



**The Manitowoc Company, Inc.**

**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The Manitowoc Company, Inc. is an Equal Opportunity and Affirmative Action Employer. It is the policy of The Manitowoc Company, Inc. not to discriminate against any employee, applicant for employment, or other person because of his or her race, color, national origin, sex, age, religion, genetic information, sexual orientation, gender identity, or any other characteristic protected by local, state or federal law, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran (hereinafter collectively referred to as "protected veterans"). It is also the policy of The Manitowoc Company, Inc. to take affirmative action to employ and to advance in employment all persons regardless of their status as minorities, women, individuals with disabilities, or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment and personnel decisions and actions, including but not limited to, recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, selection for training, including apprenticeship, insurance programs, and social or recreational programs, at all levels of employment.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of any federal, state, or local law requiring equal opportunity for minorities, women, individuals with disabilities, or protected veterans; (3) opposing any act or practice made unlawful by any federal, state, or local law or its implementing regulations requiring equal opportunity for minorities, women, individuals with disabilities, or protected veterans; or (4) exercising any other right protected by any federal, state, or local law requiring equal opportunity for minorities, women, individuals with disabilities, or protected veterans.

As Chief Executive Officer of The Manitowoc Company, Inc., I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected various EEO Coordinators for The Manitowoc Company, Inc. One of the EEO Coordinators' duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of The Manitowoc Company, Inc.'s programs.

In furtherance of The Manitowoc Company, Inc.'s policy regarding Affirmative Action and Equal Employment Opportunity, The Manitowoc Company, Inc. has developed a written Affirmative Action Program which sets forth the policies, practices and procedures to which The Manitowoc Company, Inc. is committed in order to ensure that its policy of nondiscrimination and affirmative action for minorities, women, qualified individuals with disabilities, and qualified protected veterans is accomplished. This Affirmative Action Program is available for inspection by any employee or applicant for employment upon request. Hours for inspection will be posted at each facility and can be obtained by contacting the local Human Resources department or [hr@manitowoc.com](mailto:hr@manitowoc.com).

Regards,

A handwritten signature in black ink, appearing to read "Barry L. Pennypacker". The signature is fluid and cursive.

BARRY L. PENNYPACKER  
The Manitowoc Company, Inc.