

The Toro Company Human Rights Policy

Introduction

The Toro Company (TTC) is founded on a long history of caring relationships built on trust and integrity. We pride ourselves on our commitment to treating employees, business partners and others with dignity, respect and fairness. Our human rights policy is informed by the principles of the United Nations' Universal Declaration of Human Rights. Our Code of Conduct and our Company's Pride in Excellence values provide the framework for the way we expect our employees to behave towards each other and our business partners. Similarly, our Supplier Terms of Commerce provide the framework for the way we expect our suppliers to treat their own workforce.

Respectful Workplace

We value our culture of trust and respect. That's why we're committed to providing a healthy, productive and supportive work environment. We expect to maintain a work environment that is free from intimidating, hostile and offensive behavior. Harassment in any form will not be tolerated. To fulfill that commitment, every employee must assume personal responsibility for complying with health and safety requirements, fulfilling our diversity and equal opportunity expectations, and creating a workplace free from drugs, harassment and violence. It is our mutual goal to create a protective and nurturing environment for one and all.

Health & Safety

The safety and wellbeing of our employees is of paramount importance to us. We are committed to providing a work environment that is safe, clean and that adheres to local, state and national safety standards. We focus on building engagement in proactive safety activities to drive performance improvements. Engagement is built by routinely tracking, measuring, and communicating the status of key performance indicators on our business scorecard. These include: training, inspections, behavior-based observations, hazard identification and timely closure of corrective actions. This proactive focus provides our employees and leadership with tangible activities that result in a safer work environment.

Hiring & Employment Practices

Recognizing and respecting the uniqueness of each person makes us better as an organization. We strive for diversity, equity and inclusivity in our working environment. We are committed to treating each other with dignity, respect, and fairness, regardless of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital status, status with regard to public assistance, disability, or any other characteristic or status protected under law. We aspire to create an inclusive and respectful work environment and are committed to treating all members of the TTC family fairly and consistently with regard to compensation, job transfers, promotional opportunities, benefits, training, and educational assistance. We are proud to be an equal opportunity employer.

Work Hours & Compensation

We are committed to complying with legal requirements governing working hours at the local, state, and national level. We are committed to providing competitive wages and salaries for our employees. We conduct compensation market benchmarking on a regular basis to ensure we remain competitive.

Involuntary Labor

We believe all labor must be voluntary. [We stand against all forms of child labor and forced labor including indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.](#) Within our business or supply chain, we will not tolerate any act of recruiting, harboring, transporting, providing or obtaining a human being for compelled labor or other unlawful purposes. We expect all of our business partners to comply with local labor and employment laws wherever they operate.

Compliance with Laws

We are committed to complying with all U.S. and international laws and regulations and we expect in turn every supplier and business partner to support that commitment. Those laws include, but are not limited to, those administered by the United States Customs Service, the Consumer Product Safety Commission, the Environmental Protection Agency, the Occupational Safety and Health Administration and the United States Patent and Trademark Office.

Governance and Reporting

We are dedicated to maintaining high moral and ethical standards in how we conduct business, build relationships with our stakeholders, and treat one another. It is important that we hold one another accountable for our decisions and behaviors. We encourage each other to seek guidance on our Code of Conduct or other issues without fear of retaliation of any kind. Using our EthicsPoint helpline, employees may submit reports online to a confidential web-based reporting tool.

We believe in creating an environment in which our employees can thrive, we extend those expectations to suppliers and others with whom we work. This policy is reflective of our values and commitments towards all human rights.