



HUMAN RIGHTS AND 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. We are also a member of the United Nations Global Compact, which is a non-binding United Nations pact to encourage businesses worldwide to align strategies and operations with universal principles on human rights, labor, environment and anti-corruption, and take actions that advance societal goals.

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

This Human Rights Statement is aligned with our Code of Conduct, which is posted on our external website at www.theshyftgroup.com/about-us/policies-charters.

DIVERSITY EQUITY AND INCLUSION

We value and advance the diversity, equity, and inclusion (“DEI”) 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.

Beginning in 2021, we engaged with the Center for Automotive Diversity Inclusion and Advancement (CADIA) to establish our DEI 5-year roadmap, with a goal of fostering an even more inclusive culture within all areas of

The Shyft Group, a highly equitable work environment, and an increased awareness and appreciation of diversity. While a formalized DEI effort is new to our organization, the Shyft culture has always focused on its people across the country from all walks of life as the core to our success.

The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Shyft Group 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.

These principles are embraced in our Code of Conduct that serves as a guide for how we conduct business.

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, 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.

To achieve these objectives, we foster leadership and employee involvement, as well as education, in safety and health practices and establish, promote, and drive toward performance goals to ensure continuous safety and health improvements across our operational footprint. We implement standardized operational processes designed to enhance employee safety.

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. We are committed to complying with applicable labor and employment laws wherever we operate. We also ensure 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 report a potential violation of this Statement, should raise those questions and concerns with local management, Human Resources, or the Shyft Legal Department. Employees can also report suspected violations by calling the Employee Ethics & Compliance Hotline at the toll-free number posted at each of our locations or on our external website, www.theshyftgroup.com/about-us/policies-charters. We will always do our best to maintain the confidentiality of the report of a suspected violation. No reprisal or retaliatory action will be taken against any employee for raising concerns in good faith. We will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

We reserve the right to amend this Statement and this Statement does not imply that a contract exists between The Shyft Group and its employees or guarantee continued employment with The Shyft Group.

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 for effective implementation, continuous improvement, and monitoring by stakeholders across our business and Shyft Group leadership.

PROTECTION OF HUMAN RIGHTS BY SUPPLIERS

Suppliers to the Shyft Group are expected to comply with our Supplier Code of Conduct, which can be found on our external website at <https://theshyftgroup.com/about-us/supplier-info>, that clearly encompasses the key human rights principles in this Statement. We reserve the ability to audit compliance with this expectation and require suppliers to certify in writing compliance with these principles.