

No Harassment Policy

GENERAL STATEMENT

Generac Holdings, Inc. (“Generac”) has an unwavering ethical commitment toward promoting a workplace that is respectful of personal differences and free of discrimination and harassment. Accordingly, Generac does not and will not tolerate harassment of our employees or any other covered persons. Generac is committed to enforcing its policy at all levels within Generac, and any employee who engages in prohibited harassment or discrimination will be subject to discipline, up to and including immediate discharge from employment for a first offense.

Conduct Covered by this Policy

This policy applies to and prohibits all forms of illegal harassment and discrimination, not only sexual harassment. Generac absolutely prohibits harassment or discrimination based on race, religion, creed, national origin, ancestry, gender, age, sexual orientation, disability (including pregnancy), citizenship, veteran status, or any other legally protected characteristic. This policy applies to all Generac employees, contractors, vendors, representatives, and visitors and prohibits harassment both in the workplace and at employer-sponsored events.

Sexual Harassment

Sexual harassment means any harassment based on someone’s sexual orientation or gender. It includes harassment that is not sexual in nature (for example, offensive remarks about an individual’s sex or gender), as well as any unwelcome sexual advances or requests for sexual favors or any other conduct of a sexual nature, when any of the following is true:

- Submission to the advance, request or conduct is made either explicitly or implicitly a term or condition of employment.
- Submission to or rejection of the advance, request or conduct is used as a basis for employment decisions.
- Such advances, requests or conduct have the purpose or effect of substantially or unreasonably interfering with an employee’s work performance by creating an intimidating, hostile, or offensive work environment.

Generac will not tolerate any form of sexual harassment, regardless of whether it is:

- Verbal (for example, epithets, derogatory statements, slurs, sexually-related comments, or jokes, unwelcome sexual advances, or requests for sexual favors).
- Physical (for example, assault or inappropriate physical contact).
- Visual (for example, displaying sexually suggestive posters cartoons or drawings, sending inappropriate adult-themed gifts, leering, or making sexual gestures).

- Online (for example, derogatory statements or sexually suggestive postings in any social media platform including Facebook, Twitter, Instagram, Snapchat, etc.).

Other Forms of Harassment

Generac's anti-harassment policy applies equally to harassment based on an employee's race, religion, creed, national origin, ancestry, age, physical or mental disability, citizenship, genetic information, past, present or prospective service in the uniformed services, or any other characteristic protected under applicable federal, state, or local law.

Such harassment often takes a similar form to sexual harassment and includes harassment that is:

- Verbal (for example, epithets, derogatory statements, slurs, derogatory comments, or jokes).
- Physical (for example, assault or inappropriate physical contact).
- Visual (for example, displaying derogatory posters, cartoons, drawings or making derogatory gestures).
- Online (for example, derogatory statements in any social media platform including Facebook, Twitter, Instagram, Snapchat, etc.).

These lists are illustrative only, and not exhaustive. No form of harassment will be tolerated.

Complaint Procedure

While any employee may feel free to ask a co-worker, a customer or vendor to stop an offensive behavior, there may be situations when this is not a comfortable or appropriate initial step. Any employee who believes that he or she has been subjected to unlawful harassment of any kind or witnesses such conduct must promptly report the harassment immediately to his or her supervisor. If the employee is uncomfortable reporting the harassment to his or her immediate supervisor (for whatever reason), or does not receive a satisfactory response within a reasonable period after making such report, the employee must report the harassment to the next higher level of management above the immediate supervisor, or if the employee prefers, to their Human Resources representative or In-House Counsel.

Your complaint should be as detailed as possible, including the names of all individuals involved and any witnesses. Generac will undertake reasonable and appropriate steps to fully investigate the facts and circumstances of all claims of perceived harassment and will take prompt corrective action, if appropriate. An investigation of any complaint will be kept as confidential as possible; however, Generac cannot guarantee anonymity to the complainant.

No Retaliation

No one will be subject to, and Generac prohibits, any form of discipline, reprisal, intimidation, or retaliation for good faith reporting of incidents of harassment of any kind, pursuing any harassment claim, or cooperating in related investigations.

Any employee who feels he or she has been retaliated against in violation of this no-retaliation policy is responsible for reporting the retaliation to management, in the same manner as any other form of harassment or discrimination should be reported.

Violations of This Policy

Any employee, regardless of position or title, whom the Company determines has subjected an individual to harassment or retaliation in violation of this policy, will be subject to discipline, up to and including termination of employment.

Employees Covered Under a Collective Bargaining Agreement

The employment terms set out in this policy work in conjunction with, and do not replace, amend, or supplement any terms or conditions of employment stated in any collective bargaining agreement that a union has with Generac. Wherever employment terms in this policy differ from the terms expressed in the applicable collective bargaining agreement with Generac, employees should refer to the specific terms of the collective bargaining agreement, which will control.

Administration of This Policy

Generac is committed to enforcing this policy against all forms of harassment. However, the effectiveness of our efforts depends largely on employees telling us about inappropriate workplace conduct. If employees feel that they or someone else may have been subjected to conduct that violates this policy, they should report it immediately. If employees do not report harassing conduct, Generac may not become aware of a possible violation of this policy and may not be able to take appropriate corrective action.

The Human Resources Department is responsible for the administration of this policy. If you have any questions regarding this policy or questions about harassment that are not addressed in this policy, please contact the Human Resources Department.

Generac Holdings, Inc. recognizes that the issue of whether harassment has occurred requires factual determination and investigation based on all relevant evidence. We also recognize that false accusations of harassment can have serious and dramatic effects on innocent individuals. We trust that all employees will continue to act in a responsible and professional manner to establish a harassment free work environment.

This policy is intended to supplement, and not supersede or conflict with any other Company policies, or applicable law. Other Company policies which should be taken together with this policy include, but are not limited to, the Code of Ethics and Business Conduct Policy and Online Engagement Policy.