Thank you for participating in Thor’s Supplier Self-Assessment Questionnaire on Corporate Social Responsibility (CSR)/Sustainability. CSR is a process for companies to integrate environmental, social, governance, and supply chain sustainability into operations and company strategy. Understanding the status, risks and opportunities posed by CSR/Sustainability are critical to the long-term viability of the value-stream for which we all depend.

At Thor we recognize that leadership in CSR/Sustainability is a journey. This Self-Assessment Questionnaire is designed to be a first check of supplier activities on these topics, and a tool to enable meaningful discussion moving forward.

We intend to use the information you provide to better understand environmental, social and governance challenges within our value stream, 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 level. Please respond to the questions from a company enterprise perspective.

Company Name: 

Location: 

No. of Employees: 

Business Area: 

Total Yearly Turnover: 

Completed By:

Name: 

Position: 

Email: 

Tel: 

Date: 

Please note that the company representative indicated in this questionnaire may be contacted by Thor Industries supply management in the future.
A. Company Governance

1) Does your company have a management person responsible for:

1a. Social sustainability  
   - No
   - Yes \* If yes, please provide:
     Name: [ ]
     E-Mail: [ ]

1b. Business Conduct and Compliance  
   - No
   - Yes \* If yes, please provide:
     Name: [ ]
     E-Mail: [ ]

1c. Environmental sustainability  
   - No
   - Yes \* If yes, please provide:
     Name: [ ]
     E-Mail: [ ]

\* please provide contact details, even if the person is the same as above.

2) Does your company publish a Corporate Social Responsibility (CSR) / Sustainability Report?

   - No
   - No , but we publish:
     - Environmental report
     - CSR/Sustainability integrated in annual report
     - Other (please specify)
   - Yes \ if yes, how we can obtain a copy of the report
2a. Is your most recent report assured by a third party?

[ ] No

[ ] Yes  

If yes, please provide the name of the third party:

Name: ____________________________

2b. Are the operations of all your company sites and/or affiliated companies included in that report?

[ ] No

[ ] Yes

3) Does your company have a Code of Conduct in place?

[ ] No

[ ] Yes

3a. Is the code of conduct enforced at all company sites/locations?

[ ] No

[ ] Yes

4) Does your company conduct training at all locations to enhance employee understanding of Corporate Social Responsibility / Sustainability?

[ ] No

[ ] No, but we plan to implement such training sessions

Please specify: (Month / Year) ____________________________

[ ] Yes  training session are conducted on irregular basis

[ ] Yes  training session are conducted on a regular basis

4a. On which of the following topics do you provide employee training?

[ ] Code of Conduct

[ ] Social issues

[ ] Anti-corruption and ethics (including bribery and extortion)

[ ] Health & safety

[ ] Environmental management
5) Does your company have guidelines / policies implemented for the following topics?

☐ Anti-bribery and anti-corruption (including extortion)
☐ Conflicts of interest
☐ Fraud
☐ Anti-money laundering
☐ Anti-trust and competition

5a. Are the guidelines / policies enforced at all company sites/locations?

☐ No
☐ Yes

5b. Does the company have business conduct and compliance ethics management system in place?

☐ No
☐ Yes

5c. To what extent is your business conduct and compliance management system documented?

☐ Full set of documented procedures
☐ Some documented procedures
☐ No documented procedures

Do you plan to implement? Please specify: (Month / Year)

Comments regarding activities and plans concerning Corporate Governance:

---

B. Environmental Sustainability

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

☐ No
☐ Yes

6a. Are the following areas covered by this policy or the related processes and procedures?

☐ Energy consumption
Water usage
Air emissions
Waste management
Restricted substances and chemical handling

7) Does your company have an environmental management system in place?
   No
   Yes

7a. Is the system certified?
   No
   Yes
   if yes, please provide:
   Awarding body:
   Certification number:
   Next review date:

8) Does your company have written procedures to manage the use of restricted substances and chemicals?
   No
   Yes

8a. Is the system certified?
   No
   Yes
   if yes, please provide:
   Awarding body:
   Certification number:
   Next review date:

9) Have environmental audits of the company been completed?
   No
   Yes, internal audits
   if yes, please provide:
   Name of auditor:
10) Does your company have documented policies and procedures to record, manage and reduce the following (check all that apply):

- Greenhouse gas emissions (CO₂, NOₓ, SOₓ, etc.)
- Restricted substances and chemicals
- Volatile organic compounds (VOC's)
- Waste management
- Water

10a. Concerning greenhouse gas emissions:

List the primary sources?
Quantity of emission (tons / year)?
Plan to reduce emissions 50% by 2030?
Plan to achieve net zero emissions by 2050?

10b. Concerning restricted substances and chemicals:

List the primary sources?
Quantity of usage (gal. or tons / year)?
Plan to reduce usage 50% by 2030?

10c. Concerning volatile organic compounds (VOC's):

List the primary sources?
Quantity of emissions (tons / year)?
Plan to reduce usage 50% by 2030?
10d. Concerning waste management:

List the primary sources?

Quantity of waste disposed (tons / year)?

Plan to reduce incoming waste 50% by 2030?

Plan to increase recycling 50% by 2030?

10e. Concerning water usage:

List the primary sources of fresh water?

Quantity of consumption (gallons / year)?

Plan to reduce consumption?

10f. Have you considered climate change and other environmental risks and opportunities on the performance of the company? If so, what are these risks / opportunities, and do you publicly disclose this information?

No

Yes

Comments regarding activities and plans concerning Environmental Sustainability:

C. Social Sustainability

11) For which of the following social issues does your company have a policy (check 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

12) Does your company have a management system in-place to manage the above mentioned social issues?
   No, on none of the above
   Yes, on some of the above
   Please specify:
   Yes, on all of the above

12a. To what extent is your social management system documented?
   Full set of documented procedures
   Some documented procedures
   No documented procedures

13) Have social audits been conducted at your company?
   No
   Yes, internal audits if yes, please provide:
   Name of auditor:
   Date completed:
   Next audit date:
   Yes, external audits if yes, please provide:
   Awarding body:
   Certification number:
   Next review date:

14) Does your company have a written health and safety policy in place, that complies with industry, national and international standards?
   No
   Yes
14a. Have specific training activities on health and safety been conducted by the company in the past year?
- No
- Yes

15) Does your company have a health and safety management system in place?
- No
- Yes

15a. Is the system certified?
- No
- Yes
  *if yes, please provide:*
  - Awarding body:
  - Certification number:
  - Next review date:

16) Have health and safety audits been conducted at your company?
- No
- Yes, internal audits
  *if yes, please provide:*
  - Name of auditor:
  - Date completed:
  - Next audit date:

- Yes, external audits
  *if yes, please provide:*
  - Awarding body:
  - Certification number:
  - Next review date:

Comments regarding activities and plans concerning Social Sustainability:

D. Supply Management
17) Does your company have a Supplier CSR / Sustainability Policy?

No  

Yes

17a. Which areas are covered by this policy (check 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

17a. Are all suppliers covered by this policy?

No  please specify:  

Yes

17b. Does your Supplier CSR / Sustainability policy apply to all company Purchasing organizations?

No

Yes

18) Does your company communicate its Supplier CSR / Sustainability Policy to suppliers?

No

Yes

18a. How is the Supplier CSR / Sustainability Policy communicated (check all that apply)?

Supplier meetings

Sourcing documents and contractual terms
19) Which processes are in place to insure that your Supplier CSR / Sustainability is effectively implemented by your suppliers?

- Self assessment questionnaire
- Audits conducted by your company
- Supplier meetings
- Audits conducted by an external auditor
- Other (please specify)
- None

Comments regarding activities and plans concerning Supply Management:

E. Special Consideration

These questions are not relevant to service providers

20) Do the products of your company contain any of the following minerals: tantalum, tin, gold or tungsten?

- No
- Yes

20a. If yes, do the minerals originate from a conflict region, e.g., the Democratic Republic of Congo region?

- No, the minerals originate from: please specify: 
- Yes, the minerals originate from: please specify: 
- We don't know where the minerals originate from

20b. Are the minerals sourced from recognized smelters listed in the EICC GeSI conflict minerals reporting template?

- No
- Yes please specify: 

These questions are not relevant to service providers
If the products from your company contain any of the above minerals, please upload relevant Conflict Mineral Reporting documents.

21) Do the products from your company contain any plant or plant based products?

- [ ] No
- [ ] Yes please specify:

21a. If yes, do the products supplied by your company comply with the Lacey Act, 16 U.S.C § 3371 - 3376, and any related laws and regulations?

- [ ] No
- [ ] Yes please specify:

21b. Have audits been conducted at your company to insure compliance with the Lacy Act and related laws and regulations?

- [ ] No
- [ ] Yes, internal audits if yes, please provide:
  - Name of auditor:
  - Date completed:
  - Next audit date:

- [ ] Yes, external audits if yes, please provide:
  - Awarding body:
  - Certification number:
  - Next review date:

Comments regarding activities and plans concerning Social Sustainability:

F. Additional Information

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