



2022 - Corporate Sustainability Questionnaire

Once again, THOR Industries, Inc. is asking its top suppliers to complete a Supplier Self-Assessment Questionnaire on Sustainability to help determine the kind of impact our suppliers are having on all aspects of society, including economic, social and environmental. Understanding the status, risks and opportunities posed by sustainability are critical to the long-term viability of the value-stream for which we all depend. At THOR, we recognize leadership in sustainability is a journey. This Self-Assessment Questionnaire is designed to be an ongoing check of supplier activities on various sustainability topics and a tool to enable meaningful discussions moving forward. We intend to use the information you provide to better understand environmental, social and governance risks within our value chain and hope the information helps us identify opportunities to improve our respective sustainability efforts. We will use this information internally for those purposes and will not publish your individual responses. We may, however, aggregate your results with those of other suppliers without identifying your company. The questionnaire relates to both corporate and site/plant levels. Please respond to the questions from a company enterprise perspective. Thank you for your participation in this survey as we all continue this important journey towards a more sustainable future.

There are 58 questions in this survey.

Company Information

The questionnaire relates to both corporate and site/plant level. Please respond to the questions from a company enterprise perspective.

1 Company Name *

Please write your answer here:

2 Corporate Address *

Please write your answer here:

3 Number of Employees *

Please write your answer here:

4 Total Annual Revenue *

Please write your answer here:

5 Primary Product(s) Supplied to THOR *

Please write your answer here:

6 Have you reviewed THOR's Supplier Code of Conduct Policy and are you in compliance with the policy? *

Please write your answer here:

Sustainability Contact Information

7 Do you have a dedicated person overseeing your sustainability efforts? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

8 Please provide the following for the person responsible for overseeing sustainability efforts *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G2Q00001]' (Do you have a dedicated person overseeing your sustainability efforts?)

9 Is this a new position? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G2Q00001]' (Do you have a dedicated person overseeing your sustainability efforts?)

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

10 When was this position created or when did the individual take over the sustainability responsibility? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G2Q00001]' (Do you have a dedicated person overseeing your sustainability efforts?)

Please write your answer here:

11 Please provide the following details for the person completing the survey *

Only answer this question if the following conditions are met:

Answer was 'No' at question ' [G2Q00001]' (Do you have a dedicated person overseeing your sustainability efforts?)

A. Company Governance

12 What sustainability activity changes have you implemented since July 2020? Please select all that apply and provide details as appropriate *

🗨 Comment only when you choose an answer.

Please choose all that apply and provide a comment:

Added or identified additional resources

Environmental policies

Climate change

Setting targets to reduce emissions

Waste reduction

Recycling program

3rd party assurance

Social policies

Code of conduct or other ethics policies

Diversity, Equity, and Inclusion

Volunteer activities

Charitable organizations

Health and safety policy

Supplier policies

Other:

13 Do you publicly disclose your sustainability information through a public report, a website disclosure, or a nationally recognized organization such as CDP or others? If so, please provide details *

Please write your answer here:

14 Have you obtained 3rd-party assurance on any of your environmental or sustainability information? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No
- Not applicable

15 Please provide the following *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G3Q00006]' (Have you obtained 3rd-party assurance on any of your environmental or sustainability information?)

16 Are the operations of all your company sites and/or affiliated companies included in your environmental or sustainability information? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No
- Not applicable

17 What percentage (%) of your company is included? *

Only answer this question if the following conditions are met:

Answer was 'No' at question ' [G3Q00008]' (Are the operations of all your company sites and/or affiliated companies included in your environmental or sustainability information?)

Please write your answer here:

18 Does your company have a Code of Conduct in place? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

19 Is the code of conduct enforced at all company sites/locations? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G3Q00010]' (Does your company have a Code of Conduct in place?)

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

20 What percentage (%) of your company is included? *

Only answer this question if the following conditions are met:

Answer was 'No' at question ' [G3Q00011]' (Is the code of conduct enforced at all company sites/locations?)

Please write your answer here:

21 Which of the following guidelines / policies does your company have implemented? *

🔴 Check all that apply

Please choose **all** that apply:

Anti-bribery and anti-corruption (including extortion)

Conflicts of interest

Fraud

Anti-money laundering

Anti-trust and competition

Other:

22 Are the guidelines / policies enforced at all company sites/locations? *

🔴 Choose one of the following answers

Please choose **only one** of the following:

Yes

No

23 What percentage (%) of your company is included? *

Only answer this question if the following conditions are met:

Answer was 'No' at question ' [G3Q0014]' (Are the guidelines / policies enforced at all company sites/locations?)

Please write your answer here:

24 If you have additional comments regarding activities and plans concerning Corporate Governance, please include them here

Please write your answer here:

B. Environmental Sustainability

25 Does your company have a formal environmental policy, which includes a commitment to legal compliance, continuous measurement and continuous improvements in environmental performance? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

26 Are the following areas covered by this policy or the related processes and procedures? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G4Q00001]' (Does your company have a formal environmental policy, which includes a commitment to legal compliance, continuous measurement and continuous improvements in environmental performance?)

🗳️ Check all that apply

Please choose **all** that apply:

Energy consumption

Water usage

Air emissions

Waste management

Restricted substances and chemical handling

Other:

27 Does your company have written procedures to manage the use of restricted substances and chemicals? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

28 Have environmental audits of the company been completed? *

i Choose one of the following answers

Please choose **only one** of the following:

- Yes, internal audits
- Yes, external audits
- Yes, BOTH internal and external audits
- No

29 For internal audit, please provide the following: *

Only answer this question if the following conditions are met:

Answer was 'Yes, BOTH internal and external audits' or 'Yes, internal audits' at question ' [G4Q00004]' (Have environmental audits of the company been completed?)

i Comment only when you choose an answer.

Please choose all that apply and provide a comment:

Date completed

Next audit date

30 For external audit, please provide the following: *

Only answer this question if the following conditions are met:

Answer was 'Yes, BOTH internal and external audits' or 'Yes, external audits' at question ' [G4Q00004]' (Have environmental audits of the company been completed?)

i Comment only when you choose an answer.

Please choose all that apply and provide a comment:

Name of audit firm

Date of audit

Date of next audit

31 Does your company have documented policies and procedures to record, manage and reduce the following (check all that apply) *

! Check all that apply

Please choose **all** that apply:

Greenhouse gas emissions (CO₂, NO_x, SO_x, etc.)

Restricted substances and chemicals

Volatile organic compounds (VOC's)

Waste management

Water

Other:

32 For greenhouse gas emissions, please provide the following: *

Only answer this question if the following conditions are met:

Answer was at question ' [G4Q00007]' (Does your company have documented policies and procedures to record, manage and reduce the following (check all that apply))

! Comment only when you choose an answer.

Please choose all that apply and provide a comment:

List your primary sources

List your current output of emissions (tons/year)

Do you have a target to reduce emissions?

If yes, what is your target?

33 For restricted substances and chemicals, please provide the following: *

Only answer this question if the following conditions are met:

Answer was at question ' [G4Q00007]' (Does your company have documented policies and procedures to record, manage and reduce the following (check all that apply))

! Comment only when you choose an answer.

Please choose all that apply and provide a comment:

List your primary sources

List your quantity of usage (gallons or tons per year)

Do you have a target to reduce usage?

If yes, what is your target?

34 For volatile organic compounds (VOCs), please provide the following: *

Only answer this question if the following conditions are met:

Answer was at question ' [G4Q00007]' (Does your company have documented policies and procedures to record, manage and reduce the following (check all that apply))

! Comment only when you choose an answer.

Please choose all that apply and provide a comment:

List your primary sources

List your current output of emissions (tons/year)

Do you have a target to reduce emissions?

If yes, what is your target?

35 For waste management, please provide the following: *

Only answer this question if the following conditions are met:

Answer was at question ' [G4Q0007]' (Does your company have documented policies and procedures to record, manage and reduce the following (check all that apply))

! Comment only when you choose an answer.

Please choose all that apply and provide a comment:

List your primary sources

List the quantity of waste disposed (tons/year)

Do you have a target to reduce incoming waste?

If yes, what is your target?

Do you have a target to increase recycling?

If yes, what is your target?

36 For water usage, please provide the following: *

Only answer this question if the following conditions are met:

Answer was at question ' [G4Q0007]' (Does your company have documented policies and procedures to record, manage and reduce the following (check all that apply))

! Comment only when you choose an answer.

Please choose all that apply and provide a comment:

List your primary sources of fresh water

List your current quantity consumed (gallons/year)

Do you have a target to reduce consumption?

If yes, what is your target?

37 Have you considered the effect of climate change and other environmental risks and opportunities on the performance of the company? If so, please list these risks and opportunities and whether you have, or plan to publicly disclose this information. *

Choose one of the following answers
Please choose **only one** of the following:

- Yes
- No

Make a comment on your choice here:

38 If you have additional comments regarding activities and plans concerning environmental sustainability, please include them here

Please write your answer here:

C. Social Sustainability

39 For which of the following social issues does your company have a policy (check all that apply)? *

📌 Check all that apply

Please choose **all** that apply:

- Respect for human rights (e.g. fair treatment)
- No forced or compulsory labor
- No child labor (e.g. no worker under legal working age)
- No human trafficking
- Whistleblower protections
- Working conditions (e.g. mandatory days off, etc.)
- Wages and benefits (e.g. no unpaid overtime, etc.)
- Non-discrimination (e.g. age, gender, race, religion, sexual orientation, etc.)
- Freedom of association
- Collective bargaining

Other:

40 Does your company have a written health and safety policy in place that complies with industry, national and international standards? *

📌 Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No

41 Are there plans to put a policy in place? *

Only answer this question if the following conditions are met:

Answer was 'No' at question ' [G5Q0001]' (Does your company have a written health and safety policy in place that complies with industry, national and international standards?)

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

Make a comment on your choice here:

42 Have specific training activities on health and safety been conducted by the company in the past year? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

43 Have health and safety audits been conducted at your company? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes, internal audit

Yes, external audit

Yes, internal and external audit

No

44 For internal audit, please provide the following: *

Only answer this question if the following conditions are met:

Answer was 'Yes, internal and external audit' or 'Yes, internal audit' at question ' [G5Q00004]' (Have health and safety audits been conducted at your company?)

i Comment only when you choose an answer.

Please choose all that apply and provide a comment:

Date completed

Next audit date

45 For external audit, please provide the following: *

Only answer this question if the following conditions are met:

Answer was 'Yes, internal and external audit' or 'Yes, external audit' at question ' [G5Q00004]' (Have health and safety audits been conducted at your company?)

i Comment only when you choose an answer.

Please choose all that apply and provide a comment:

Name of audit firm

Date of audit

Date of next audit

46 If you have additional comments regarding activities and plans concerning social sustainability, please include them here

Please write your answer here:

D. Supply Management

47 Does your company have a Supplier Sustainability Policy? *

🗳️ Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No

48 Which areas are covered by this policy (check all that apply)? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G6Q00001]' (Does your company have a Supplier Sustainability Policy?)

🗳️ Check all that apply

Please choose **all** that apply:

- Respect for human rights (e.g. fair treatment)
- No forced or compulsory labor
- No child labor (e.g. no worker under legal working age)
- No human trafficking
- Working conditions (e.g. mandatory days off, etc.)
- Wages and benefits (e.g. no unpaid overtime, etc.)
- Non-discrimination (e.g. age, gender, race, religion, sexual orientation, etc.)
- Freedom of association
- Collective bargaining
- Anti-corruption and bribery
- Health and safety
- Environmental sustainability
- Other:

49 Are all suppliers covered by this policy. (Please provide details if NO) *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G6Q00001]' (Does your company have a Supplier Sustainability Policy?)

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

Make a comment on your choice here:

50 Does your company communicate its Sustainability Policy to suppliers? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G6Q00001]' (Does your company have a Supplier Sustainability Policy?)

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

51 How is the Supplier Sustainability Policy communicated (check all that apply)? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G6Q00001]' (Does your company have a Supplier Sustainability Policy?) *and* Answer was 'Yes' at question ' [G6Q00004]' (Does your company communicate its Sustainability Policy to suppliers?)

🗳️ Check all that apply

Please choose **all** that apply:

Supplier meetings

Sourcing documents and contractual terms

Other:

52 Which processes are in place to ensure that your suppliers are following your Supplier Sustainability Policy? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G6Q00001]' (Does your company have a Supplier Sustainability Policy?)

📌 Check all that apply

Please choose **all** that apply:

- Self assessment questionnaire
- Audits conducted by your company
- Supplier meetings
- Audits conducted by an external auditor

Other:

53 If you have additional comments regarding activities and plans concerning Supply Management, please include them here

Please write your answer here:

E. Special Consideration

These questions are not relevant to service providers.

54 Do your company products contain any plant or plant based products? *

📌 Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No

55 Do the products supplied by your company comply with the Lacey Act, 16 U.S.C. § 3371-3376, and any related laws and regulations? *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G7Q00001]' (Do your company products contain any plant or plant based products?)

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

56 Have audits been conducted at your company to ensure compliance with the Lacey Act and related laws and regulations? If yes, please list your name of auditor, date completed and next audit date. *

Only answer this question if the following conditions are met:

Answer was 'Yes' at question ' [G7Q00001]' (Do your company products contain any plant or plant based products?)

🗳️ Choose one of the following answers

Please choose **only one** of the following:

Yes

No

Make a comment on your choice here:

57 If you have additional comments regarding activities and plans concerning social sustainability, please include them here

Please write your answer here:

F. Additional Information

58 Please use the space below to add additional information (e.g., regarding implementation, planned certification events, supplier engagement, sharing best practices, etc.).

Please write your answer here:

Thank you for participating in our questionnaire. If you have any follow up questions or concerns please contact THOR's sustainability committee at sustainability@thorindustries.com.

Submit your survey.

Thank you for completing this survey.