



## Business Practices and Ethics

### 2.11 Human Rights Policy

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#### **Purpose**

The Company's past and continued success is founded upon our people. The purpose of this human rights policy ("Policy") is to express Rush Enterprises' commitment to respecting human rights and to conducting its business with honesty and integrity as expressed in our code of conduct, the "*Rush Driving Principles*." Rush Enterprises supports the United Nations Universal Declaration of Human Rights and the provisions of this Policy are derived from key international human rights standards and principles. We are committed to upholding the basic rights of every individual whether it be our employees, our customers and suppliers, or the members of the communities we take part in. The Nominating and Governance Committee of the Company's Board of Directors has oversight responsibility for this Policy.

#### **Policy Statements & Principles**

##### **A. No Child Labor**

The Company abides by applicable legislation and regulations on child and adolescent labor and shall strictly refrain from employing children under the applicable minimum years of age.

##### **B. No Forced Labor**

The Company does not allow any form of slavery, forced, bonded or involuntary labor, debt bondage or any other form of forced labor. All work must be voluntary and not the result of mental or physical oppression. The Company does not allow human trafficking. This includes transporting, harboring, recruiting, transferring, or receiving vulnerable persons by means of threat, force, coercion, abduction, or fraud for the purpose of exploitation.

##### **C. Working Hours**

Workweeks and workdays are not to exceed the maximum set by applicable law or collective bargaining agreements, except in emergency or exceptional situations.

##### **D. Fair Wage**

The Company strives to build long-term, sustainable relationships with its employees and is committed to paying fair wages and benefits. Employee wages should comply with all applicable wage laws, including those relating to minimum wages, overtime hours, legally mandated benefits, and understandable wage statements with information sufficient to verify accurate compensation for work performed.

##### **E. Health & Safety**

The Company endeavors to provide an accident-free, secure, and healthy work environment for all its employees, while minimizing the impact on the environment. This includes providing personal protective equipment (PPE) and implementing health and safety management systems to sustain continuous improvement. The Company also ensures that its employees have access



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to medical, vision, and dental coverage and benefits.

#### **F. Freedom of Association & Collective Bargaining**

Freedom of association and the right to collective bargaining are fundamental rights. As such, the Company is committed, in accordance with applicable local laws, to respect the rights of all employees to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly. The Company also respects the rights of workers to refrain from such activities. Employees and their representatives must be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

#### **G. Inclusion & Equal Opportunity**

The Company is committed to an inclusive working environment where mutual respect prevails. We recognize that to achieve the greatest success, we must be flexible, innovative, creative, and inclusive and be able to accommodate employees from diverse backgrounds and perspectives. The Company strives to provide equal opportunities for its employees, including in the recruitment, promotion, compensation, training, and development of employees.

#### **H. No Discrimination & No Harassment**

The Company prohibits discrimination of any kind, including on the grounds of race, color, religion, gender or gender identification, sexual orientation, ethnicity or national origin, age, and disability in hiring and employment practices such as wages, promotions, rewards, and access to training. Similarly, the Company does not tolerate harassment of employees or co-workers of any kind, including on the grounds of race, color, religion, gender or gender identification, sexual orientation, ethnicity or national origin, age, disability, or any other type of behavior that is hostile, disrespectful, abusive, and/or humiliating. Harassment or discrimination can take many forms, such as verbal, visual, or physical. Employment with the Company is based solely upon individual merit and qualifications directly related to the job. If an employee is being harassed or discriminated, he or she should immediately report the incident to their manager.

#### **I. Human Rights in Our Supply Chain**

This Policy applies to all those who do business on the Company' behalf and we encourage our vendors, supplier, contractors, and subcontractors to adhere to this Policy. The principles and concepts in the Policy are also part of our [Supplier Code of Conduct](#), which is incorporated into our supplier agreements. The Supplier Code of Conduct includes the right to audit supplier compliance. Should a case of non-compliance with the Supplier Code of Conduct be identified, the Company expects such supplier to take appropriate remedial action.



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#### **J. Training and Reporting and Grievance Mechanisms**

The Company provides training to employees on this Policy and the Rush Driving Principles. To encourage honest and open communication of concerns regarding potential and actual adverse human rights impacts, the Company has established confidential reporting mechanisms including its *Ethics Helpline* which is administered by a respected third-party provider. Employees, customers, suppliers, and other stakeholders can report human rights concerns, in good faith, without fear of reprisal or retaliatory action. The Company is committed to investigating and responding appropriately to any concerns regarding human rights impacts and this Policy.

#### **K. Guidance**

For more information about this Policy contact your supervisor or the Ethics and Compliance Department at [EthicsandCompliance@RushEnterprises.com](mailto:EthicsandCompliance@RushEnterprises.com).

#### **L. Reporting Policy Violations**

Suspected violations of this Policy can be reported to your immediate supervisor, department head, or manager. Suspected violations may also be reported to the Human Resources or Ethics and Compliance Department, or anonymously via the Ethics Helpline at 844-825-9484 or via [RushEthics.com](http://RushEthics.com).