

MODERN SLAVERY STATEMENT PURSUANT TO AUSTRALIA MODERN SLAVERY ACT 2018

PURPOSE AND SCOPE

The Lincoln Electric Company (hereinafter referred to as “Lincoln Electric”) is committed to respecting internationally recognized human rights and complying with all applicable laws throughout its global operations, as noted in our Human Rights Policy. Consistent with this commitment, Lincoln Electric strives to prevent, identify, and eliminate modern slavery and human trafficking from its global operations.

OUR COMPANY

Lincoln Electric is based in Euclid, Ohio, USA, and is a global manufacturer of welding products, arc welding equipment, welding consumables, plasma and oxy-fuel cutting equipment and robotic welding systems. It has a worldwide network of distributors, sales offices and manufacturing locations. Lincoln Electric also has a network of suppliers in multiple countries providing various finished products and services to the Company.

Lincoln Electric’s immediate and ultimate parent company is Lincoln Electric Holdings, Inc., which is based in Cleveland, Ohio, USA. Sustainability policies – such as our Human Rights Policy – are established at the group level and are adopted by individual group companies like Lincoln Electric. Lincoln Electric Holdings, Inc. is not a reporting entity under the Act.

MODERN SLAVERY RISKS

Lincoln Electric is not aware of any situations in which modern slavery exists within its own operations, or in the operations of its suppliers that directly contribute to its products and that have direct contractual relationships with Lincoln Electric (“Direct Suppliers”). As such, Lincoln Electric believes the risk of modern slavery is low in its operations and those of its Direct Suppliers. Nonetheless, as part of its due diligence, Lincoln Electric identifies that modern slavery risks may potentially exist in the supply chains and has therefore, taken actions to address such risks, as described below.

ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

- **Policies:** Our [policies](#), including our Human Rights Policy, Supplier Code of Conduct, Code of Corporate Conduct and Ethics, and Conflict Minerals Policy, reflect our commitment to respecting internationally recognized human rights, and our compliance with all relevant laws including those with respect to modern slavery.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct outlines our expectations regarding the business practices of our suppliers. This code provides a means of holding suppliers accountable for failure to meet company standards, including those with regard to modern slavery. We reserve the right to request from our suppliers confirmation of compliance with the Supplier Code of Conduct.
- **Terms and Conditions for Supplier Engagement:** Lincoln Electric’s terms and conditions for the purchase of materials or services from Direct Suppliers includes a requirement that Direct Suppliers represent and warrant that they shall not permit the use of slavery, forced, involuntary or coerced labor, unlawful child labor, human trafficking or sex trafficking by any employee, agent, subcontractor or supplier in the operation or support of its business or the manufacture and distribution of products or services to Lincoln Electric.
- **Questions and Reporting:** We encourage all stakeholders, suppliers and employees to report any concerns related to the Company’s compliance with this Statement. We are committed to an environment where open, honest communication is expected, retaliation is not tolerated, and where employees, officers, directors, suppliers, vendors and other commercial partners feel comfortable reporting any conduct that is believed to violate our policies or applicable laws. Our global “Speak Up” policy provides information and guidance to assist individuals understand our reporting

requirements and the resources available to report potential misconduct and raise questions or concerns, even anonymously. While concerned individuals may talk directly with our compliance or legal departments, we have partnered with EthicsPoint® to provide a confidential helpline and email address to enable the reporting of concerns associated with unethical or illegal activities involving Lincoln Electric or its employees. The toll-free telephone hotline is available 24 hours a day, 7 days a week and is available for each Lincoln Electric location and staffed by operators who speak the local language. Additionally, individuals may submit a report at www.lincolnelectric.ethicspoint.com.

- **Compliance and Verification:** Our Compliance department oversees and promotes a culture of integrity and compliance across all of our businesses worldwide to ensure our employees are knowledgeable, properly trained and aligned with our principles and applicable laws. We adhere to a number of directives and policies in our compliance program to ensure that our ethics and integrity remain at the foundation of how we operate. As part of its compliance program, Lincoln Electric has a verification process in place to evaluate and address risks of non-compliance with the law generally. This verification is conducted by Lincoln Electric and, in the case of business partners with potentially higher risk of non-compliance, a third party.
- **Training:** Our compliance-training program includes mandatory training courses for our global non-manufacturing employees and other key personnel that includes annual training on our Code of Corporate Conduct and Ethics, Anti-Corruption, and Conflicts of Interest. Other relevant training includes courses in Human Trafficking, Anti-Harassment and Workplace Fairness on a periodic basis.

ASSESSING THE ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

We recognize that our review and assessment of our actions to identify and address any modern slavery risks in our operations and in those of our direct Suppliers will be an ongoing and evolving process that we are committed to continue to build upon. Based on our current actions to address these risks, we are not aware of any modern slavery in our operations or those of our direct Suppliers. We intend to regularly assess the results of our actions to ensure that modern slavery risks are addressed in a manner consistent with the applicable law.

For purposes of complying with the Australia Modern Slavery Act 2018, this statement constitutes the requisite annual "modern slavery statement" for the financial year ending 31 December 2021.

This Statement has been approved by the Board of Directors of The Lincoln Electric Company.

THE LINCOLN ELECTRIC COMPANY

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 Director

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 Michele Kuhrt
 Director