



Modine Manufacturing Company
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Equal Opportunity Policy Statement
41 C.F.R. §60-300.44(a); 41 C.F.R. 60-741.44(a)

It is the policy of Modine Manufacturing Company and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, sexual orientation, gender identity, status as protected veterans and persons with disabilities at all levels of employment, including the executive level. Modine Manufacturing Company does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation, gender identity, status as protected veterans and persons with disabilities to any position for which the applicant or employee is qualified. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Modine Manufacturing Company will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual orientation, gender identity, status as a protected veterans and persons with disabilities. Modine Manufacturing Company's EEO policy and affirmative action obligations include the full support of myself, Chief Executive Officer, Neil D. Brinker.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your local Human Resources representative. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with your local Human Resources representative.

A handwritten signature in black ink, appearing to read "Neil D. Brinker", is written in a cursive style.

Neil D. Brinker
President & Chief Executive Officer