



## **Equal Employment Opportunity and Affirmative Action**

It has been and will continue to be the policy of Milwaukee Electric Tool Corporation (“Milwaukee Tool”) to employ and advance in employment qualified persons without discrimination and to not allow harassment of any employee or applicant because of race, ethnicity, color, religion, sex, sexual orientation, gender identity, genetic characteristics, physical or mental disability, national origin, age, status as a protected veteran, and any other status protected by local, state, or federal law. Additionally, Milwaukee Tool does and will continue to take affirmative action to employ and advance in employment women, minorities, individuals with disabilities and protected veterans. This policy applies to all jobs at the Company and to all the terms, benefits, privileges and conditions of employment.

I wish to reaffirm and reemphasize that this policy applies throughout the Company and has the full support of Milwaukee Tool, including its President.

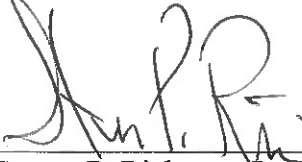
Milwaukee Tool is committed to the following:

- We will recruit, hire, train and promote qualified persons in all job titles, and ensure that all other personnel actions are administered without regard to race, ethnicity, color, religion, sex, sexual orientation, gender identity, genetic characteristics, physical or mental disability, national origin, age, status as a protected veteran, and any other status protected by local, state, or federal law.
- We will ensure that all employment decisions are based on valid job requirements so as to further the principle of equal employment opportunity.
- We will ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.
- We will ensure that all personnel action such as compensation, benefits, transfers, layoffs, return from layoff, Company-sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, ethnicity, color, religion, sex, sexual orientation, gender identity, genetic characteristics, physical or mental disability, national origin, age, status as a protected veteran, and any other status protected by local, state, or federal law.
- Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review evaluation or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as

amended, Executive Order 11246, their implementing regulation, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.

Employees may choose to voluntarily disclose their sex, race/ethnicity, disability, and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. Milwaukee Tool makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company. Milwaukee Tool also makes reasonable accommodations for sincerely held religious beliefs.

Milwaukee Tool Maintains Affirmative Action programs for minorities, women, individuals with disabilities and protected veterans. Overall responsibility for the implementation of affirmative action activities is assigned to the Vice President Human Resources, who will audit the implementation of the Company's commitment to affirmative action and will report to the President on an annual basis on progress toward achieving the objectives of this policy.

  
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Steven P. Richman, President

January 1, 2020  
Date