



Environmental Affairs, Employee Health & Safety Policy

Our Commitment:

Protect our employees, communities, and the environment

The health and safety of our employees and other stakeholders is an absolute requirement. We consistently strive to maintain safety, healthy, and secure working conditions at each of our locations that meet or exceed all health, safety, and environmental laws and regulations.

Winnebago Industries is committed to designing, operating, and maintaining safe, controlled working conditions and a “zero-harm” culture. We operate under the principle that all workplace injuries and illnesses are predictable and preventable. We aspire to control all workplace exposures to risk on our Road to Zero Harm.

All workers are covered by our Safety Management System, based on ISO 450001. This includes our employees, contract workers, and, where relevant, suppliers, vendors, and other visitors. We will seek to continually improve and strengthen our EHS Management system and associated processes to eliminate hazards and control risk. Our methodology will be informed by lagging indicators of incident frequency and potential severity, but driven by leading indicators of risk control capability and hazard identification.

Our approach to Safety and Health focuses on identifying and characterizing uncontrolled risks, prioritizing gap closure based on potential severity and scope of exposure, and engaging our workers in every aspect of the risk control process.

We commit to protecting the environment by minimizing the impact of our business operations and our products. All our operations are governed by our environmental management system, based on ISO 14001. We will continuously improve and enhance our environmental management system and practices. We will train and educate our employees, suppliers, and vendor partners on our commitment and expectations regarding sustainable resources use and responsible sourcing practices.