



Advancing filtration for
a cleaner world



FISCAL YEAR 2021
Sustainability Report

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ABOUT THIS REPORT

Donaldson's Fiscal Year 2021 (FY21) Sustainability Report was published on April 22, 2022, and reflects activities and initiatives in the fiscal year (August 1, 2020 - July 31, 2021). All quantitative company data, unless otherwise stated, reflects FY21. Unless noted, goals and other data in the report reflect our global operations, as relevant. Additional information on our company, policies and governance can be found on www.donaldson.com and ir.donaldson.com.

Forward-looking Statements

Statements in this report regarding future events and expectations, such as forecasts, plans, trends and projections relating to the Company's business performance and sustainability goals, are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, and are identified by words or phrases such as "will likely result," "are expected to," "will continue," "will allow," "estimate," "project," "believe," "expect," "anticipate," "forecast," "plan," and similar expressions. These factors include, but are not limited to, economic, industrial and governmental developments that may impact our operations. These and other risks and uncertainties are described in Item 1A of the Company's Annual Report on Form 10-K for the period ended July 31, 2021, as may be updated from time to time in other periodic reports the Company files with the SEC. The Company makes these statements as of the date of this report and undertakes no obligation to update them unless otherwise required by law.

Materiality

The inclusion of information on this report should not be construed as a characterization regarding the materiality or financial impact of that information for SEC reporting purposes. For purposes of this report, we use the definitions of materiality in the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards, which is different from the definition used for SEC filings.

Trademarks

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MESSAGE from Chairman, President and CEO Tod E. Carpenter

FY21 was remarkable by any measure. As coronavirus-related uncertainties and elevated demand challenges continued, the Donaldson team responded with agility and resilience as we helped keep each other and our communities safe. Together, as One Donaldson, we remained focused on delivering technology-led filtration solutions to customers and navigating supply chain and transportation complexities, while not losing sight of our commitment to sustainability.

Donaldson continues to build the infrastructure necessary to prioritize, pursue and advance our environmental, social and governance (ESG) efforts and investments. We made notable progress in FY21, including:



Fiscal Year 2021 challenged our team and our business model. Both emerged stronger and more resilient than ever. Our employees continue to deliver the technologies that help protect the environment, produce cleaner air and water, and increase equipment efficiency and performance. I could not be more confident in our commitment to solving the world's most complex and continually evolving filtration challenges.

Reducing our environmental impact

- Adding dedicated leadership, resources and tools, resulting in reduction of greenhouse gas (GHG) emissions intensity by 11.4% over our FY19 baseline.
- Increasing employee understanding, engagement and accountability for sustainability priorities of energy management and GHG emissions reduction.
- Establishing a team to implement lifecycle thinking in our product design and development.

Engaging and empowering our people

- Investing in our team and recruiting talent to support a diverse and inclusive culture.
- Conducting employee experience surveys to measure engagement and identify opportunities for positive change and growth in the workplace.
- Helping our communities – in ways big and small – from hand-sewing masks to hosting onsite vaccination clinics to donating funds to support people impacted by the devastating floods in Europe.

Maintaining strong corporate governance

- Leveraging our risk management program to monitor and navigate supply chain challenges caused by the COVID-19 pandemic.
- Enhancing our capital expenditure approval process to analyze, assess and expedite projects with sustainability benefits.
- Expanding our Environmental, Health and Safety (EHS) team globally to mitigate risk, fuel sustainability efforts and help ensure employee health and safety at work.
- Achieving Bronze status with EcoVadis, a respected sustainability ratings provider.

OUR BUSINESS

Founded in 1915, Donaldson is a global leader in developing innovative filtration products and solutions. We serve customers across nearly every industry and sector, from small business owners to the world's biggest original equipment manufacturers. With a relentless passion for innovation and decades of expertise, our geographically diverse team is advancing filtration for a cleaner world.



2.85B
in revenue



100+
years of
innovation



\$68M
in R&D
investment



2,600
active U.S. and
international
patents



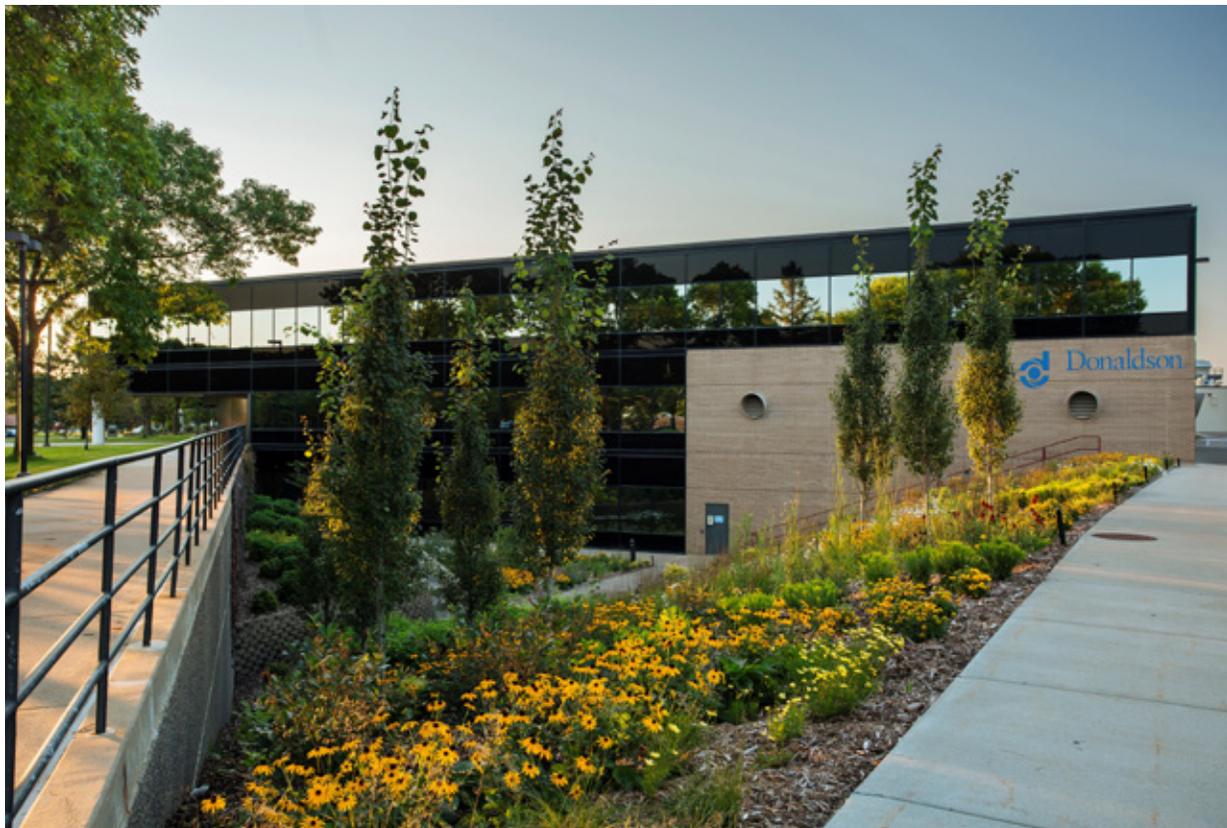
13K+
global
employees



40+
countries with
Donaldson
locations



\$1.2M
donated through
the Donaldson
Foundation



OUR BUSINESS

Our Purpose

Our company's purpose is advancing filtration for a cleaner world. It is the cornerstone of our culture. It motivates our employees to make a difference and captures the essence of why the world is better because Donaldson is in it.



Our Principles

Our principles are at the heart of everything we do, guiding our behaviors, relationships and interactions. They inspire us to innovate and improve our technologies and solutions to fulfill our purpose and contribute to a more sustainable world.

- **Act with Integrity:** We deliver on our commitments and are accountable for our actions – we do what we say we will do.
- **Engage and Empower our People:** We have a richly diverse and inclusive culture and provide opportunities for our people to grow, build successful careers and make meaningful contributions.
- **Deliver for our Customers:** We understand, anticipate and prioritize customers' needs, delivering differentiated products and solutions that enable their success.
- **Cultivate Innovation:** We pursue innovation in everything we do from continuous improvement in our processes to breakthrough solutions that create value and competitive advantage.
- **Operate Safely and Sustainably:** We are committed to safety in the workplace, being good stewards of natural resources and reducing our environmental impact.
- **Enrich our Communities:** We share our time, resources and talent to make a positive impact.

Our Values

Our core values of integrity, respect, commitment and innovation represent how we show up for customers, investors, suppliers, communities and each other.

OUR COVID-19 RESPONSE

During an extraordinarily challenging year, we continued to use our unique talents and resources to help customers and employees navigate the pandemic. Early on, Donaldson created a COVID-19 Task Force to address rising concerns for employee health and safety and business continuity. The Task Force closely monitors international, regional and local health authorities and protocols based on the Centers for Disease Control and Prevention, European Centre for Disease Prevention and Control, the World Health Organization and others.



Donaldson Aguascalientes Plant

Throughout the pandemic, Donaldson has focused on three priorities: 1) The safety and health of employees, 2) Fulfilling our customer order commitments, and 3) Playing our part in reducing transmission of the virus.

Our Employees

To support employees' health and wellness, we offered a number of programs, locally and/or globally, including paid leave for COVID-related illnesses, new mental health resources, counseling services, personal protective equipment (PPE) and remote/hybrid work options, where feasible. Our Task Force continues to inform our global COVID-19 safety protocols and practices to ensure the health and safety of our employees.



Donating Masks to Minneapolis VA Health Care System

Donaldson manufactured masks, providing them to employees and communities. And we worked with local community partners to provide free vaccination clinics at our manufacturing locations in Mexico, India and China. Through these efforts, hundreds of Donaldson employees were vaccinated, helping protect their colleagues, families and communities.

OUR COVID-19 RESPONSE



Our Customers

Donaldson filtration products are critical to keep global manufacturing, transportation, food production and other necessary economic activities running, and we feel a great responsibility to meet customers' needs. As the pandemic continued throughout FY21, our team remained focused on monitoring and mitigating business continuity concerns caused by the volatility in global supply chains and transportation logistics and implemented operational measures and mobilized resources to manage customer commitments.



Our Communities

While we work to maintain operations and the health and safety of employees, we also have sought ways to continue helping our neighbors. Our community outreach has included manufacturing and distributing face masks, hosting blood drives and donating money to help communities rebuild after civic unrest and natural disasters.



We have weathered many historic events in our 106-year history. I believe this resiliency is due to our steadfast determination to continually evolve and improve and our commitment to caring for one another.

—Tod Carpenter, Chairman, President & CEO

OUR SUSTAINABILITY PRIORITIES

In 2020, we completed a materiality assessment to identify, assess and prioritize sustainability topics guided by the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards, and those most significant to our business and stakeholders. Working with an independent vendor, we gathered input from key Donaldson stakeholders through in-person interviews and online surveys. This enabled us to identify our material sustainability priorities which are listed under Environmental, Social and Governance below. We have included our progress on these priorities in the details of this report.

Our Sustainability Steering Committee guides our sustainability efforts and investments, ensuring we are making significant progress against our commitments. The group, comprised of cross-functional global leaders and members of the executive leadership team, meets bi-monthly and reports on sustainability progress to the Donaldson Board of Directors.

To further accelerate our efforts, the sustainability team was recently expanded with the addition of Ashley Merrill as Director of ESG and Sustainability. The new position demonstrates our commitment and ongoing investment to sustainability. Ashley will build upon the progress made so far, leading the global function in formalizing and strengthening ESG strategy, integration, engagement and performance.



Governance

Innovation and Continuous Improvement
Information Security and Data Management



Social

Employee Health, Safety and Wellness
Diversity, Equity and Inclusion
Employee Recruitment and Retention



Environment

Energy Management
Greenhouse Gas Emissions
Non-hazardous Waste Management



Environment

REDUCING OUR ENVIRONMENTAL IMPACT

The work we do every day – creating filtration products and solutions – has always focused on helping the world run cleaner and more efficiently. Our technologies help improve air and water quality, enhance and extend customers' equipment performance and support customers' efforts managing waste. Within our global operations, we are building infrastructure and enhancing internal processes to improve environmental sustainability, including embedding sustainability into our product development processes, encouraging employee-led sustainability initiatives and executing projects to reduce our energy consumption and waste.

TECHNOLOGIES AND SOLUTIONS

Donaldson designs and manufactures products that can help our customers manage their environmental impact. Some recent examples of how our products can deliver sustainability benefits are summarized below:

Connected Solutions

We are leveraging connectivity and data to improve performance for customers.

- Filter Minder™ real-time filter and oil condition monitoring indicates when engine filters and oil should be changed to improve customers' equipment performance, maximize equipment life and reduce waste.
- iCue™ connected filtration service, which is now standard on Donaldson's most popular dust collection equipment, helps customers reduce total energy use and operational cost, monitor and assess air quality and maximize filter life span.
- The Ultrapac™ Smart heatless adsorption dryer can be connected to the compressor load signal, adapting its operation to the customer's needs and switching to energy saving mode whenever beneficial.



Plant Uses iCue™ Connected Filtration Service to Help Reduce Emissions and Exposure Risks

It is crucial to keep industrial dust collectors in good working condition to comply with federal and state emissions regulations. While dust collectors are particularly reliable, certain environmental factors can cause challenges. Recently, a customer reported clogging issues related to high humidity. This resulted in dust discharging outside the unit.

By installing iCue™ connected filtration service, which provides automatic condition monitoring, the maintenance manager was able to identify the root cause of the dust back up – high differential pressure (dP) – and fix the problem. The iCue™ service monitors trends in discharged air to provide an early warning when particulate emissions rise, while dP level data quickly informs the facility maintenance team of any potential breach.





Award-Winning Filter Minder™ Connected Technology

Based on its analysis of the North American class 4-8 truck filter market, Frost & Sullivan recognized Donaldson with the 2021 North American Customer Value Leadership Award for extending the life of customer equipment with our innovative filters. Filter Minder™ Connected Technology offers real-time filter and oil condition monitoring and predictive analytics to help maximize filter life and reduce operating costs for customers in the on-road transportation market.

Clean Mobility

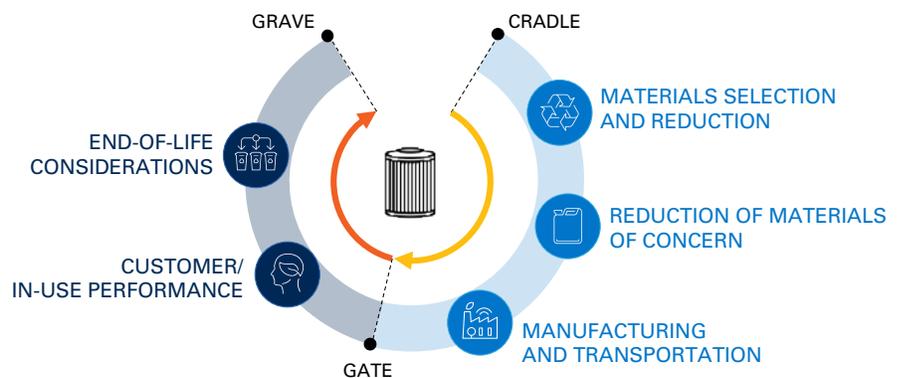
Our hydrogen fuel cell and battery pack solutions support ongoing advancements in fuel cell and electric vehicle technology. Donaldson has decades of advanced engineering expertise and proven solutions for cathode intake air filtration, expanded polytetrafluoroethylene (ePTFE) membranes and battery and fuel cell venting that enable efficiency and reliability in zero emissions vehicles.

- Hydrogen fuel cells represent a powerful resource as the world moves to reduce its reliance on carbon-based energy sources. Our innovative hydrogen fuel cell air intake filtration technologies promote system longevity by protecting fuel cell components from harsh contaminants including dust, water and chemicals.
- Donaldson ePTFE membranes are an integral component of fuel cell proton exchange membranes. They help generate electricity by supporting efficient ion transfer within fuel cell electrode assemblies.
- Our fuel cell and battery vent technologies support the drive to zero emissions mobility by helping protect highly sensitive fuel cell and electric vehicle battery packs.

PRODUCT SUSTAINABILITY

As part of our Innovation and Continuous Improvement sustainability priority, we are enhancing our product development processes to focus on environmental sustainability. We made meaningful progress in FY21:

- We started a project to integrate environmental sustainability into our product development processes called the Product Sustainability Impact Process (PSIP). The PSIP includes an assessment tool for product development teams to use during the design phase. This is important as we know from the European Commission that up to 80% of a product's environmental impact is determined in its design phase. The PSIP outlines five key sustainability impact attributes:



- Integrating sustainability into new product development, product redesign and product change qualification increases product stewardship while ingraining sustainability into our culture. We anticipate launching PSIP in FY23.
- While much of our current packaging contains recycled material, we are integrating sustainable packaging considerations into our product development processes.
- A green materials team was initiated in our European headquarters to influence sustainable materials selection and reduction with a specific focus on plastics. In FY21, the team evaluated different resins that could be used to produce a plastic component, evaluating performance, energy consumption, water consumption and/or the carbon emissions produced.



GLOBAL OPERATIONS

A key contributor to our success is our commitment to continuous improvement. Today, global manufacturing (Operations) is building the infrastructure necessary to manage our sustainability projects. A new software platform was introduced, enabling Operations to track progress on sustainability initiatives. We also implemented EHS management systems at our facilities, engaged in periodic audits to ensure compliance with national, regional, and local environmental requirements, and reduced energy consumption and waste.



Employee-led Improvements

Every Donaldson employee is encouraged to submit ideas to improve how we work. This results in innovative solutions surfacing from individuals across our global organization. For example, Donaldson employees in Skarbimierz, Poland, identified an opportunity to recover waste heat and reduce natural gas consumption by half a million-kilowatt hours per year in their facility. By adding a heat exchanger to a manufacturing process, captured energy that would otherwise been wasted is used to heat the plant, one of the largest facilities within our Europe, Middle East and Africa region.



Donaldson Poland Plant

Due to the success in Skarbimierz, employees at our manufacturing facilities in Wuxi, China, are working on similar heat recovery initiatives. Heat recovery remains a viable opportunity to reduce energy use in many Donaldson plants, and we are sharing best practices and providing training to support similar projects across the enterprise.



ENERGY MANAGEMENT

In FY21, our teams began executing on opportunities identified through energy efficiency assessments conducted in FY20. Each facility has an energy reduction goal that, when aggregated, directly aligns with our global GHG emissions intensity reduction goal. Employees around the world are executing energy reduction projects with a focus on reducing electricity, our primary source of energy consumption and GHG emissions.

In total, 30 energy efficiency projects were executed during the fiscal year, equating to a reduction of approximately 2,600,000 annualized kilowatt hours (kWh) of electricity and 1,600 metric tons of carbon emissions (mtCO₂e) annually. The largest impact projects can be summarized into the following categories: LED lighting, compressed air, solar energy and high-energy consuming equipment.

LED Lighting

In FY21, we executed eight LED lighting upgrade projects, equating to a reduction of approximately 310,000 annualized kWh of electricity and 175 mtCO₂e annually. In total, 47% of our sites have been fully converted to energy efficient lighting,* with over 20 upgrade projects approved for the coming fiscal year.

*We define fully converted as any site with 75% or more energy efficient lighting.

Compressed Air

Compressed air in manufacturing processes uses a significant amount of energy. Inefficient compressors have begun to be replaced, and we have launched a compressed air leak elimination effort across 18% of our global manufacturing facilities. During the fiscal year, we executed eight compressed air projects, equating to a reduction of approximately 460,000 annualized kWh of electricity and 250 mtCO₂e annually. In the coming year, we will engage external engineering specialists and our internal compressor experts to analyze compressed air systems at three U.S. facilities and build a detailed plan for future reduction.

Solar Energy

Solar panel installations are helping increase the amount of renewable energy in our energy mix, and we are continuing to evaluate where on-site solar adoption makes sense.

In July 2021, our Dixon, Illinois, facility began operating a 1.8-megawatt solar array, which included photovoltaic panels on the ground and on a portion of the roof. The renewable energy generated by the array will reduce GHG emissions in the local community by 2,435 metric tons a year, and will produce renewable energy equating to approximately 40% of the Dixon facility's annual electricity needs.

In FY21, we also began implementing two solar projects in South Africa to reduce the cost of production, cut carbon emissions and create a reliable supply of energy. Our Johannesburg distribution center was the site of the first solar installation and will go live in September 2021. The new solar panels are expected to generate 40% of the center's daily energy usage or roughly 212 kilowatt peak capacity (900kWh per day). The second installation site will be in Cape Town at our Epping manufacturing plant. This project will go live in early 2022 and is expected to generate around 33% of the plant's daily energy usage or roughly 800 kilowatt peak capacity (3500kWh per day). The two sites combined will result in a decrease of 1,500 mtCO₂e annually.



Donaldson Dixon Plant



Donaldson Johannesburg Distribution Center

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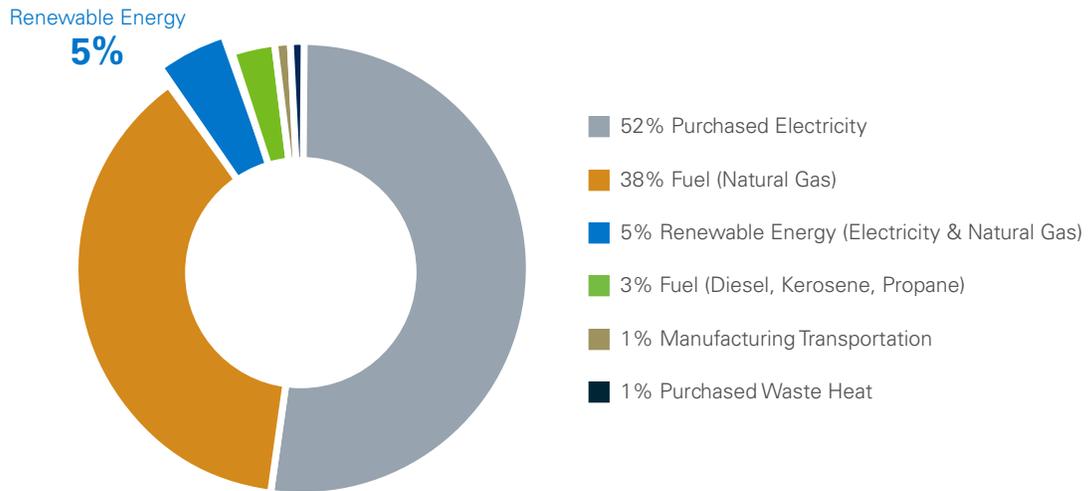
The continuation of production is really important to our team and customers, and this can be a challenge in South Africa given the current fluctuations in energy availability. As a sustainable alternative, solar is a win-win for everyone.

—Donovan Gebhard, Operations Director, South Africa

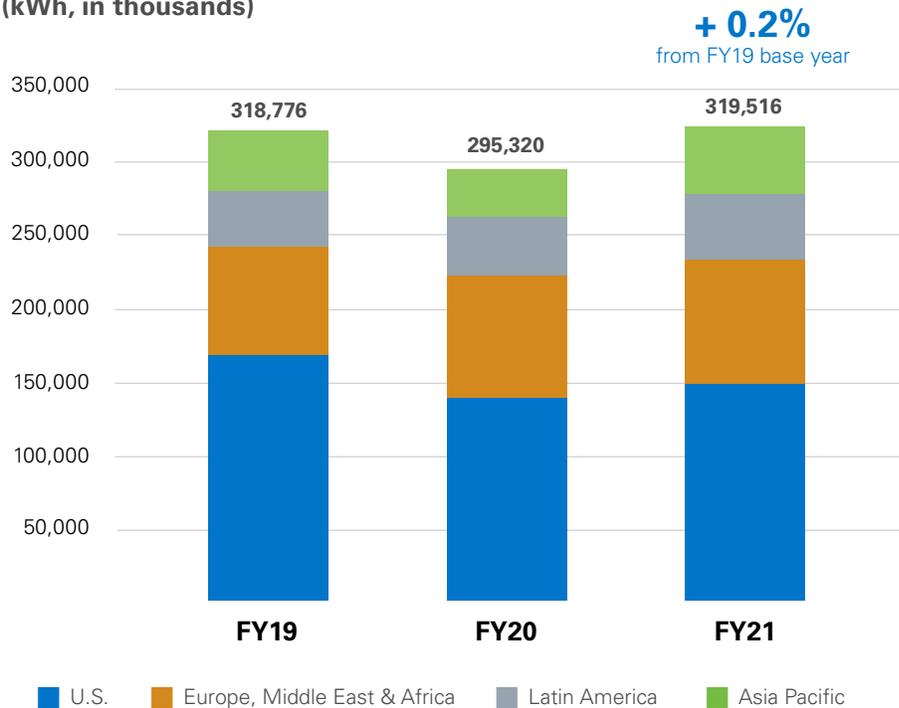
High-energy Consuming Equipment

Work is underway to identify alternative production equipment that requires less energy. For example, we are evaluating the performance of converting industrial ovens, which require high-energy consumption, from gas to electric or gas to induction. Alternative materials that would reduce or eliminate the energy needed to cure product are also being considered.

Energy Management Summary



Energy Consumed by Region Scope 1 and 2 (kWh, in thousands)



GREENHOUSE GAS EMISSIONS

Donaldson's emissions-reduction journey officially began in 2020 when we announced a goal of reducing our GHG emissions intensity. Setting our near-term GHG emissions intensity reduction goal was an important step in our commitment to operate more sustainably. During FY22, we are continuing to focus on energy efficiency projects with over 60 identified, and we will be partnering with third-party experts to help develop a comprehensive global energy efficiency and renewable energy strategy. We will build on the important work already completed to establish a long-term ambition and execution plan.

FY22 GHG Emissions Goal

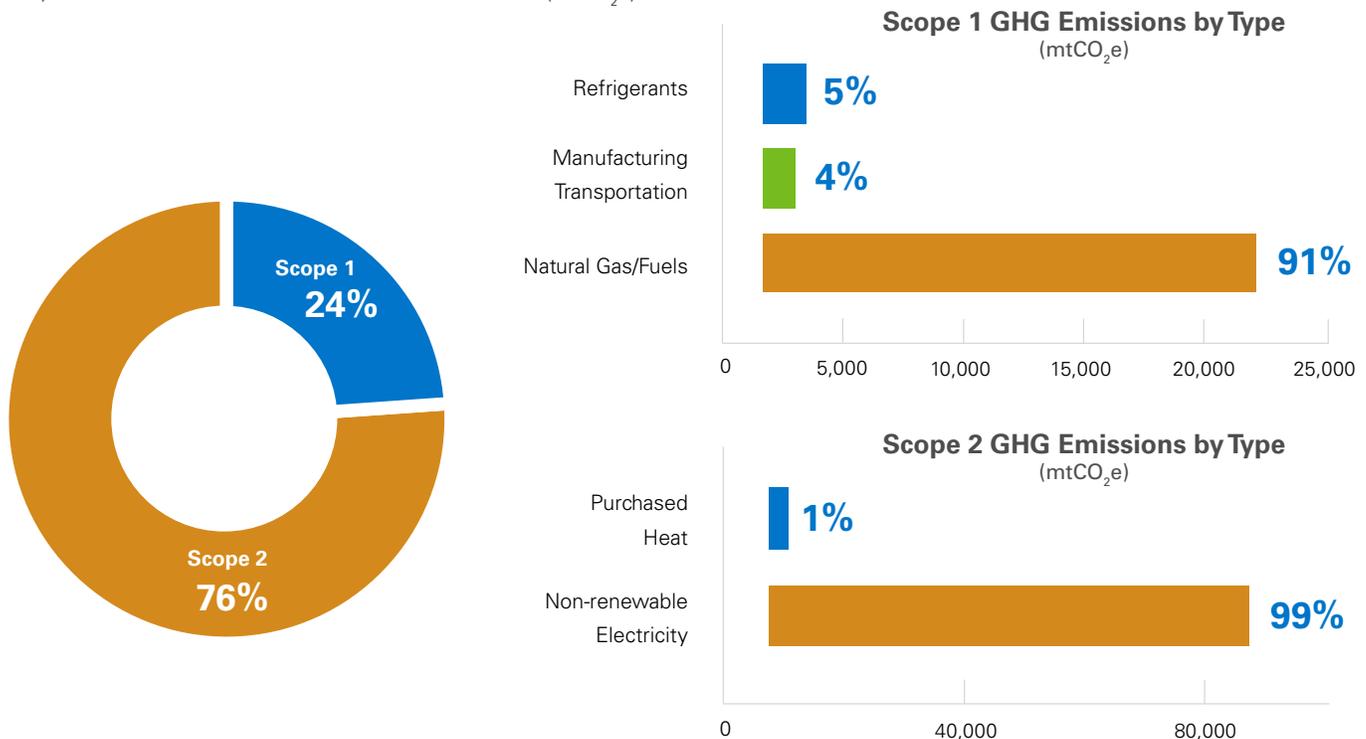
Reduce scope 1 (direct) and 2 (indirect) GHG emissions intensity by 5% by the end of FY22 from FY19 base year. (This equates to approximately 6,000 mtCO₂e.)

GHG Emissions Summary

The methodology used to calculate our GHG emissions intensity is in accordance with the World Resources Institute (WRI) GHG Protocol and quantifies scope 1 and 2 GHG emissions intensity. Our data includes all Donaldson manufacturing, distribution facilities and regional headquarters, and excludes standalone country headquarters, sales offices and the two locations affiliated with the BOFA International LTD acquisition.

Scope 1 and 2 GHG Emissions

110,574 total metric tons of carbon dioxide emissions (mtCO₂e)

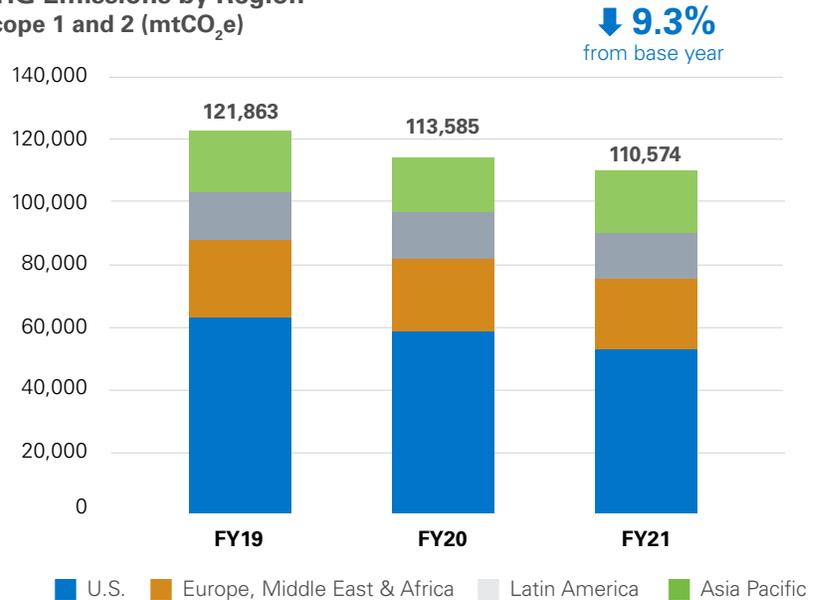


GHG EMISSIONS YEAR IN REVIEW

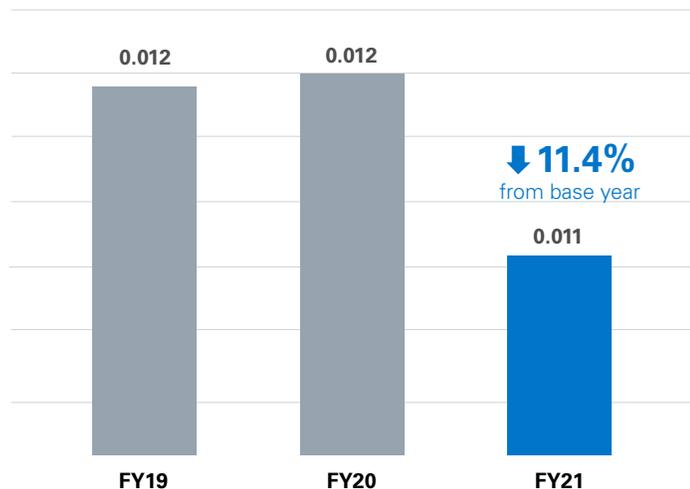
At the conclusion of FY21, our absolute GHG emissions were 9.3% below FY19 levels and our GHG emissions intensity was 11.4% below FY19 levels. Three factors—positive and negative—affected the results:

- Energy Efficiency Projects** – Our teams executed 30 energy efficiency projects during the fiscal year, equating to a reduction of approximately 2,600,000 kWh of electricity and approximately 1,600 mtCO₂e annually.
- Renewable Energy Mix** – As an organization, we are conscientiously integrating more renewable energy into our energy mix, particularly in our EMEA region, while also reaping benefits from a greener energy supply that is now available in many of the locations where we operate.
- Capacity Additions and Adjustments** – The opening of a new manufacturing plant, site capacity changes, and the inclusion of a recent acquisition and a regional headquarters office offset our GHG emissions reduction by approximately 3,700,000 kWh of electricity and approximately 1,300 mtCO₂e annually.

GHG Emissions by Region Scope 1 and 2 (mtCO₂e)



GHG Emissions Intensity Scope 1 and 2 (mtCO₂e/hours worked)



WASTE MANAGEMENT

As a manufacturer, we have a wide range of raw materials and waste streams, many of which have opportunities for recycling or minimizing. Our first steps for waste management initiatives include:

- Capturing waste data which will create a baseline for future efforts, and
- Tracking projects to reduce waste, with over 20 FY22 projects.

This collective work will influence the development of a long-term waste management strategy.



Social



ENGAGING AND EMPOWERING OUR PEOPLE



We are extremely proud of our employees. Their differences, dedication, collaboration and creativity drive our success. Together, we ensure safety remains paramount in everything we do. Donaldson is committed to promoting healthy and safe behaviors and environments. We drive engagement across the global organization by offering employees opportunities to learn, grow, build careers and make a difference at work and in our communities.

EMPLOYEE HEALTH, SAFETY AND WELLNESS

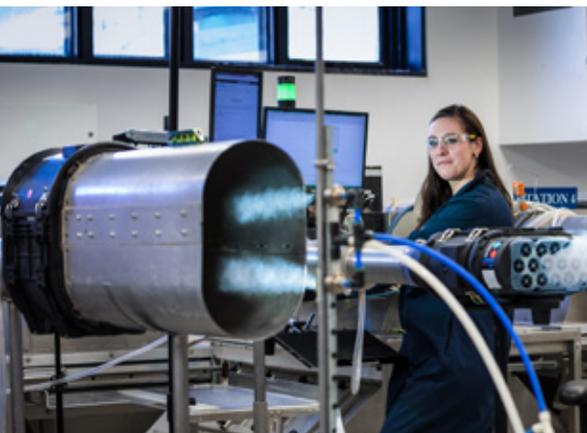
At Donaldson, we are committed to efficiently and effectively reducing the environmental impacts of operations while providing safe, healthy and compliant workplaces for employees, visitors and neighbors. Through an Environmental, Health and Safety (EHS) Framework, we empower our people and provide knowledge and tools to identify and mitigate hazards necessary for maintaining a safe and environmentally sound workplace.



The EHS Framework, introduced in 2017, is fundamental to our global EHS commitment to environmentally responsible operations and safe, healthy, and compliant workplaces. The Framework acts as a roadmap to EHS success, providing a set of consistent procedures, policies and tools for global continuity to achieve EHS performance improvements. It also supports our conformance with applicable government regulations and ISO standards such as 14001 and 45001.

In FY21, Donaldson delivered the following EHS improvements:

- **Conducted Enhesa Audits throughout the U.S.:** Enhesa is an international company providing EHS regulatory compliance intelligence and support to businesses worldwide. Enhesa scorecards are used for audits, playing an important role in facility compliance and satisfying ISO standards. Seven of 19 U.S. Donaldson facilities were audited in FY21 with Enhesa scorecards.
- **Conducted EHS Framework Module Training:** More than 200 employees received comprehensive Framework training on eight updated modules. The modules include, but are not limited to,



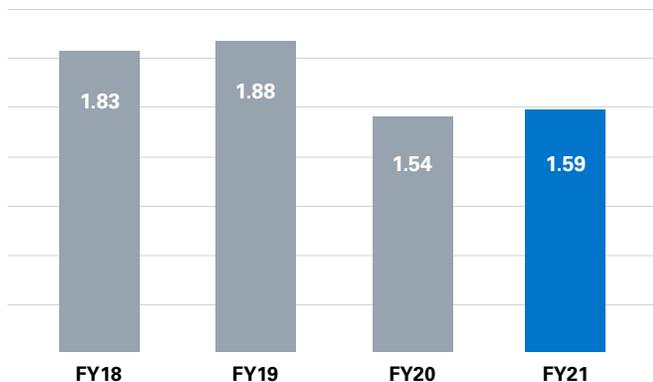
training on the Framework, management engagement, incident management and investigation, hazard recognition and mitigation, auditing, and contractor safety.

- **Added EHS Leadership Resources:** The global EHS organizational structure was expanded in the regions of Asia Pacific, Europe, Middle East and Africa, and Latin America to better support our long-term EHS goals. Globally, there are now more than 70 full- and part-time EHS leaders.
- **Completed Fall Protection Program Enhancements:** New fall protection guidance, covering rescue and recovery requirements, was rolled out to all Donaldson locations.
- **Enhanced Leading Indicator Visibility:** Viewing leading EHS indicators regularly helps to reduce risk by focusing on compliance, employee engagement activities, and adherence to our EHS Framework. Donaldson's leading indicators include, but are not limited to, leader standard work, compliance calendars, leader safety contacts and physical hazard inspections.

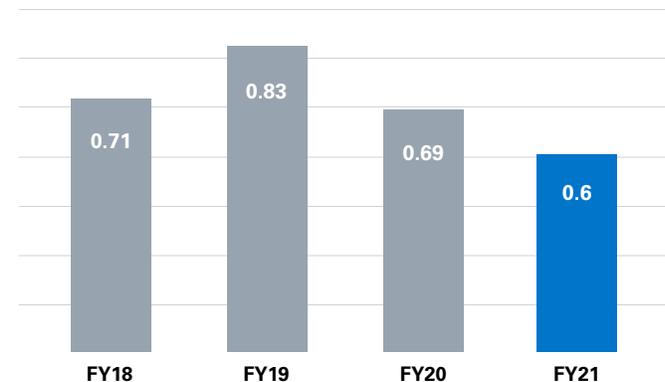
RECORDABLE INCIDENTS

Donaldson strives to provide a safe workplace and keep everyone injury free. To improve our safety awareness globally, proactive measures focused on leading indicators, enhanced Framework training, locally-based safety committees and the addition of facility-level EHS professionals. Our Total Recordable Incident Rate (TRIR) and Lost Workday Incident Rate (LWIR) in FY21 remained relatively stable from the prior year.

Total Recordable Incident Rate



Total Lost Workday Incident Rate

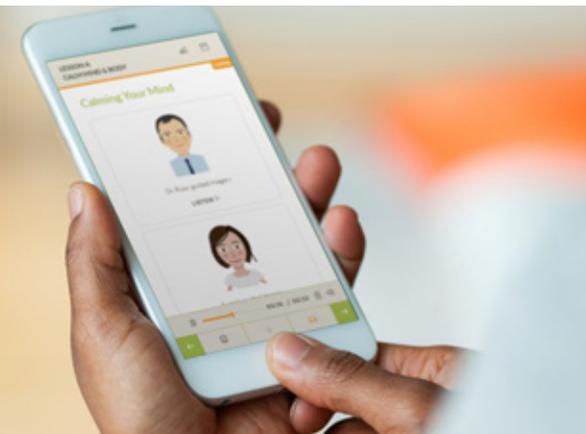


*TRIR and LWIR are calculations of the number of recordable injuries and lost workday injuries, respectively, per 100 employees. We classify a recordable incident as a work-related injury or illness, which results in death, loss of consciousness, lost workdays, restricted work or medical treatment beyond first aid.

REGISTRATIONS AND CERTIFICATIONS

We believe that third-party certifications are a useful tool to help build the infrastructure needed to track and evaluate our sustainability progress. A summary of our registrations and certifications are below.

TYPE OF CERTIFICATION	NUMBER OF CERTIFICATIONS
ISO 14001 - Environmental Management	35
ISO 9001 - Quality Management	31
AS 9100 - Aviation, Space and Defense Products	6
IATF 16949 - Quality Management	23
ISO 45001 - Occupational Health & Safety Management	13
Halal – Food & Beverage Products	1
ISO 50001 – Energy Management	3



Employee Wellness

Employee wellness is foundational to a safe, healthy and productive workforce.

With uncertainties surrounding the ongoing pandemic, Donaldson began offering Learn to Live, an online mental health support program to all U.S. employees. It is available in English and Spanish and is free of charge for employees and their family members ages 13 and up. Learn to Live provides confidential online support programs, clinical assessments and coaching resources to people experiencing anxiety, stress, worry, depression, sleeplessness, substance use or social anxiety. In the coming year, a mobile app will be released to provide flexibility and greater access to the programming.

Our employees also are looking for work-life balance and flexibility. Since March 2020, most Donaldson office employees have pivoted to remote or hybrid work arrangements. A vast offering of reliable technology and tools have enabled successful virtual collaboration across the company. This includes the development of new training, such as Leading Virtual Teams to aid managers in leading in this new environment, managing flex/hybrid global teams and sharing best practices. We continue to listen, learn and adjust to help ensure employees' experience with hybrid work is both positive and productive. Additionally, we are exploring ways to incorporate more flexibility for employees who work in production roles.



Fostering a culture that welcomes a diversity of ideas, perspectives and backgrounds makes us a stronger company.

—Sheila Kramer, Vice President, Chief Human Resources Officer

DIVERSITY, EQUITY AND INCLUSION

Donaldson fosters a culture where everyone can contribute, challenge themselves and make a difference. Our values of integrity, respect, commitment, and innovation are key to who we are and guide us as we work to build a more diverse, equitable and inclusive work environment. Nearly 40% of our employees are women, and we continue to enhance recruitment and retention strategies to increase representation of women, people of color, cultural identities and a broad scope of diversity at every level of the organization. We truly believe that our differences make us stronger, and we are putting that motto into action.

As a century-old, global business, we are committed to using our size, scale and resources to support positive change. In 2020, we established an employee-led Diversity, Equity and Inclusion (DEI) Council. The Council identified opportunities and developed actions to promote a diverse and equitable workplace. This work is guided by the feedback and insights of employees, customers, suppliers, stakeholders and communities. We are focused on three foundational DEI pillars of change:

- **Culture:** Cultivating a workforce reflective of the global community where differing perspectives are welcomed.
- **Teams:** Prioritizing the understanding of others to stimulate collective growth and exceptional results.
- **Business:** Leveraging the strength of our diversity to capitalize on innovation and exceed strategic goals.

We are building out our DEI infrastructure and are excited to announce our new Director of Diversity, Equity and Inclusion, Verona Mitchell. She will guide and play a fundamental role in our continued effort to offer a diverse, equitable and inclusive workplace where all employees are valued, respected and empowered to pursue their full potential. With the goal of driving sustainable change, Verona will partner with the Donaldson DEI Council to further enrich and deliver programs, processes and policies that make our company stronger.



U.S. DEI Council



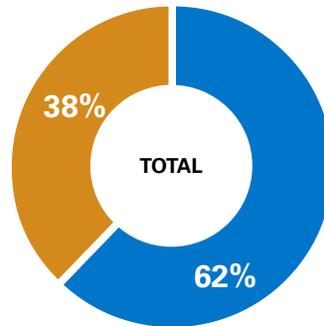


A Yellow Ribbon Company

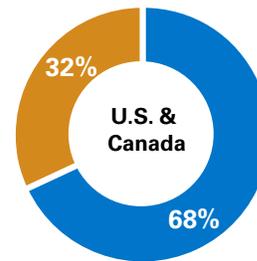
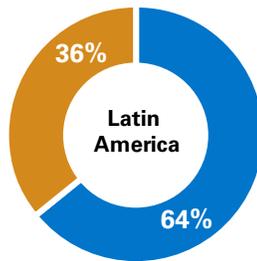
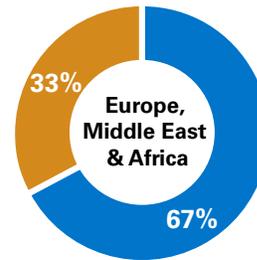
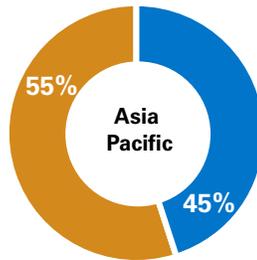
In FY21, Donaldson was named a Yellow Ribbon Company by the Minnesota Department of Military Affairs' "Beyond the Yellow Ribbon" program. The program pays tribute to companies with an exceptional record of caring, commitment and compassion for service members, veterans and their families through company activities and community outreach projects.

During a special Yellow Ribbon ceremony at Donaldson world headquarters in Bloomington, Minnesota, on September 13, 2021, Donaldson leaders reinforced their commitment to service members, veterans and military families.

GENDER DIVERSITY



Female Male



Women's Leadership Network

Founded in 2017 at our Bloomington, Minn., location, the Women's Leadership Network began as an employee support group for women in leadership roles at Donaldson. The group has an intranet site with resources available for all employees and will continue expanding its programming to connect, inspire, and empower individuals across the organization.

In FY21, our Women's Leadership Network hosted two virtual events for International Women's Day, celebrating the social, economic, cultural and political achievements of women. Open to all employees, the events were attended by more than 650 individuals, and featured keynote speakers, panel discussions and networking opportunities.

EMPLOYEE RECRUITMENT AND RETENTION

To reward and retain employees and attract new talent, we are committed to offering employees opportunities to learn and grow, give back and be part of an inclusive team. To support their overall health, safety and wellness, we also provide access to competitive, comprehensive benefits and a healthy work-life balance.

In FY21, we continued to build on our offerings:

- New initiatives including free, online wellness programs and thousands of learning and development digital modules on topics such as managing one's mental health during COVID-19, maintaining focus, and managing through change.
- A discount on U.S. private health insurance policies and access to a free, 24/7 Employee Assistance Program.
- A new parental leave benefit beginning August 1, 2021, whereby U.S. employees (all genders) are eligible for paid parental leave after the birth, adoption, or placement of a child in foster care. This is in addition to the short-term disability pay currently provided to birth mothers.

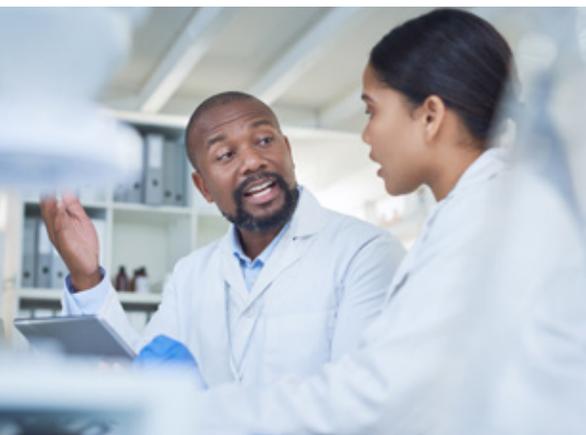
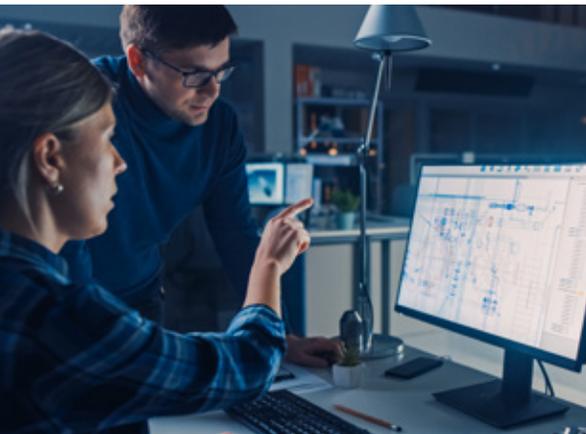
We also introduced our first global employee experience survey in 2020 to enhance efforts to attract, engage and retain outstanding people. We partnered with an independent firm to distribute the survey to more than 4,000 global salaried and hourly, non-production employees. The survey, which will be conducted every three years, was distributed in 13 languages. The engagement baseline of 82%, created in FY21, will help us monitor future engagement. Follow-up pulse surveys are being distributed periodically throughout FY22 and FY23 to track progress and adjust our action plans for improvement.



Team Building Across Borders

Two years ago, our Southeast Asia (SEA) region launched the Unity project – an employee-led program spanning five countries and 900 individuals – to foster collaboration, recognition and success among employees in Singapore, Indonesia, Malaysia, Thailand and Vietnam.

The Unity project helps build engagement across the SEA region through special events, volunteering, and monthly SEA Unity Value awards in which employees recognize peers who demonstrate Unity values. These activities are communicated in an interactive digital magazine named *CONNECT*. In one year, the Unity project contributed to a 12% increase in employee engagement.



LEARNING AND DEVELOPMENT

We support a continuous learning environment and provide both formal and informal experiences to help employees grow, build their knowledge and technical capabilities, and pursue career advancements. Whether in the classroom or in a virtual setting, we support learning and development in several ways:

- Our global leadership model centers on five leadership expectations: develop, collaborate, innovate, achieve and grow. This framework represents the competencies and behaviors that contribute to employee growth and business results. To introduce and reinforce our leadership expectations, the Learning and Development team designed a New Leader Essentials training. In the training, leaders from around the globe learn from internal subject matter experts and peers on how to develop their talent, maximize employee performance and potential, focus on quality and build additional financial acumen. The offering uses a blended learning approach, delivering core content via eLearning, while encouraging participant collaboration and discussion.
- Employees have access to robust learning content through Workday Learning, as well as on-the-job learning experiences, including coaching, mentoring and talent management.
- We developed a pilot program focused on career pathway training for U.S. production employees, specifically those wanting to learn new skills, increase their pay and shift premiums, and advance their Donaldson career.

COMMUNITY GIVING

Our employees' dedication to helping each other and our communities is ingrained in our culture. In FY21, employees made a difference in ways big and small.

Below are a few of many examples of the Donaldson team making a difference and using its scale for good:

- Donaldson employees have a long history of volunteering and raising money for local charitable causes and organizations. In the United States, our largest charitable contribution goes to the United Way.[®] In FY21, Bloomington-based employees and retirees contributed \$510,000 to the annual Twin Cities United Way campaign.
- The devastating floods in South Belgium and West Germany impacted thousands of people, with many losing their homes, businesses and livelihoods. On behalf of all Donaldson employees, Donaldson EMEA, headquartered in Leuven, Belgium, donated €80,000, with €40,000 going to the Belgian Red Cross and €40,000 going to the German Red Cross to provide relief, meet basic needs and assist with rebuilding efforts.
- Our Greeneville, Tennessee, facility team helped secure \$20,000 in Foundation funding for new computers for their local South Greene and West Greene high schools.
- Employees in Pattaya, Thailand, provided the local Hand to Hand foundation, whose mission is to deliver free preschool and scholarships to children living in extreme poverty, a \$327,000 grant for a Science, Technology, Engineering and Math (STEM) project. Supplies and staffing are being acquired so preschool children can learn how to use a computer using educational games and older students can learn how to successfully use software programs like Microsoft Word,[®] PowerPoint,[®] Outlook,[®] Publisher[®] and Excel.[®]





Donaldson Foundation

For 55 years, the goal of the Donaldson Foundation—the company’s primary means of philanthropic funding—has been to make a positive impact on our communities through education.

Led by employee volunteer board members, the Foundation is focused on:

- Supporting education initiatives for those with little or no access to essential learning resources and opportunities,
- Providing matching grants to educational institutions,
- Providing scholarships for post-secondary education, and
- Partnering with plant communities to address and support local educational efforts.

During FY21, the Foundation distributed a total of \$1.2 million to nonprofit organizations, with the majority directed to meeting educational needs, with one notable exception. For the second year in a row, the Foundation contributed \$100,000 to the humanitarian aid organization, Direct Relief, for global COVID-19 medical response and treatment efforts.

We are proud of the Donaldson Foundation Board, generations of Donaldson employees and retirees, and our company leadership for their ongoing commitment to making a difference in our communities around the world.



Governance



MAINTAINING STRONG CORPORATE GOVERNANCE



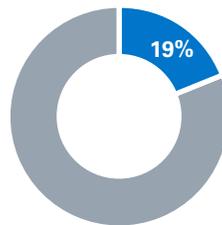
Strong corporate governance, starting with our board of directors and executive leadership team, is the foundation for effectively serving all Donaldson stakeholders. By conducting business the right way—applying high standards of ethics and business conduct—we maintain a workplace of integrity, respect, safety and excellence. We also uphold our reputation for trustworthiness, enabling longstanding relationships, employee-led innovation and business growth.

EXECUTIVE LEADERSHIP TEAM

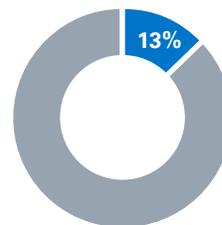
We have a seasoned management team with an average tenure of 17 years with the company (as of April 22, 2022). Our long-standing commitment to sound corporate governance includes partnering with our sustainability team to establish, monitor and drive progress against sustainability commitments.



Executive Leadership Team Composition as of April 22, 2022



Women



People of Color

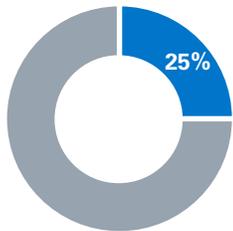
BOARD OF DIRECTORS

Our board of directors is responsible for driving shareholder value and guiding our executive leadership team in its strategic business decisions and governance practices. It is composed of 12 accomplished business leaders, including 11 independent directors who come to Donaldson with a broad range of expertise and market knowledge.

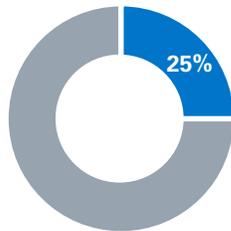


Sustainability is recognized as a strategic enterprise priority and is included in our Balanced Scorecard, which is presented at each board meeting. The Scorecard is a structured report focused on the company's strategic agenda and related performance measurements.

Board of Directors Composition as of April 22, 2022



Women



People of Color

Honor Roll Company

Twin Cities Business named Donaldson an Honor Roll Company, as a Minnesota company with 20% or more gender diversity in its executive ranks and on its board of directors



Amy Becker Recognized as 2021 Notable Woman in Manufacturing

Twin Cities Business recognized Amy Becker, Donaldson Vice President, General Counsel and Corporate Secretary, as one of its 2021 Notable Women in Manufacturing. Amy joined Donaldson in 1998 and is responsible for developing and directing global legal strategy, including intellectual property, litigation and compliance functions. She was recognized for her commitment to developing future manufacturing leaders through her support of women and diversity at Donaldson. This includes serving as an executive sponsor of the Donaldson Women's Leadership Network; establishing ESG strategies around diversity, equity and inclusion; and helping facilitate International Women's Day events at Donaldson.

ENTERPRISE RISK MANAGEMENT

Our Enterprise Risk Management (ERM) program is focused on the identification, evaluation and mitigation of top enterprise risks—those of greatest importance to Donaldson and our stakeholders—by geography and topic. The ERM committee regularly meets with leaders across the company to support the integration of risk management into business routines, while ensuring an understanding of the company's overall risk environment. The ERM committee regularly reviews the company's strategies, processes and controls with respect to risk assessment and risk management with the audit committee of the company's board of directors.

During the pandemic, the focus of the ERM program shifted. In addition to formal high-level reviews, the ERM committee has been deeply engaged in ongoing and frequent discussions related to our business continuity efforts.

In FY22, the ERM committee will be incorporating additional long-term risks, including the risk of not having a diverse, equitable and inclusive workforce and culture, the risk of not achieving measurable impacts around sustainability and the risk of talent attrition.

EcoVadis Bronze Status for Sustainability Management

We completed our first sustainability assessment with EcoVadis to assess our strengths and areas of opportunity around labor, human rights, ethics, sustainable procurement and the environment. Donaldson achieved Bronze status for sustainability management – exceeding EcoVadis' industrial sector averages.



We will continue to take actions to improve, including accelerating sustainability projects and policies, enhancing the use of metrics and tracking mechanisms, and improving our policy management practices. We remain committed to leveraging sustainability assessments to provide stakeholders with visibility to our sustainability credentials, commitments and practices.

CODE OF CONDUCT

The Donaldson Code of Conduct is the foundation for how we work, conduct business and comply with the law.

Our Code applies to all employees, including the executive leadership team and board of directors, our subsidiaries, business units, partnerships, and joint ventures in which Donaldson has a majority ownership position or exercises management control. It sets expectations for working with integrity, respect, safety and excellence in every country in which we operate and in all business relationships.

Donaldson promotes a culture of honesty and transparency, and every employee is responsible for acting ethically. During onboarding and induction programs, employees are educated on our Code and encouraged to report known or suspected violations. We also conduct annual required training for office employees on topics such as our Code, a respectful global workplace, securing data information and protecting data privacy.



100%

of Donaldson employees affirm their understanding and adherence to our Code of Conduct



17

The Code of Conduct is available in 17 different languages



16k+

of course assignments are successfully completed each year through our robust eLearning program

In 2021, we introduced a living Code, which provides our employees with interactive videos, exercises and sessions to deepen Code understanding and compliance. This digital version provides additional coaching for managers on safe and ethical workplaces and training to comply with different state laws.

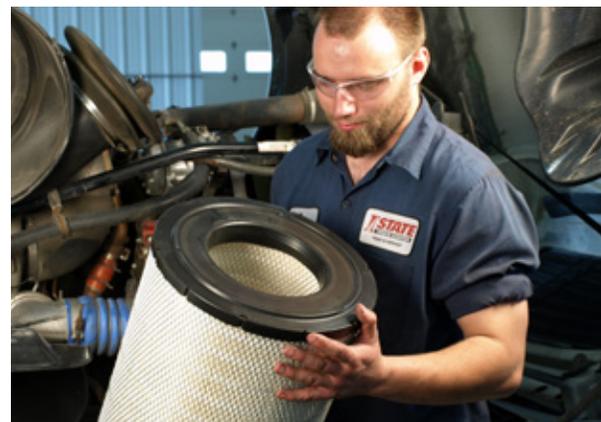
A key component of acting with integrity is the ability to speak up and be heard. We strongly urge anyone who has a concern to make a report. For ease and convenience, we provide a variety of different resources. In FY21, through Speak Up, a third-party platform, we introduced additional ways to help global employees ask questions and raise concerns confidentially, in their own language, in good faith and without fear of retaliation, which include:

- Accessing the Donaldson Business Conduct Helpline at ethics.donaldson.com.
- Speaking to an EthicsPoint operator,
- Completing a mobile-friendly web form,
- Contacting Human Resources, Legal, Compliance or their manager, and
- Using QR codes, which can be scanned enterprise wide.

An independent audit committee has oversight and governance for our Code, including ensuring employees are trained, understand the Code and know how to report incidents. In 2022, we also will support compliance with the European Union Directive on whistleblowing.

SUPPLIERS

Donaldson is committed to responsible business conduct. Respect for human rights and environmental stewardship are fundamental principles of our business practices and standards. We expect suppliers to share those principles and uphold our standards. Suppliers must conduct their business with a high level of integrity and maintain transparent and accurate records.



“

Together, we will continue to build an ethical, sustainable and successful company that honors Frank Donaldson's legacy. Keep making decisions. Keep leading.

—Tod E. Carpenter, Chairman, President & CEO



In FY21, we updated our Supplier Code of Conduct and Sustainability Policy to include sustainability expectations. The new policy addresses solid waste, air quality, water management, GHG emissions and pollution.

We also require all suppliers, sub-suppliers and contractors to abide by the following standards in our policy, including ethical sourcing, human rights, anti-corruption and anti-trust, information protection, environmental health and safety and sustainability, global trade compliance and animal welfare.

GLOBAL TRADE COMPLIANCE

As a U.S.-based company operating around the world, it is critical that all Donaldson employees abide by applicable import and export laws, regulations and policies as part of our commitment to global trade compliance. This is accomplished through regular training in the areas of export controls, import valuation, technology transfer, procurement requirements, sanctions and embargoes, and onboarding and induction training. Donaldson employees can access additional information and resources about our trade compliance practices and policies through the company's intranet site.



To continue to adopt best practices and advance global trade compliance, Donaldson maintains memberships in trade organizations. Our employees also actively participate in the Twin Cities Import Export Council (TCIEC), Midwest Global Trade Association (MGTA), and International Trade Compliance Professionals (ICPA).



In FY21, the global regulatory trade environment led to higher compliance risks, increased duty costs and longer lead times. This volatility required our 20 global trade compliance professionals to think creatively about where items are manufactured and sold. It also spurred advancements in our global trade compliance capability, including standardizing and automating our processes and leveraging data and insights to support business decisions and minimize supply chain risk.

To execute global trade compliance responsibilities, Donaldson is focused on the following areas:

- Advancing the development of a global risk assessment. Items manufactured, sold and shipped from more than 40 countries will be reviewed to identify transactions that may pose the greatest trade risk. Beginning with a few select countries and based on processes already implemented in the United States, we will create a centrally established framework to support adherence to regional trade compliance rules and regulations.
- Continuing to upgrade our global trade software platform to meet and often exceed our duty-savings metrics, while maintaining strict compliance with the World Trade Organization's recognized bilateral and multilateral trade agreements.
- Improving process efficiency and data consistency in the areas of item classification, origin determination and preferential trade qualification.



HUMAN RIGHTS

We believe in treating all people with respect and dignity, and we expect the same from our partners. All Donaldson suppliers must provide working conditions that are fair, non-discriminatory, equitable and safe. We strongly oppose any person or organization, including our suppliers, using child, slave or forced labor, or participating in human trafficking. Donaldson is committed to compliance with all applicable global labor laws, including California's Transparency in Supply Chains Act of 2010, the UK Modern Slavery Act, and other applicable laws.



CONFLICT MINERALS AND MATERIALS COMPLIANCE

Each new supplier receives and is required to meet the requirements of our Supplier Code of Conduct and Sustainability Policy, which includes ethical sourcing, conflict minerals, materials compliance and sustainability. New suppliers are reviewed and audited in accordance with our policy.

We also require our suppliers to comply with all applicable environmental, health and safety laws, substance regulations, and directives including, but not limited to, REACH, RoHS, ISPM 15, anti-lead regulations, Transportation HazMat/Dangerous Goods regulations, and their global equivalents. We communicate these requirements in our Purchasing Terms and Conditions, Supplier Code of Conduct and Supplier Quality Manual.

REGISTRATIONS AND CERTIFICATIONS

Locations where we have achieved third-party certifications are captured in the following tables.

DONALDSON SITE	BUSINESS, IF APPLICABLE	CERTIFICATION	ISSUE DATE	EXPIRATION DATE
AMERICAS				
Brazil, Itatiba		ISO 14001	15 September 2021	15 September 2024
		IATF 16949	24 July 2021	11 July 2024
Colombia, Bucaramanga		ISO 9001	10 December 2021	9 December 2024
Mexico, Aguascalientes	Engine Air	ISO 14001	10 April 2019	9 April 2024
		IATF 16949	26 August 2021	25 August 2024
	Distribution Center	ISO 14001	22 September 2019	21 September 2022
	Engine Hydraulics	ISO 9001	12 December 2019	11 December 2022
	Engine Liquid	ISO 14001	22 September 2019	22 September 2022
		IATF 16949	30 October 2018	25 October 2024
Mexico, Monterrey		ISO 14001	27 June 2019	26 June 2022
		ISO 9001	17 January 2020	16 January 2023
U.S., Alabama, Auburn		ISO 14001	31 August 2019	30 August 2022
		IATF 16949	15 June 2021	14 June 2024
U.S., California, Valencia		AS 9100	3 April 2019	2 April 2022
U.S., Illinois, Dixon		AS 9100	28 June 2019	27 June 2022
U.S., Indiana, Anderson		ISO 9001	17 July 2021	16 July 2024
U.S., Indiana, Frankfort		ISO 14001	16 May 2020	15 May 2023
		IATF 16949	8 February 2021	7 February 2024
U.S., Indiana, Monticello		IATF 16949	14 October 2020	13 September 2022
U.S., Indiana, Rensselaer	Distribution Center	ISO 14001	14 August 2021	13 August 2024
U.S., Iowa, Cresco		ISO 14001	25 June 2019	24 June 2022
		IATF 16949	10 August 2021	9 August 2024
U.S., Iowa, Waterloo		ISO 14001	23 July 2021	22 July 2024
		IATF 16949	21 August 2020	20 August 2023
U.S., Kentucky, Nicholasville		ISO 14001	7 January 2022	6 January 2025
		ISO 9001	7 January 2022	6 January 2025
		ISO 45001	21 January 2022	20 January 2025
U.S., Minnesota, Bloomington	Aerospace & Defense	AS 9100	28 June 2019	27 June 2022
	Gas Turbine Systems	ISO 9001	18 August 2020	17 August 2023
	Industrial Air Filtration	ISO 9001	18 August 2020	17 August 2023
	Integrated Venting Solutions	IATF 16949	9 March 2021	8 March 2024
U.S., Missouri, Chesterfield		AS 9100	3 March 2020	2 March 2023
U.S., Missouri, Chillicothe		ISO 14001	26 November 2021	25 November 2024
		IATF 16949	22 September 2021	21 September 2024

DONALDSON SITE	BUSINESS, IF APPLICABLE	CERTIFICATION	ISSUE DATE	EXPIRATION DATE
AMERICAS				
U.S., Pennsylvania, Ivyland		ISO 14001	11 October 2019	30 September 2022
		ISO 9001	3 October 2020	2 October 2023
U.S., Tennessee, Greeneville		ISO 14001	9 May 2020	8 May 2023
		IATF 16949	20 December 2021	19 December 2024
U.S., Wisconsin, Baldwin		ISO 14001	16 August 2021	15 August 2024
		AS 9100	28 June 2019	27 June 2022
U.S., Wisconsin, Stevens Point		ISO 14001	20 October 2021	19 October 2024
		ISO 9001	3 May 2021	2 May 2024
ASIA PACIFIC				
Australia, Wyong		ISO 9001	8 March 2021	21 March 2024
China, Wuxi	Disk Drive, Integrated Venting Solutions, Industrial Air Filtration, Membranes & Engine Products	ISO 14001	12 June 2021	11 June 2024
	Disk Drive, Integrated Venting Solutions, Industrial Air Filtration & Membranes	ISO 9001	28 September 2020	27 September 2023
	Engine Air	ISO 9001	28 September 2020	27 September 2023
	Engine Air	IATF 16949	19 October 2021	18 October 2024
	Disk Drive, Integrated Venting Solutions, Industrial Air Filtration, Membranes & Engine Products	ISO 45001	11 June 2021	10 June 2024
India, Chennai		IATF 16949	16 August 2021	15 August 2024
India, Gurgaon		ISO 14001	19 October 2019	18 October 2022
		ISO 9001	3 August 2021	2 August 2024
		IATF 16949	3 August 2021	2 August 2024
		ISO 45001	19 October 2019	18 October 2022
Indonesia, Jakarta		ISO 14001	10 January 2022	16 January 2025
		IATF 16949	15 June 2021	14 June 2024
Japan, Gunma		ISO 14001 & JISQ 14001	10 March 2021	9 March 2024
		IATF 16949	6 September 2021	5 September 2024
Japan, Tokyo		ISO 14001 & JISQ 14001	10 March 2021	9 March 2024
		ISO 9001 & JISQ 9001	25 September 2020	24 September 2023
South Korea, Seoul		ISO 9001	9 December 2021	8 December 2024
		ISO 14001	2 January 2021	1 January 2024

DONALDSON SITE	BUSINESS, IF APPLICABLE	CERTIFICATION	ISSUE DATE	EXPIRATION DATE
ASIA PACIFIC, cont.				
Thailand, Rayong		ISO 14001	23 April 2019	11 April 2022
		ISO 9001	19 January 2021	18 January 2024
		ISO 45001	23 April 2019	22 April 2022
EUROPE, MIDDLE EAST AND AFRICA				
Belgium, Brugge		ISO 14001	11 July 2021	11 June 2024
Belgium, Leuven	Office	ISO 9001	5 March 2021	5 March 2024
	Operations	ISO 9001	6 September 2021	5 March 2024
	Integrated Venting Solutions	IATF 16949	9 March 2021	8 March 2024
Czech Republic, Kadan		ISO 14001	12 May 2020	12 May 2023
		ISO 9001	5 March 2021	5 March 2024
		ISO 45001	29 October 2020	29 October 2023
		ISO 50001	7 April 2020	31 March 2022
Czech Republic, Klasterec		ISO 9001	3 August 2021	2 August 2024
		ISO 14001	18 August 2020	17 June 2023
		IATF 16949	3 August 2021	2 August 2024
		ISO 45001	18 June 2019	17 June 2022
		ISO 50001	7 August 2021	6 August 2024
France, Carriers-sur-Seine		ISO 9001	2 February 2022	13 October 2023
		AS 9100	14 October 2020	13 October 2023
France, Domjean		ISO 14001	28 May 2021	27 May 2024
		ISO 9001	5 March 2021	5 March 2024
		ISO 45001	7 February 2020	7 January 2023
Germany, Dulmen		ISO 14001	3 June 2020	3 May 2023
		ISO 9001	14 June 2021	13 June 2024
		IATF 16949	14 June 2021	13 June 2024
		ISO 45001	3 June 2020	3 May 2023
Germany, Haan		ISO 9001	6 September 2021	5 March 2024
		ISO 14001	20 January 2022	19 January 2025
		Halal Certificate	12 November 2021	30 November 2022
		ISO 50001	14 December 2019	13 December 2022
Italy, Ostiglia		ISO 14001	25 July 2021	25 July 2024
		ISO 9001	25 June 2021	24 June 2024
		IATF 16949	25 June 2021	24 June 2024
Poland, Skarbimierz		ISO 14001	10 June 2021	2 June 2022
		ISO 9001	2 September 2021	1 September 2024

DONALDSON SITE	BUSINESS, IF APPLICABLE	CERTIFICATION	ISSUE DATE	EXPIRATION DATE
EUROPE, MIDDLE EAST AND AFRICA, cont.				
		IATF 16949	2 September 2021	1 September 2024
		ISO 45001	14 June 2021	19 June 2023
South Africa, Cape Town		ISO 14001	15 December 2020	14 December 2024
		ISO 9001	13 June 2021	22 June 24
		IATF 16949	23 June 2021	22 June 2024
		ISO 45001	15 December 2020	15 December 2024
South Africa, Johannesburg		ISO 9001	6 August 2021	6 July 2024
United Arab Emirates, Abu Dhabi		ISO 14001	7 February 2020	7 January 2023
		ISO 9001	19 May 2021	18 May 2024
		ISO 45001	7 February 2020	7 January 2023
United Kingdom, Hull		ISO 14001	11 September 2020	11 September 2023
		ISO 9001	27 January 2021	26 January 2024
		IATF 16949	27 January 2021	26 January 2024
		ISO 45001	11 September 2020	11 September 2023
United Kingdom, Leicester		ISO 14001	12 May 2020	12 May 2023
		ISO 9001	6 September 2021	5 March 2024
		ISO 45001	29 October 2020	29 October 2023

Helpful Links

[Annual Report](#)
[Board of Directors and Board Committees](#)
[Board Governance](#)
[Code of Conduct and Business Conduct](#)
[Help Line](#)
[Conflict Minerals Policy](#)
[Enterprise Risks](#)
[Ethics and Compliance Regional Policies](#)

[Environmental, Health and Safety Policy](#)
[Executive Leadership Team](#)
[Global Trade Compliance Policy](#)
[Human Rights Policy](#)
[Supplier Code of Conduct and Sustainability Policy](#)



Donaldson Company, Inc.
Global Headquarters
1400 West 94th Street
Bloomington, MN 55431

www.donaldson.com
YouTube: <https://www.youtube.com/user/donaldsonfilters>
LinkedIn: <https://www.linkedin.com/company/donaldson/>
Merchandise & Apparel: www.donaldsonmerchandise.com