



**THOR**  
Go Everywhere. Stay Anywhere.

## **Thor Industries Human Rights Policy**

### **Statement of Policy**

Thor Industries, Inc. (including its subsidiaries 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.

We further strongly encourage our vendors and others with whom we do business to join our efforts by adopting and enforcing these principles.

### **No Discrimination or Harassment**

Thor is committed to maintaining the highest levels of integrity and fairness within our company. We provide equal employment opportunities and will not tolerate 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 employee, the place where the work is performed. We comply with all applicable law and regulations, and, if applicable, collective bargaining or works council agreements concerning working conditions, working schedules and times, and compensation, including minimum wage and overtime laws.

## **Health and Safety**

Thor is committed to providing a healthy and safe work environment 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.

## **Child Labor, Forced Labor, Slavery, Human Trafficking**

We are committed to instituting company policies to further the abolishment and prevention all forms all 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 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 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).

## **Freedom of Association**

We recognize and respect our employee's right to freedom of association.

## **Environment**

Thor is committed to conducting its business in an environmentally sustainable manner. We recognize that our employees, 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.

## **Reporting Non Compliance**

You may confidentially report violations of this Code of Conduct by leaving a voicemail message via the Thor Compliance Hotline at 1-888-212-2098, 24 hours a day.

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