



Name: **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Revision Date: 7/2021

Polaris Industries, Inc. (hereinafter "Polaris" or "the Company") is committed to diversity, affirmative action, and Equal Employment Opportunity ("EEO"). It is the Company's vision to be a thriving, positive environment where employees are proud to work, diversity is celebrated, and all are treated with respect. In addition to fostering a culture that embraces diversity, the Company makes the effort to attract, retain, and promote talented people from a broad variety of backgrounds.

The Company strives to ensure a work environment that is free from bias and encourages each person to contribute to the success of the Company. The Company's goal is to have a workplace where each individual is valued for his or her unique contributions and can excel regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected category under applicable federal, state, or local laws.

It is the employment policy and practice of the Company to make decisions with respect to recruiting, hiring, compensation, opportunities for advancement including upgrading, promotion, and transfer, and all other terms and conditions of employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected category under applicable federal, state, or local laws. As a federal government contractor, Polaris further takes affirmative action to ensure opportunities for women, minorities, protected veterans, and individuals with disabilities, consistent with applicable law.

As the CEO of the Company, I am committed to the principles of EEO and affirmative action. The Company recognizes that the effective application of a policy of merit employment involves more than just a policy statement and therefore, consistent with applicable law, implements an Affirmative Action Program ("AAP") in a positive and aggressive manner. Our AAP contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, and determine the degree to which our objectives have been attained. I have delegated responsibility for implementing our AAP to the Human Resource Department and, specifically, to the Director of Talent Acquisition within the Human Resource Department.

This AAP is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Polaris Director of Talent Acquisition, Joe Wollan (Joe.Wollan@polaris.com) for assistance.

Retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, asked to review the AAP, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any federal, state, or local EEO law is prohibited.

Original Approved by: Human Resource Department & Legal	Date: 7/2021	Revision Approved by: Human Resource Department & Legal	Date: 7/2021
Originated by: Human Resource Department		Reviewed by: Joe Wollan	Last Reviewed: 1/2022



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If any employee or applicant for employment believes they have 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. The Company 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.

The Company will solicit and encourage all persons to seek opportunities within the Company and to pursue advancement possibilities. The Company expects every team member to adhere to both the letter and the spirit of the law, and to fully support a diverse and discrimination-free work environment. I am personally committed to this effort and appreciate your partnership.

Date: January 11, 2022

Michael T. Speetzen
Chief Executive Officer

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