

HR-5: EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

OVERVIEW

THOR EEO Policy

EFFECTIVE DATE

October 18, 2019

REVISED DATE

March 1, 2025

Applies to:	
Corporate	Subsidiary
✓	✓

This policy is primarily for use for U.S. Subsidiaries. Subsidiaries that reside outside of the U.S. should consult with THOR Corporate regarding any policy and procedure questions.

It is THOR Industries' policy to provide equal opportunity without regard to race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), 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, transgender status, familial status, citizenship status, genetic information, marital status, height, weight, misdemeanor arrest record, 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 – leaders, 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 leader 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
- Visiting integritycounts.ca/org/thor
- Emailing thor@integritycounts.ca

It is against this policy for THOR or any THOR subsidiary or affiliate to retaliate against any team member 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, team members or co-workers. THOR will thoroughly investigate and promptly resolve all such complaints in strict compliance with all applicable laws. Any team member violating this policy or retaliating in any way against complaints under the policy will be subject to discipline, up to and including termination of employment.