



# REV- Human Rights Policy

Role	Name	Date
Prepared	Human Resources	October 2022
Approved	CHRO & CEO	
<b>Effective</b>	October 2022	Last Review Date: October 18, 2022

Electronic copies valid without signature.

Master files are stored electronically and are available to all individuals within the scope of this document. Printed copies are for reference only.

## 1 Purpose

The purpose of this policy is to confirm the Company's commitment to uphold fundamental human rights in all of our activities and respecting the dignity and basic needs of all individuals. This Policy is guided by international human rights principles encompassed by the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work

## 2 Scope

This policy applies to all employees and independent contractors ("Personnel") of REV Group, Inc., and all of its subsidiaries and affiliates ("REV" or "the Company"). Our expectations regarding the observance of human rights extends to our suppliers as well through our Supplier Code of Ethics.

This policy also aligns with our Conflict Minerals policy and our Code of Conduct policy. Upon hire, all Rev Group employees, including those with direct responsibility for supply chain management, are trained on the Code of Conduct and must certify that they have read, understand, and will comply with the policy. In addition, employees are re-trained on the Code of Conduct annually. Violation of the policy will result in discipline up to and including termination.

To ensure the policy appropriately reflects REV's support for human rights, we will seek key stakeholder input into the language and implementation of this policy and any subsequent revisions to this policy.

## 3 Summary

This policy outlines REV's commitment to uphold fundamental human rights for all individuals. All Personnel must conduct themselves in such a way as to support this commitment. Likewise, the policy extends human rights principles to our suppliers through our Supplier Code of Ethics.

## 4 Policy

The Company demonstrates its commitment to Human Rights in the following areas:

### **DIVERSITY AND INCLUSION**

REV Group maintains and is committed to its Code of Conduct, which requires that the Company and all Personnel conduct business fairly and ethically. Additionally, REV Group's Equal Employment Opportunity/Affirmative Action Policy requires that the Company base all employment decisions,

including but not limited to decisions to hire and promote, on neutral, legitimate factors driven by business needs, not any individual's membership in any protected class.

### **CHILD LABOR**

We do not tolerate child labor in our business operations, defined as: 1) any person younger than 16 years old or, 2) younger than the minimum age required for employment under applicable laws and regulation. REV Group has a zero-tolerance approach toward any form of modern slavery, human trafficking, forced labor and child labor and requires that all Company employees, officers, and directors and any third party acting on behalf of the Company comply fully with applicable human trafficking laws and regulations. Failure to do so is subject to disciplinary action and may result in termination of service.

### **CONFLICT MINERALS**

REV Group maintains and is committed to its Conflict Minerals Policy. As noted in that policy, the Company does not directly source 3TG from mines, smelters, or refiners and is committed to complying with all applicable legal requirements regarding conflict minerals disclosures.

### **FREEDOM OF ASSOCIATION**

REV Group is committed to complying with all applicable laws, including the federal National Labor Relations Act. We respect our employees' right to join or not to join a labor union and prohibit reprisal, intimidation, or harassment of any kind for exercising any right protected by applicable law. We encourage our employees to report any concerns to management or HR involving working conditions or management actions without fear of retaliation, intimidation, or harassment.

### **EMPLOYEE COMPENSATION**

REV Group follows all applicable wage, work hours, overtime, and benefits laws, including but not limited to the federal Fair Labor Standards Act. We establish pay rates based on external market benchmarking and compensate our employees competitively relative to the industry and applicable labor market. Additionally, Company policy requires that all employees are paid at least the applicable minimum wage for all time worked, and that all overtime is paid according to applicable laws and regulations.

### **SUPPLIERS**

Only suppliers who comply with the expectations described in REV Group's Supplier Code of Ethics are eligible to supply materials or services to the company. Suppliers are expected to comply with all applicable laws including but not limited to those regarding human rights, labor, health, and safety and the environment. Among other requirements, suppliers shall not use or engage in any indentured or forced labor, slavery or servitude, human trafficking, or compulsory labor. Suppliers who fail to adhere to our policy will not be permitted to do business with REV Group.

### **COMPLIANCE MONITORING**

REV Group and/or its representatives or agents may request access to Supplier's facilities and all relevant records associated with the products and services provided to REV Group. Suppliers and REV Group shall establish a mutually agreeable date and time for access. However, risks to REV Group's business may require immediate access to the products, services and associated records and

REV Group may seek accommodations for such access. Suppliers may cooperate with REV Group to investigate any allegations of wrongdoing, misconduct, or corruption.

REV Group prefers that its Suppliers contractually require its suppliers and/or subcontractors to conform to standards of conduct equivalent to the provisions of REV Group's Supplier Code of Ethics. REV Group may request to audit Supplier's suppliers and/or subcontractors for compliance to this Code and Suppliers shall accommodate REV Group's audit as required. Suppliers should also ensure that its employees and contractors comply with this Code when providing goods or services to REV. REV Group reserves the right to hold Supplier responsible for reasonable costs of investigating and remedying non-compliance.

## **REPORTING**

All employees of REV Group and all of its subsidiary and affiliates must comply with the provisions of this policy. All known or suspected violations of this or any other Company Policy must be reported. Such reports can be made to a manager, supervisor, human resources, the REV Group legal department, and as noted in the Speak Up Policy. Such reports may be made anonymously, and the Company will not tolerate any retaliation or retribution of any kind against anyone who makes a good faith report.

### **Related Policies:**

Supplier Code of Ethics

Conflict Minerals Policy

Code of Conduct

Speak up Policy

### *Document Revision History*

<b>Version</b>	<b>Date</b>	<b>Description of changes</b>
1.0		
1.1		
1.2		
1.3		
1.4		
1.5		