

Polaris Human Rights Policy

Human Rights Commitment and Policy Statement

Polaris is guided by core values including integrity, innovation, and leadership. Integral to these values is a fundamental respect for human rights, and the company is committed to promoting and practicing business in a manner that upholds and demonstrates this respect. We base our approach to human rights on standards and regulations set forth by the United States Department of Labor and the United Nations' Universal Declaration of Human Rights. We also recognize and adhere to related laws in the local jurisdictions where we do business.

Human Rights in the Workplace and Labor Practices

Our commitment to human rights on a global basis starts with maintaining healthy environments inside the workplace. We believe that being a responsible corporate citizen includes operating our facilities to meet all applicable safety, health and environmental laws and regulations. Security procedures are also in place to enable employees and visitor safety at all our locations and to protect the integrity of our operations through controlled access to our buildings and diligent monitoring of shipping and receiving.

Moreover, Polaris prohibits harassment, coercion or intimidation by coworkers in its workplaces. This includes words or actions based on race, color, religion, sex, sexual orientation, national origin, gender identity, age, physical handicap/disability, and other characteristics or statuses protected by law.

As our global footprint increases, we aspire to attract and retain a diverse pool of talented employees. We recognize that our employees are our greatest asset. To that end, Polaris provides equal employment opportunities for all employees and applicants and prohibits discrimination based on race, color, religion, sex, sexual orientation, national origin, gender identity, age, disability, veteran status, marital status, or status with regard to public assistance. Employing child labor, permitting forced labor, and engaging in human trafficking is also strictly prohibited.

Polaris recognizes employees as individuals with individual interests, abilities, and values. We work directly with employees and encourage an atmosphere of open and honest communication without fear of retaliation, intimidation, or harassment. We also respect laws regarding freedom of association and the rights of employees related to collective bargaining.

We are dedicated to keeping compensation competitive and consistent with all local applicable laws related to wages, including working hours.

Polaris' commitment to human rights extends to our diverse and worldwide supply base. In addition to the obligations in this policy, all of Polaris' suppliers are expected to adhere to the [Polaris Supplier Code of Conduct \("Code"\)](#). The policies set forth in the Code further emphasize Polaris' expectation that its suppliers conduct business with the same high degree of integrity and in the same socially and environmentally responsible manner.

Governance and Reporting

The Polaris Compliance Committee has been tasked with oversight of this policy.

Promptly reporting unlawful or unethical conduct, and violations of this policy, is not only the right thing to do, it's an obligation of our employees or anyone else representing Polaris who is subject to this policy. There are several options for reporting possible violations of this policy. Concerns may be reported to a member of Polaris' senior management team, including any of these individuals:

Sr. Director, Internal Audit

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2100 Highway 55
Medina, MN 55340
[\(763\)542-0586](tel:763542-0586)

General Counsel

Polaris Industries Inc.
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[\(763\)542-0501](tel:763542-0501)
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Call the Polaris Business Ethics Hotline

Available 24 hours a day, 365 days a year, the Hotline is managed by an independent third-party provider (EthicsPoint) whose trained representatives will ask specific questions about the situation and submit a report to us for investigation. Each call is assigned a reference number so you can provide additional information or check on the status at any time. In the U.S. or Canada, call [1-888-219-3550](tel:1-888-219-3550); if you're outside the U.S., dial the number and add your country access code.

Complete an Online Report

Visit our external, secure server managed by EthicsPoint. Simply click on the "Reporting Violations" link on www.ethicspoint.com (also available on the company intranet, where applicable). You'll complete a form that enables us to investigate and take appropriate actions.

Prohibition of Retaliation

If you report in good faith a potential violation of this policy or if you cooperate in a company investigation, you are protected against retaliation, harassment or discrimination. This is true whether or not the report is found to be correct or results in corrective action. If someone has retaliated against you, report it immediately to any of the sources provided.

Policy Development

Our Human Rights policy was developed through direct and indirect stakeholder input. This policy is intended to be continually monitored and adjusted as circumstances and business needs shift and evolve.

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