



THOR
Go Everywhere. Stay Anywhere.

Thor Industries Equal Employment Opportunity (EEO) Policy

(Applicable to Thor companies based in the U.S.)

It is Thor Industries' policy to provide equal opportunity without regard to race, gender (including pregnancy, childbirth and related medical conditions), color, age, physical or mental disability, religion, national origin, ethnicity, military or veteran status, ancestry, sexual orientation, gender identity or expression, familial status, citizenship status, genetic information, marital status, or any other characteristics protected by law under applicable federal, state, and local law (each a "Protected Characteristic"). Thor will not tolerate discrimination or harassment by anyone – managers, supervisors, co-workers, vendors or our customers. This policy applies to Thor and its subsidiaries and to all areas of employment, including recruitment, hiring, training and development, promotion, demotion, transfer, disciplinary action, termination, compensation, and all other conditions of employment.

Thor will make employment decisions so as to further the principle of equal employment opportunity. Thor will also ensure that all personnel decisions and actions, including but not limited to compensation, benefits, transfers, promotions, discipline, and terminations will be administered without regard to any Protected Characteristic.

All employees are expected to comply with our EEO Policy. Any person who is aware of any alleged violation of this policy should report such concerns to their supervisor or the Human Resources department as soon as possible. You may also confidentially report violations of this policy by leaving a voicemail message via the Thor Confidential Hotline at 1-888-212-2098, 24 hours a day. It is against this policy for Thor or any Thor subsidiary or affiliate to retaliate against any employee for filing a good faith complaint under our anti-discrimination and anti-harassment policies or for cooperating in an investigation, and Thor will not tolerate or permit retaliation by management, employees or co-workers. Thor will thoroughly investigate and promptly resolve all such complaints in strict compliance with all applicable laws. Any employee violating this policy or retaliating in any way against complainants under the policy will be subject to discipline, up to and including termination of employment.

Revised October 18, 2019