. We have thousands of suppliers globally with a strategy to source as many goods locally as possible. The labor intensity is commodity specific.	
	<b>102-10</b> Significant changes to the organization and its supply chain	<a href="#">Reference 10-K</a>	
	<b>102-11</b> Precautionary Principle or approach	The Precautionary Principle, as introduced by The Rio Declaration on Environment and Development, is the idea that, where there is limited information regarding the potential for a decision to cause serious harm or irreversible damage to the environment, that "lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation." The Precautionary Principle is not formally applied in our strategic planning and operational activities. However, we are committed to fully evaluating the full scope of impact of our operations on the global environment. For example, the Precautionary Principle has been integrated into our Environmental Strategy and when making business and operational decisions that could have an environmental impact. Further information regarding our commitments to environmental sustainability can be found in Page 25-29 of this report, in our <a href="#">Environmental Health and Safety Policy</a> and on our <a href="#">Environmental Sustainability Webpage</a> .	
	<b>102-12</b> External initiatives	<a href="#">Reference Code of Conduct</a> and <a href="#">Human Rights Policy</a>	
	<b>102-13</b> Membership of associations	<a href="#">Professional Associations</a>	
	<b>102-14</b> Statement from senior decision-maker	Page 4	

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	UNSDG
<b>GRI 102:</b> General Disclosures 2016	<b>102-15</b> Key impacts, risks, and opportunities	Pages 11-13, <a href="#">Reference Proxy Statement</a> Page 25, <a href="#">Reference 10-K</a> Pages 11-16	
	<b>102-16</b> Values, principles, standards, and norms of behavior	Page 8	16
	<b>102-17</b> Mechanisms for advice and concerns about ethics	<a href="#">Code of Conduct</a>	16
	<b>102-18</b> Governance structure	<a href="#">Reference Proxy Statement</a> Page 19, <a href="#">Governance Documents</a>	
	<b>102-20</b> Executive-level responsibility for economic, environmental, and social topics	<a href="#">Reference Proxy Statement</a> Page 19	
	<b>102-21</b> Consulting stakeholders on economic, environmental, and social topics	Pages 11-13	16
	<b>102-22</b> Composition of the highest governance body and its committees	<a href="#">Governance Board of Directors</a>	5, 16
	<b>102-23</b> Chair of the highest governance body	<a href="#">Governance Board of Directors</a>	16
	<b>102-24</b> Nominating and selecting the highest governance body	<a href="#">Reference Proxy Statement</a> Pages 22-23, 28	5, 16
	<b>102-25</b> Conflicts of interest	<a href="#">Code of Conduct</a>	16
	<b>102-26</b> Role of highest governance body in setting purpose, values, and strategy	<a href="#">Reference Proxy Statement</a> Page 19, <a href="#">Corporate Governance Policy</a> , Page 1	
	<b>102-27</b> Collective knowledge of highest governance body	<a href="#">Reference Proxy Statement</a> Page 9-13, 24	
	<b>102-29</b> Identifying and managing economic, environmental, and social impacts	Pages 11-13, <a href="#">Reference Proxy Statement</a> Pages 18-19	16
	<b>102-30</b> Effectiveness of risk management processes	Pages 16, 25, 31. The highest governance reviews CMCO ERM process annually in the May governance meeting.	
	<b>102-32</b> Highest governance body's role in sustainability reporting	<a href="#">Reference Proxy Statement</a> Page 19	
	<b>102-37</b> Stakeholders' involvement in remuneration	<a href="#">Reference Proxy Statement</a> Pages 15, 39-65 - Done annually at the shareholder advisory vote	16
<b>102-38</b> Annual total compensation ratio	<a href="#">Reference Proxy Statement</a> Pages 65-66		

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	UNSDG
<p style="text-align: center;"><b>GRI 102:</b> General Disclosures 2016</p>	<p><b>102-40</b> List of stakeholder groups</p>	<p style="text-align: center;">Page 11</p>	
	<p><b>102-41</b> Collective bargaining agreements</p>	<p style="text-align: center;">~50% of employees are covered by collective bargaining agreements</p>	<p style="text-align: center;">8</p>
	<p><b>102-42</b> Identifying and selecting stakeholders</p>	<p style="text-align: center;">Page 11</p>	
	<p><b>102-43</b> Approach to stakeholder engagement</p>	<p style="text-align: center;">Pages 11-13, <a href="#">Reference 2020 Proxy Statement</a> Page 17</p>	
	<p><b>102-44</b> Key topics and concerns raised</p>	<p style="text-align: center;">Pages 11-13</p>	
	<p><b>102-45</b> Entities included in the consolidated financial statements</p>	<p style="text-align: center;"><a href="#">Reference 10-K</a></p>	
	<p><b>102-46</b> Defining report content and topic boundaries</p>	<p style="text-align: center;">Pages 11-13</p>	
	<p><b>102-47</b> List of material topics</p>	<p style="text-align: center;">Pages 11-13</p>	
	<p><b>102-48</b> Restatements of information</p>	<p style="text-align: center;">Not applicable due to this being CMCO's first report</p>	
	<p><b>102-49</b> Changes in reporting</p>	<p style="text-align: center;">Not applicable due to this being CMCO's first report</p>	
	<p><b>102-50</b> Reporting period</p>	<p style="text-align: center;">FY 21 April 1, 2020 - March 31, 2021</p>	
	<p><b>102-51</b> Date of most recent report</p>	<p style="text-align: center;">This is Columbus McKinnon's first report</p>	
	<p><b>102-52</b> Reporting cycle</p>	<p style="text-align: center;">Annual</p>	
	<p><b>102-53</b> Contact point for questions regarding the report</p>	<p style="text-align: center;">Elizabeth Chapman, Director Corporate Social Responsibility, Corporate Counsel <a href="mailto:Liz.Chapman@cmworks.com">Liz.Chapman@cmworks.com</a></p>	
	<p><b>102-54</b> Claims of reporting in accordance with the GRI Standards</p>	<p style="text-align: center;">This report has been prepared in accordance with the GRI Standards: Core option.</p>	
	<p><b>102-55</b> GRI content index</p>	<p style="text-align: center;">Page 36</p>	
<p><b>102-56</b> External assurance</p>	<p style="text-align: center;">Page 31</p>		

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	UNSDG
<b>ECONOMIC</b>			
<b>GRI 201:</b> Economic Performance 2016	<b>103-2</b> Management Approach	Page 31	
	<b>201-1</b> Direct economic value generated and distributed	<a href="#">Reference 10-K</a> Pages 40 - 87	8, 9
<b>GRI 205:</b> Anti-Corruption 2016	<b>103-2</b> Management Approach	Page 31	
	<b>205-2</b> 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. <a href="#">Code of Conduct</a>	16
<b>ENVIRONMENTAL</b>			
<b>GRI 302:</b> Energy 2016	<b>103-2</b> Management Approach	Page 25	
	<b>302-1</b> Energy consumption within the organization	Page 28	
<b>GRI 305:</b> Emissions 2016	<b>103-2</b> Management Approach	Page 25	3, 12, 13, 14, 15
	<b>305-1</b> Direct (Scope 1) GHG emissions	Page 28	3, 12, 13, 14, 15
	<b>305-2</b> Energy indirect (Scope 2) GHG emissions	Page 28	3, 12, 13, 14, 15
	<b>305-4</b> GHG emissions intensity	Page 28	13, 14, 15
<b>GRI 306:</b> Waste 2020	<b>103-2</b> Management Approach	Page 25	
	<b>306-3</b> Waste generated	Page 28	3, 6, 12, 14, 15
	<b>306-4</b> Waste diverted from disposal	Page 28	3, 12
	<b>306-5</b> Waste directed to disposal	Page 28	6, 14, 15
<b>GRI 308:</b> Supplier Environmental Assessment 2016	<b>103-2</b> Management Approach	Pages 25, 31-32	
	<b>308-1</b> New suppliers that were screened using environmental criteria	<p style="text-align: center;"><b>We screen for 17 environmental factors including:</b></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 ROHOS 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 style="text-align: center;"><a href="#">Supplier Code of Conduct</a></p>	

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	UNSDG
<b>SOCIAL</b>			
<b>GRI 403:</b> Occupational Health and Safety 2018	<b>103-2</b> Management Approach	Page 16	
	<b>403-1</b> Occupational health and safety management system	Page 17 <a href="#">Environmental Health and Safety Policy</a>	8
	<b>403-5</b> Worker training on occupational health and safety	Page 17	8
	<b>403-9</b> Work-related injuries	Page 17, this includes both employees and workers who are not employees but whose work is controlled by CMCO.	3, 9, 16
<b>GRI 404:</b> Training and Education 2016	<b>103-2</b> Management Approach	Page 16	
	<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	Page 18	8
	<b>404-3</b> 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. vAll bonus eligible employees are required to receive IDPs. For additional information Page 18	5,8,10
<b>GRI 405:</b> Diversity and Equal Opportunity 2016	<b>103-2</b> Management Approach	Page 16	
	<b>405-1</b> Diversity of governance bodies and employees	<a href="#">Reference Proxy Statement</a> Pages 22-23	5,8
<b>GRI 414:</b> Supplier Social Assessment 2016	<b>103-2</b> Management Approach	Page 31	
	<b>414-1</b> New suppliers that were screened using social criteria	<a href="#">Code of Conduct</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Human Rights Policy</a> See page 32	



# SASB INDEX

SUSTAINABILITY ACCOUNTING STANDARDS BOARD

TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
Energy Management	RT-IG-130a.1	Total energy consumed	Gigajoules	305,701.2
		Percent grid energy	%	98.52%
		Percent renewable energy <sup>3</sup>	%	1.48%
Employee Health & Safety	RT-IG-320a.1	Total recordable incident rate	Rate	0.74
		Fatality rate	Number	0
		Near miss frequency rate	Rate	113.8
Fuel Economy & Emissions in Use-phase	RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-weight vehicles	Gallons per 1,000 ton-miles	Columbus McKinnon does not manufacture medium- and heavy-duty vehicles
	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	Columbus McKinnon does not manufacture any non-road equipment that require fuel sources
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Watts per hour	Columbus McKinnon does not manufacture stationary generators
	RT-IG-410a.4	Sales-weighted emissions of: (1) Nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Grams per kilowatt-hour	Columbus McKinnon does not manufacture engines
Materials Sourcing	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Columbus McKinnon responsibly sources the materials used in our products. For example, we adhere to our Conflict Minerals Policy and are RoHS compliant
Remanufacturing Design & Services	RT-IG-440b.a	Revenue from remanufactured products and remanufacturing services	Reporting currency	Columbus McKinnon does not remanufacture products, therefore there is no revenue from remanufactured products and remanufacturing services.

<sup>2</sup>Percent renewable energy only includes energy generated on-site at our facilities. The percentage is different than the renewable energy percentage on page 28 because that includes both energy generated on-site and purchased renewable energy.

