



# Human Rights & Social Responsibility Statement

Respect for human rights is a fundamental value of The Shyft Group. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers, customers and other stakeholders. Our approach to human rights and social responsibility is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights. Our aim is to help increase the enjoyment of human rights in the communities where we operate. Our actions to protect human rights and promote social responsibility are aimed to protect our most important asset – our people.

To achieve our goals, we have established and will pursue actions that promote:

- A respect for Human Rights
- Community and stakeholder engagement

## **DIVERSITY AND INCLUSION**

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company includes qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

## **SAFE AND HEALTHY WORKPLACE**

The safety and health of our employees is of paramount importance. We provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

## **WORKPLACE SECURITY**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

## **FORCED LABOR AND HUMAN TRAFFICKING**

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

## **CHILD LABOR**

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

## **WORK HOURS, WAGES AND BENEFITS**

We compensate employees competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

## **LAND RIGHTS AND WATER RESOURCES**

We recognize the significant implications regarding respect for human rights that land use and water use across our value chain may have, which we address through specific actions. The Shyft Group is committed to interacting with indigenous communities in a way that respects their history, culture and customs, within applicable legal and constitutional frameworks.

## **GUIDANCE AND REPORTING FOR EMPLOYEES**

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to complying with applicable labor and employment laws wherever we operate. The Company also ensures employees are aware of this Human Rights Statement through training and communication processes.

Any employee who believes a conflict arises between the language of this document and the laws, customs and practices of the place where he or she works, or who has questions about this Statement or would like to confidentially report a potential violation of this Statement, should raise those questions and concerns with local management and Human Resources. Employees can also report suspected violations by calling the appropriate toll-free number for their location, which can be found on the posters at each location or the [www.theshyftgroup.com](http://www.theshyftgroup.com) website. No reprisal or retaliatory action will be taken against any employee for raising concerns. The Company will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

The Human Rights Statement is aligned with the Company's Code of Ethics and Compliance, which can be found via the Company's internet site: [theshyftgroup.com/about-us/policies-charters](http://theshyftgroup.com/about-us/policies-charters). The Company reserves the right to amend this Statement at any time. Nothing in this document says or implies that a contract exists between the Company and its employees or that participation in this program is a guarantee of continued employment with The Shyft Group, Inc.

## **STAKEHOLDER INVOLVEMENT**

To maintain the integrity and long-term relevance of our approach to Human Rights, we actively engage with members of the communities where we operate to ensure we proactively address their concerns. In addition, this Statement will be reviewed and overseen for effective implementation, continuous improvements and monitoring by stakeholders in Human Resources, Operations, Environmental Health and Safety, Legal, and other interested parties.

## **PROTECTION OF HUMAN RIGHTS BY SUPPLIERS**

Currently, the Shyft Group is engaged in the development of a comprehensive audit program for suppliers, that will encompass the key aspects of our approach to Human Rights. Specifically, when finalized, our approach will set clear supplier expectations regarding human rights and trafficking, governance, establish training and support programs, gather data for effective risk management and the development of a public disclosure process if applicable.