



The Toro Company

Policy: Human Rights Policy

Purpose

This policy stands as the cornerstone of our dedication to upholding human rights. We recognize the vital importance of addressing human rights within our workplace and extending our commitment to our employees, business partners, suppliers, and other stakeholders. It reflects our genuine desire to create a warm and inclusive culture that values and protects the fundamental rights and dignity of everyone, not just within our company but also in our broader communities and value chain.

Policy

Introduction

The Toro Company (TTC) is founded on a long history of caring relationships built on trust and integrity since 1914. 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 and the United Nations Guiding Principles on Business and Human Rights. Our [Code of Conduct](#) and our Company's Pride in Excellence values provide the framework for the way we 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 is why we are committed to providing a healthy, productive, and supportive work environment. We are committed to maintaining a work environment that is free from intimidating, hostile and offensive behavior. Harassment in any form is not 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 maintain an inclusive and nurturing environment for all.

Health and 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 proactively building engagement in safety activities to drive performance improvements and mitigate risks. Engagement is built by routinely tracking, measuring, and communicating the status of key performance indicators on our business scorecard. These activities include training, inspections, behavior-based observations, hazard

The Toro Company reserves the right to amend or rescind this policy at any time with or without written notice to employees.

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identification and taking corrective actions in a timely manner. This proactive focus provides our employees and leadership with tangible activities that result in a safer and healthier work environment.

Hiring and Employment Practices

Recognizing and respecting the uniqueness of each person makes us better as an organization. We strive for diversity, equity, inclusivity and belonging in our working environment. We are committed to treating each other with dignity, respect, and fairness, regardless of race, ethnicity, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital status, status with regards 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 organization fairly and consistently regarding compensation, job transfers, promotional opportunities, benefits, training, and educational assistance. We are proud to be an equal opportunity employer.

Work Hours and Compensation

We are committed to providing just and favorable working conditions as well as ensuring rest and leisure for our employees. We comply with legal requirements governing working hours at the local, state, and national levels, including providing adequate rest periods for our employees. 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.

Freedom of Association

We recognize and respect the right of our employees to freedom of association and collective bargaining to which they are entitled under the applicable laws of their workplace location.

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 and 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 our employees and business partners to comply with local labor and employment laws wherever they operate. Our annual [TTC Statement on Modern Slavery and Human Trafficking](#) is published on our corporate website in the Sustainability/People section.

Conflict Minerals

TTC is committed to compliance with Rule 13p-1 under the U.S. Securities Exchange Act (“the Conflict Minerals Rule”). “Conflict Minerals” are columbite-tantalite (coltan), cassiterite, gold, wolframite and the derivatives tantalum, tin, and tungsten such that they directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of the Congo or an adjoining country. TTC maintains a [Conflict Minerals Policy](#) and conducts annual supplier campaigns requesting origin and other information for conflict minerals in the components, parts or products supplied to TTC. Suppliers who do not comply with that policy may be reviewed and evaluated accordingly for future business and sourcing decisions.

Anti-bribery and Anti-corruption

Our corporate policy adheres to the U.S. Foreign Corrupt Practices Act (FCPA) and applicable international laws concerning anti-bribery and anti-corruption. The Toro Company prohibits promising, authorizing, offering, or giving bribes to governmental officials or business partners. Please refer to our [Code of Conduct](#) where you will find details on our stance, expectations, and guidelines on this topic, as well as in-depth information outlining our dedication to fostering a culture of accountability and responsibility in all our business dealings.

Compliance with Laws

We are committed to complying with applicable U.S. and international laws and regulations and we expect in turn our suppliers and business partners to support that commitment. Those laws include, but are not limited to, those administered by the following United States agencies: Customs and Border Protection, the Consumer Product Safety Commission, the Environmental Protection Agency, the Occupational Safety and Health Administration and the Patent and Trademark Office.

Governance and Reporting

We are dedicated to maintaining high moral and ethical standards in the way we conduct business, build relationships with our stakeholders, and treat one another. Our [Code of Conduct](#) provides an ethical framework to guide our decisions. It is important that we hold one another accountable for our decisions and behaviors. We encourage each other to communicate concerns without fear of retaliation of any kind. Using our [EthicsPoint](#) helpline, anyone may submit reports online to a confidential web-based reporting tool administered by a third party.

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.

Policy Administration

The Toro Company adopted this policy on 3/27/2024. This policy is reviewed and updated biennially and serves as the foundation for TTC's approach to business.