



Name: **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Revision Date: 8/2019

It is Polaris’ policy that we will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to race, color, creed, religion, national origin, sex, sexual orientation, gender identity, veteran status, disability, age, marital status, familial status, membership or activity in a local human rights commission, status with regard to public assistance, or other legally protected status, and we will ensure that all employment decisions are based only on valid job requirements

Polaris (the “Company”) is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). The Company is committed to equal employment opportunity. And it is the Company’s policy to take affirmative action to employ and advance in employment minorities, females, protected veterans, and individuals with disabilities. The Company will also provide reasonable accommodation to known physical or mental limitations of otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

As Chairman and Chief Executive Officer, I support our Company’s affirmative action program.

The Company ensures that all employment decisions are based only on valid job requirements. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or their implementing regulations in this part, or any other applicable federal, state or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations in this part.

Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had had the opportunity to participate in Company-sponsored activities, measure our compliance with the program’s specific obligations, and document actions taken to comply with these obligations.

Original Approved by: Human Resource Department	Date: 8/2019	Revision Approved by: Human Resource Department & Legal	Date: 8/2019
Originated by: Human Resource Department		Revised by: Trip Young	Last Reviewed: 8/2019



Name: **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Revision Date: 8/2019

I have delegated responsibility for implementing our affirmative action program to the Human Resource Department and, specifically, to the Director of Talent Acquisition within the Human Resource Department.

The Company will evaluate the performance of its management and supervisory personnel based on their involvement in achieving these affirmative action objectives as well as other established criteria. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

Employees and applicants for employment may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact the Director of Talent Acquisition in person at Polaris' Headquarters (2100 Highway 55, Medina, MN 55340-9770) or by phone at (763) 847-8358 during normal business hours to review or request the affirmative action plan. The Director of Talent Acquisition can also be reached by calling Polaris' general phone number: (763) 542-0500.

If any employee or applicant for employment believes he or she has been treated in a way that violates this policy, they should contact the EEO Coordinator, an attorney in the Legal Department, or otherwise submit a report to the Polaris Business Ethics Hotline by calling 1-888-219-3550. We will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and will take-action as appropriate to address violations of this policy.

Scott W. Wine  
Chairman and Chief Executive Officer

Date

Original Approved by: Human Resource Department	Date: 8/2019	Revision Approved by: Human Resource Department & Legal	Date: 8/2019
Originated by: Human Resource Department		Revised by: Trip Young	Last Reviewed: 8/2019