



**THOR**

Go Everywhere. Stay Anywhere.™

January 13, 2021

Dear Stakeholders:

I am pleased to confirm that THOR Industries, Inc. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

THOR Industries' approach to Sustainability is a continuous journey and is an integral part of our culture. In the past year, we have continued our Environmental, Social and Governance (ESG) efforts to establish a formalized and comprehensive approach to sustainability.

Ensuring we have the best people and practices in place to lead THOR through these sustainability efforts is essential. THOR has established a Sustainability Committee consisting of leaders in different functions across the organization, and is led by our first appointed VP of Sustainability. Our steering committee meets regularly to determine objectives that drive change throughout our global organization. This committee, reporting directly to THOR's Board of Directors Nomination and Governance Committee, is responsible for establishing THOR's commitment in leading sustainability initiatives and providing insight into new developments across the organization. Our commitment to sustainability helps us understand and address environmental, social and governance risk and opportunities, while enabling us to have a greater positive impact on our consumers, partners, team members, and communities. In addition to doing what's right, sustainability efforts will continue to help us be more resilient and more adaptive.

2020 will be remembered for many things, not least of which is the widespread disruption and uncertainty wrought by the coronavirus. I am proud that our team never lost sight of our commitment to sustainability even as we battled a global pandemic. Moving forward, we are determined to continue to increase our efforts to better our company and better the world.

In this annual Communication on Progress (CoP), we highlight key actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

**Bob Martin**

**President & CEO THOR Industries, Inc.**



## COMMUNICATION ON PROGRESS SUBMISSION

JANUARY 2021

### ENVIRONMENTAL LEADERSHIP

**We organize our environmental monitoring and reporting into the categories of Greenhouse Gas (GHG), Restricted Substances and Chemicals (RSC), Solid Waste and Recycling (SWR), Volatile Organic Compounds (VOC) and Water. THOR's fiscal year 2019 (August 1, 2018 to July 31, 2019) has been defined as the baseline period for environmental reporting.**

#### **Climate Change**

**By signing the “Business Ambition for 1.5°C” Commitment, we have taken bold action to acknowledge the environmental, financial and social risks presented by climate change and commit to achieve net-neutral GHG emissions by 2050. Furthermore, we have the interim target of 50% reduction in Scope 1 and Scope 2 GHG emissions by 2030.**

**Continuous improvement and increased efficiency are core to THOR's operating principles. We have a systematic approach to develop and implement actions required to achieve our interim target of 50% reduction in GHG emissions by 2030, while concurrently studying strategic and operational actions required to achieve our longer-term, net-neutral commitments.**

#### **Solid Waste Disposal**

**The THOR family of companies has a proud history of leadership in reducing solid waste landfill disposal and increasing recycling. We are pleased to announce the goal of 50% reduction in solid waste landfill disposal by 2030.**

#### **Environmental Management System**

**In keeping with our operating philosophy of continuous improvement, we have launched an Environmental Management System (EMS) to establish integrated procedures and standardized processes for training team members, along with monitoring, summarizing and reporting environmental performance information. The system has been designed by THOR personnel with subject**

**matter expertise on the topic and the system has been designed to be consistent with the architecture of ISO 14001.**

## **SOCIAL RESPONSIBILITY**

**Taking care of our team members by supporting them in their personal and professional goals is a priority at THOR. We do this by engaging and connecting with our team members to help in their professional development. We continue to implement resources to cultivate and empower our people around the globe. THOR is proud of the work we do in our communities, as they are a valuable resource to our success. We are focused on continuously developing our culture and organizations to meet the needs of our customers and communities where we live and work.**

### **COVID-19 Relief Efforts**

**As communities grappled with the growing pandemic, many of the THOR family of companies made efforts to support healthcare and frontline workers with critical supplies and mobile units to fight the spread of the virus. In summary, the THOR family of companies donated 24,780 face masks, 18,260 units of personal protective equipment, and 13 recreational vehicles (RV's).**

### **Ethics and Compliance**

**As a leader in the RV industry, THOR is dedicated to helping set standards around ethics and compliance. We hold ourselves to the highest ethical standards. By providing our team members with business and ethics training, they are given the tools to make better decisions that impact THOR and our communities.**

**Our team members receive and are required to review our Business Ethics Policy annually, as well as complete training in business ethics based on their role and level of responsibility. At THOR, we have a strong and long-standing commitment to compliance and zero tolerance to unethical conduct. As an additional resource we continue to monitor and maintain our whistleblower hotline, a place where issues can be communicated anonymously. This hotline is administered through a third party to help ensure team members feel comfortable and safe in reporting issues.**

### **Diversity and Inclusion**

**THOR is dedicated to creating a workplace that respects and values people with diverse backgrounds while enabling our team members to do their best work. During 2020, we launched a commitment statement in support of starting a stronger Diversity, Equity and Inclusion (DEI) initiative. THOR Industries, Inc., recognizes the values and contribution of people with differences in experience, perspectives and capabilities.**

**At THOR we are committed to:**

- Inspiring an inclusive culture which embraces individual differences**
- Treating team members fairly and with respect**
- Establishing a workplace free from discrimination, harassment and bullying**
- Training team members to be aware of their rights and responsibilities in regards to fair treatment**
- Providing equal opportunities based on ability, performance and potential**

**As part our DEI journey, THOR’s President and CEO, Bob Martin, has signed the CEO Action for Diversity and Inclusion, which is the largest CEO-driven business commitment to advance diversity and inclusion. As we continue working on strengthening our diversity and inclusion efforts, we will be participating in leadership training, classes and conversations to broaden our knowledge and perspectives on this topic.**

### **Workforce Safety**

**THOR’s focus on safety requires a group effort, with each of our subsidiary companies championing their own health and safety initiatives that best align with the needs of their team members. In addition to providing standards to which each subsidiary must comply, THOR safety leaders meet regularly to discuss challenges, share successes, and gain insights into best practices. This collaborative focus has resulted in great strides being made in improving safety in all our manufacturing locations. We will continue to move toward creating “zero injury” work environments for our team members through education and training to managers and supervisors, with focus on continuous improvement from collaboration and best practices.**

### **GOVERNANCE**

**THOR Industries is governed by our executive officers and Board of Directors. Our President and CEO is a board member, while we operate with an independent Chairman of the Board. New for fiscal year 2020, we have implemented a policy to review Environmental, Social and Governance (ESG)**

**priorities, actions and strategies as a standing agenda topic with the Nominating and Governance Committee of the Board of Directors during quarterly meetings.**

**Stakeholder Engagement**

**At THOR, our consumers, dealers, shareholders, vendors, community members and leaders are critical to our organization. We take many opportunities to interact with our stakeholders. During 2020, our executive leadership team met with the CDC and local government officials to share experiences with COVID-19 and plans to reopen our facilities.**

**Supplier Self-Assessment for Sustainability**

**As an integral element of THOR’s stakeholder engagement strategies, we launched new for fiscal year 2020 a supplier self-assessment for Sustainability. Completed by a majority of THOR’s global suppliers as a relationship of annual spend, the survey provided critical insight into the actions, status and strategies of our supply base relating to the principles of the UN Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption, and to highlight the critical importance of commitment and collaboration to drive continuous improvement across THOR’s value stream to these principles.**

**MEASUREMENT AND REPORTING**

**The dedication and hard work by many THOR global team members enabled the measurement and reporting of many of the principles of the UN Global Compact. The following information was published in THOR’s fiscal year 2020 sustainability report.**

- Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions for baseline fiscal year period 2019. Established annual targets required to achieve 50% reduction in GHG emissions by 2030**
- Solid waste landfill disposal and recycling tonnage for baseline fiscal year period 2019. Established annual targets required to achieve 50% reduction in solid waste to landfill by 2030.**
- Gender and workforce diversity for US and Europe for fiscal year 2020.**
- Comprehensive summary of Board of Director diversity and tenure metrics.**
- Workforce safety ‘recordable incident’ and ‘lost time incident’ rates for fiscal year 2020.**

**Going forward, we will measure and track performance to these baseline values and status of meeting established targets in THOR's annual sustainability reporting.**