



The Manitowoc Company, Inc. – Corporate Policy

Title: EQUAL OPPORTUNITY EMPLOYER		Policy Number: 902
Issued Date: October, 2012	Supersedes: January, 2011	
Issued By: Senior Vice President of Human Resources	Approved By: CEO	
Expires: When Replaced		

Scope

This policy applies to all Business Units of the Company in the U.S. only.

Equal Opportunity Employer

The Manitowoc Company is an Equal Opportunity and Affirmative Action Employer that does not discriminate against any person based on race, color, national origin, sex, age, religion, disability, genetic information, sexual orientation, gender identity, veteran's status or any other characteristic protected by local, state or federal law in any personnel decision.

Similarly, all salaries, wages, insurance programs and social or recreational programs will be administered in conformity with this policy.