



ENVIRONMENTAL, HEALTH AND SAFETY POLICY [EHS-C1]

Role	Name	Date
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Approved	Brian Perry, President, Commercial & SRVP Operations	July 8, 2022
Effective	July 11, 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

To formalize REV's commitment to providing products and a work environment that protects the environment and the health and safety of our employees, contractors, customers, and stakeholders. This goal is of the utmost importance to REV Group, Inc., and all of its subsidiaries and affiliates ("REV" or "the Company").

2 Scope

This policy applies to all employees, contractors, and stakeholders of REV. All REV employees and contractors share in the responsibility to apply this policy fairly and consistently in accordance with applicable international, federal, country, state, and local laws.

3 EHS Policy Philosophy

We believe that:

- All workplace injuries are preventable, therefore unacceptable to our way of conducting business.
- REV has the obligation to design our facilities, processes, and products to protect our employees, contractors, visitors to Company property, and other stakeholders.
- Every employee and contractor is responsible and accountable for workplace health and safety.
- Employees, contractors, and visitors are expected to report, eliminate and/or safeguard against all acts and conditions detrimental to the health and safety of any individual and/or the environment.

4 Environmental Policy

REV believes in and is committed to compliance with all applicable environmental laws and regulations and strives to continually reduce and improve our impact on the environment. As such, REV Group, Inc. will:

- Establish, maintain, and enforce environmental standards and practices that comply with applicable local, state and/or federal laws and regulations.
- Proactively identify and assess opportunities to minimize waste and/or increase reuse and recycling.
- Evaluate alternatives to hazardous materials used within our operations to decrease the impact on our employees, communities, and the environment.
- Reinforce continuous improvement in our environmental performance by integrating environmental management and evaluation into the REV Drive Business System, identifying key performance indicators, and sharing of best practices across the enterprise.
- Assess environmental impacts as part of our product lifecycle planning process, including when designing and developing new products and services.

- Integrate environmental performance into the selection and on-going evaluation of suppliers and service providers.
- Conduct appropriate environmental due diligence as part of any corporate merger, acquisition, property acquisition and/or property lease agreements.

5 Workplace Health and Safety Policy

REV is committed to providing and maintaining a safe working environment where employees, contractors, suppliers, and visitors are safe from unreasonable risks and accountable for protecting themselves and others. As such, REV will:

- Establish, maintain, and enforce health and safety standards to comply with applicable local, state, and federal laws and regulations.
- Proactively identify and assess potential hazards so they can be appropriately managed and so that necessary control measures for the prevention of injuries and illnesses to our employees and other stakeholders can be implemented.
- Proactively educate, coach, and communicate policies and expectations for all employees and other stakeholders to support EHS Excellence.
- Take actions designed to improve health and safety performance through the implementation of best practices and ensure all reported injuries receive the proper care and are aggressively managed to support value added work.
- Seamlessly integrate health and safety management into business planning and processes.
- Recognize successes and safe behaviors and hold all employees, contractors, suppliers, and visitors accountable for expected EHS behaviors, performance, and continuous improvement.

6 Reporting

All violations of this policy, including workplace injuries or any other violation, must be reported as soon as reasonably possible. Failure to do so is a violation of this policy and will result in discipline, up to and including termination. Such reports, and any reports of known or suspected violations of this policy may be made to a manager, supervisor, human resources, the REV Group legal department, or anonymously through the compliance hotline referenced in the Speak Up Policy. REV will not tolerate any retaliation or retribution against anyone who makes such a report in good faith.

Document Revision History

Version	Date	Description of changes
1.0	July 8, 2022	Initial release
1.1		
1.2		
1.3		
1.4		
1.5		