

Lindsay Corporation Human Rights Policy

At Lindsay Corporation, we are working to expand our world's potential through helping farmers feed the world and conserve precious resources; helping metropolitan regions keep burgeoning populations moving freely and safely; and helping businesses thrive with better industrial connectivity solutions. How we get there starts with a commitment to human rights and fostering a safe, inclusive and trusting work environment for our workers and expecting the same from those with whom we do business.

Consistent with the International Bill of Human Rights and the International Labour Organization's Declaration of the Fundamental Rights and Principles at Work, we strive to ensure human rights are acknowledged and respected. In fulfilling that mission, Lindsay appreciates the opportunity to engage with those who are socially, environmentally, and economically responsible.

At Lindsay, we're proud to support businesses and employ talent who believe in our core **Values** and **Expectations**:

Values

- Leadership: We inspire others and demonstrate courage to make a difference
- Integrity: We are open, honest, and transparent
- Collaboration: We create more together than as individuals
- Accountability: We set high standards and deliver against them
- Respect for Others: We foster an inclusive environment that values each other's views

Expectations

- Safety: We strive to make sure everyone gets home safely every day
- Ethics: We do what is right, not what is easy
- Quality: We expect excellence in everything we do

Through these beliefs, along with the Human Rights standards on the following pages (which were developed in consideration of the United Nations' Guiding Principles on Business and Human Rights), we can ensure everyone feels accepted, safe and supported.

A handwritten signature in black ink that reads "Randy Wood". The signature is written in a cursive, flowing style.

Randy Wood
President & CEO
Lindsay Corporation

INTERNAL ACCOUNTABILITY

Lindsay is committed to complying with applicable laws, rules and regulations at all levels of government, wherever we do business. We expect our employees, suppliers, contractors, dealers, and vendors to share in this responsibility, and honor the internationally recognized human rights standards outlined below. We also commit to engaging constructively with our communities on these issues.

To ensure ongoing awareness of human rights and the evolving risk landscape, we publish and distribute our Code of Business Conduct and Ethics to all employees and our Supplier Code of Conduct to all suppliers - both of which incorporate by reference this Human Rights Policy. Employees and suppliers are encouraged to report violations of this policy using channels outlined in the applicable Code. In addition, any individual (including a supplier, contractor, dealer, or other concerned individual) may also report violations via our whistleblower hotline on the Lindsay website.

Any reports of human rights violations will be investigated at the appropriate level and functional area of the organization, depending on the areas impacted, and may include gathering feedback from internal and external stakeholders. Reports of violations will be tracked and responded to in a manner consistent with existing processes. Lindsay does not allow and will not tolerate retaliation for reports of human rights violations made in good faith by employees or other stakeholders.

In the event credible human rights violations are identified, Lindsay will commit to addressing the violation and any adverse impact by integrating the findings across relevant functions and processes in the organization commensurate with the nature of the violation.

HEALTH AND SAFETY

Our expectation is that our workers get home safely every day. Lindsay commits to provide workers with a safe and healthy work environment. Workers are encouraged to take proactive measures that support accident prevention and reduce health risk exposure. Lindsay ensures their operations comply with all laws related to health and occupational safety.

COMPENSATION AND WORKING HOURS

Lindsay complies with applicable wage and hour labor laws and regulations governing compensation and working hours.

DIVERSITY AND INCLUSION

We value and advance the diversity and inclusion of the people with whom we work. Understanding, accepting and valuing differences in race, ethnicity, gender expression, age, religion, disability, sexual orientation, education, personality, skills and experiences is critical to our growth, competitive advantage and success as responsible business leaders in our industry. We are committed to fostering an inclusive, safe, collaborative, supportive and respectful environment that values diverse perspectives and opinions, mitigates unconscious bias and creates a culture where workers are able to bring their true authentic selves to work.

HARASSMENT

Lindsay treats all workers with respect and dignity. We are committed to equal opportunity and are intolerant of discrimination and harassment. Workers will not be subject to harassment or abuse. Lindsay provides an environment that allows workers to raise concerns without fear of retaliation and has a system that allows workers to anonymously report their concerns.

CHILD LABOR

Lindsay complies with local laws regarding the minimum age of workers and complies with all legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages, safety, working conditions, and the handling of certain materials.

FORCED LABOR

Lindsay will not facilitate or participate in forced, bonded, involuntary, indentured, or slave labor, or human trafficking. Involuntary labor includes the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

COMMUNITY

Lindsay strives to give back to the communities in which we operate in the form of engagement on local nonprofit boards, employee volunteerism, and charitable giving in the areas of greatest need. We encourage our people to be involved in community initiatives and contribute to worthy charitable, educational, and civic causes.

SUPPLY CHAIN

Lindsay seeks to identify and do business with organizations that adopt and enforce policies to protect people and the planet in their own operations and in their supply chain. Lindsay publishes a Supplier Code of Conduct which details supplier expectations to give guidance to our supply base on the standards and practices we expect.

CONFLICT MINERALS

Lindsay Corporation is aware of and concerned by reports that profits from the sale of certain metals mined in the Democratic Republic of the Congo (DRC) or adjoining countries have helped fuel war and human rights violations in the DRC. Lindsay's Conflict Minerals Policy Statement details Lindsay's use of tantalum, tin, gold and tungsten ("3TG"), including Lindsay's tracing and reporting of use of 3TG materials and its requirements of suppliers with respect to 3TG materials.