ENERPAC TOOL GROUP

Anti-Slavery and Human Trafficking Statement - FY2023

1. Purpose and Commitment

Enerpac Tool Group Corp. ("Enerpac") is committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain. We will not tolerate any form of modern slavery or human trafficking in our operations and supply chains.

This statement describes our business structure, relevant policies and ongoing efforts to reduce the possibility that slavery and human trafficking occur in our operations or global supply chains. We will continue to monitor these risks within our business and supply chain and adjust or enhance our anti-slavery and human trafficking initiatives accordingly.

2. About Enerpac – Our Organizational Structure and Supply Chains

Enerpac is a premier provider of industrial tools and services, serving a broad and diverse set of customers in more than 100 countries. Our business is a global leader in high pressure hydraulic tools, controlled force products and solutions for precise positioning of heavy loads that help customers safely and reliably tackle some of the most challenging jobs around the world. Our company was founded in 1910 and is headquartered in Menomonee Falls, Wisconsin, USA. To learn more about our business go to: http://www.enerpactoolgroup.com/.

The Global Procurement team continually seeks innovative sourcing and supply management solutions that are grounded in ethics, integrity, accountability, and respect.

When we use temporary labor, we execute due diligence of prospective recruitment and manpower agencies and use only those that do not charge recruitment fees to workers and never withhold workers' identity documents. Only ethical recruitment practices are utilized throughout our locations.

3. Our Policies

As part of our commitment to combating modern slavery and human trafficking, we have developed and implemented the following policies: the Enerpac Code of Conduct, the Enerpac Supplier Code of Conduct, the Enerpac Anti-bribery & Anti-corruption Policy and the Enerpac Human Rights Policy.

- **Code of Conduct**. Our code clearly expresses Enerpac's values and the behaviors expected of employees in their actions on behalf of the company. Enerpac strives to maintain the highest standards of employee conduct and ethical behavior in all areas where we do business.

- **Supplier Code of Conduct**. All Enerpac suppliers must adhere to our supplier code as a condition for doing business with the company. The supplier code clearly states Enerpac's prohibition on human trafficking and forced labor in all forms. Breaches of the supplier code will result in termination of the business relationship.

- **Anti-bribery and Anti-corruption Policy**. Enerpac recognizes the potential links between bribery and corruption and modern slavery. Enerpac's robust policy is communicated to all employees on a regular basis and to other parties acting on the company's behalf, as appropriate.

- **Human Rights Policy**. Enerpac's approach to human rights is guided by international standards. We respect and follow the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, core Conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. Our commitment to human rights applies throughout all aspects of our business and in all geographies where we operate.

Copies of our current policies are available to all employees on our company intranet. Our Code of Conduct and Human Rights Policy are also available to employees and the public on our corporate website and our Supplier Code of Conduct is available on our commercial website (http://www.enerpac.com).

5. Compliance

For many, but not all suppliers, we utilize a supplier risk-assessment that includes a section on the supplier's compliance initiatives. As part of this assessment, we require the supplier to sign our Supplier Code of Conduct.

We ensure that all our suppliers are aware of our Supplier Code of Conduct. This code mandates that suppliers comply with all applicable labor laws and regulations as well as the conventions of the International Labour Organization. For example, all supplier employment must be freely chosen. Forced or bonded labor, human trafficking, forced prison labor, and involuntary labor through threat, force coercion, confiscation of government identification, or fraudulent claims are all strictly prohibited under our supplier code.

Additionally, we expect our suppliers to adopt the same principles we follow when establishing business relationships with their suppliers.

4. Training

We invest in educating our personnel to recognize the risks of modern slavery and human trafficking in our business and supply chains, and our employees are reminded of their obligation to report potential breaches of policy, including the Human Rights Policy. Our training also highlights the benefits of eradicating slavery and human trafficking as well as the consequences of failing to do so. Our training is conducted periodically and on an ongoing basis.

This statement is made in accordance with section 54(1) of the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act by Enerpac Tool Group Corp. (for itself and its subsidiaries and affiliates) for the fiscal year commencing September 1, 2022, and ending August 31, 2023.

This statement has been approved by Enerpac's Board of Directors, which has authorized the Chief Executive Officer to review and update it periodically, as appropriate.

By: _____
Paul Sternlieb
President and Chief Executive Officer