



THOR
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THOR Industries Human Rights Policy

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

Statement of Policy

THOR Industries, Inc. (including its operating companies and affiliates, “THOR”, “we”, or “our”) is committed to providing a safe, healthy, and secure working environment and to protecting and advancing basic human rights in our operations worldwide.

This Human Rights Policy represents THOR’s commitment to maintaining and promoting certain fundamental human rights standards throughout its organization and to making THOR a great place to work. We have demonstrated our commitment to the promotion of human rights and sustainability by joining the UN Global Compact. We support the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, and we have committed ourselves to aligning our internal guidelines and processes accordingly.

This policy applies to THOR and all United States-based THOR affiliates, together with each of their respective team members, officers, directors, vendors and others with whom we do business. The THOR Board of Directors has responsibility to ensure the company develops, implements and enforces this Policy.

THOR seeks opportunities to promote this Policy and its adoption among its stakeholders and engages in outreach with members of its supply chain to promote and protect human rights.

Protection of Human Rights

THOR respects and values human rights of all individuals, including the rights of minority groups and the rights of women, regardless of whether they are THOR team members, employed by members of our supply chain, members of our communities or other stake holders.

Child Labor, Forced Labor, Slavery, Human Trafficking

We are committed to instituting company policies to further the abolishment and prevention of all forms of: slavery, human trafficking, child labor and forced labor; all forms of child exploitation; and all forms of child endangerment.

THOR prohibits the use of child labor and is committed to protecting children from economic exploitation; work that may be dangerous to their health, safety or morals; and work that hinders their development or impedes their access to education. (A child is defined as any person who is



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under the age for the completion of compulsory education in the country in which business is conducted, or, if higher, under the age of 15).

THOR will not knowingly purchase goods manufactured as a result of slavery, human trafficking, or forced labor in any form (including, but not limited to, indentured labor, prison labor, debt bondage, forced and compulsory labor, and the use of children in armed conflict).

Fair and Equal Opportunities

THOR is committed to maintaining the highest levels of integrity and fairness across the THOR companies. We provide equal employment opportunities and strive to create an environment that respects the individuality of all team members and those with whom we conduct business. We will not tolerate unlawful discrimination or harassment in any form, including any speech or conduct that is intended to, or has the effect of, discriminating against or harassing any qualified applicant or employee because of his or her race, gender (including pregnancy, childbirth or 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**”). We are committed to protecting the rights of those with any Protected Characteristic(s).

This Policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, demotion, transfer, disciplinary action, termination, compensation, and all other conditions of employment.

Compensation and Working Environment

We are committed to providing compensation and benefits which are fair, equitable, and commensurate with the type of work performed, the skills and experience of the team member, and the place where the work is performed. We comply with all applicable laws and regulations concerning the workplace, working conditions, and the terms and conditions of employment. We recognize and respect each of our team member’s rights to freedom of association. If applicable, we will in good faith engage in collective bargaining and in dealings with works councils, and we will, in good faith, comply with the terms of any collective bargaining agreement and works council agreements.

Health and Safety

THOR recognizes that each of its team members has the right to a safe workplace. We are therefore committed to providing a safe and healthful work environment for our employees, preventing occupational illness and injury and maintaining compliance with applicable health and safety laws and regulations. See our Occupational Health and Safety Policy.



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Environment

THOR is committed to conducting its business in an environmentally sustainable manner. We recognize that our team members, communities, and stakeholders benefit from a healthy and clean environment. We also recognize certain fundamental rights, such as the right to water. We strive to be good stewards of the environment wherever we conduct business operations.

Training

THOR maintains a business conduct compliance program that includes training, awareness building and procedures for reporting possible business conduct violations.

Reporting Non-Compliance

You may confidentially report violations of this Human Rights Policy by leaving a voicemail message via the THOR Compliance Hotline at 1-888-212-2098, 24 hours a day.

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