

ANTI-DISCRIMINATION AND EQUAL EMPLOYMENT POLICY - SUMMARY HIGHLIGHTS

Scope: Lindsay Corporation's anti-discrimination and equal employment policies are applicable and extend coverage to all of Lindsay Corporation's locations, including all wholly owned subsidiaries.

Purpose: Lindsay Corporation is committed to providing a work environment where all employees are treated with courtesy, respect and dignity, as stated in the Code of Conduct. Lindsay Corporation expressly prohibits any form of unlawful employee discrimination or harassment based on membership in any group protected by applicable law. Lindsay Corporation will not tolerate improper interference with the ability of employees to perform their expected job duties.

Summary of Global Policy Highlights:

Equal Employment Opportunity

- Merit-based employment decisions
- Prohibits discrimination based on protected characteristics
- Commits to compliance with all applicable nondiscrimination laws in every location in which Lindsay Corporation has employees
- Applies to all terms and conditions of employment

Anti-Harassment

- Commits to harassment-free workplace
- Prohibits verbal, physical, and visual harassment
- Maintains a work environment free of any kind of harassment

Anti-Bullying

- Prohibits bullying (e.g., repeated inappropriate behavior, either direct or indirect, whether verbal, physical, gesture-based, or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment)

Procedures for Monitoring, Preventing, and/or Reporting Potential Violations

- Employees responsible for creating an atmosphere free of discrimination and harassment, sexual or otherwise
- Requires prompt reporting of incidents promptly to supervisor, HR, or management, and provides employees with the option of reporting via a special toll-free hotline number and email address for making confidential or anonymous complaints
- Commits to a prompt investigation of any complaint in a manner that is thorough, objective and complete
- Commits to take appropriate disciplinary action against any offending employees, up to and including termination of employment
- Commits to take steps as necessary to prevent any further violations

Non-Retaliation

- Prohibits retaliation against employees for reporting or participating in investigations
- Requires immediate reporting of retaliation incidents

Employees with Disabilities

- Generally provides reasonable accommodations for qualified individuals with disabilities
 - Commits to engage in a good faith interactive process with affected individuals and, if applicable, health care providers to provide such reasonable accommodations
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