



Effective Date: August 4, 2022

## **ENVIRONMENTAL HEALTH, SAFETY AND SUSTAINABILITY (EHSS) POLICY**

### **Purpose**

Fox Factory Holding Corp. and its subsidiaries (collectively, “Fox”, the “Company” or “we”) are driven by the desire to enjoy, protect, and renew our global playground. Doing things the right way is foundational to continuing our robust business growth responsibly. When we race, we race to win. The same goes for the processes and policies needed for our business to drive positive change. This includes protecting the environment, and the health and safety of our people, our customers, and the communities where we operate.

### **Policy**

We define environmental sustainability as operating in a manner that protects the environment and does not permanently deplete or damage resources, and ensures the long-term ability for the planet to sustain a diverse and thriving ecosystem.

At Fox, we are committed to:

#### **Operating responsibly**

Beyond complying with all national, state and local environmental, health and safety (“EH&S”) laws and regulations, we integrate EH&S best practices into our production, maintenance and quality activities. This includes the design, production, distribution, and support of our products. We also aim to lessen our environmental impact by minimizing our consumption of resources and energy, reducing waste, and encouraging recycling. Supporting the health and well-being of our employees is achieved through identifying, evaluating and eliminating occupational health and safety hazards in order to reduce injury and illness.

#### **Continuously improving**

In order to enhance EH&S performance, we utilize management systems such as ISO 14001 and ISO 45001 to set goals, monitor performance and enhance our performance. This requires establishing measurable objectives that are monitored through regular audits and reporting.

#### **Educating and communicating**

Educating our employees regarding EHSS issues and activities is critical, and they are encouraged to bring related issues to the attention of their management. We also expect our suppliers and contractors to uphold responsible

practices and respect Fox's EHSS policy. We are committed to publicly disclosing information about our EHSS performance as part of our annual Fox Factory sustainability reporting.

## Compliance

This policy applies to all Fox employees worldwide. Local Site / Business Unit Manager(s) are responsible for ensuring that the EHSS Policy is met in all respects at the location(s) they manage.

They are expected to undertake the commitments indicated in the Fox EHSS Policy as well as other related initiatives, including:

- Establishing, integrating, and sharing EHSS best standards and practices
- Regularly performing internal audits and communicating with upper management and other Fox functional managers about the results of such audits and EH&S performance in general
- Responding to upper management inquiries about Fox's EHSS performance
- Achieving continuous improvement in EHSS performance.

## Policy Contact

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