

	Company Policy	Implementation Date:	December 18, 2025
	Human Rights Policy	Last Reviewed Date:	December 18, 2025
		Page:	Page 1 of 2
Owner:	Deputy General Counsel	Approval:	EVP & General Counsel

Introduction

Generac Holdings, Inc. recognizes the dignity of all human beings and embraces the inalienable right of all people to live their lives free from all forms of discrimination or abuse. Generac Holdings, Inc., and all subsidiaries and controlled entities (collectively, “Generac” or “Company”), avoids causing or contributing to adverse human rights impacts through its operations and addresses such impacts when they may occur. The Company seeks to prevent or mitigate adverse human rights impacts that are linked to its operations, products, or services. Independent contractors, consultants, agents, and sales representatives who represent Generac are expected to apply the same high standards while working on behalf of the Company.

This Policy builds off of the commitments and processes laid out in the Company’s No Harassment and Code of Ethics and Business Conduct policies.

Values and Expectations Regarding Human Rights

Generac has an unwavering commitment toward promoting a workplace that is respectful of personal differences and free of discrimination and harassment. Generac expects its employees, contractors, business partners, and subsidiaries to reflect the Company’s respect for human rights by abiding by our policy statement below.

Implementation of this Policy

This policy is observed by all of the Company’s employees at its locations around the world. Employees can report human rights violations or concerns to either Human Resources, Legal, or anonymously via a report through the Integrity Hotline, as outlined in Generac’s Integrity Reporting and Hotline Policy. Generac will not retaliate or tolerate any retaliation against an employee who, in good faith, reports a concern.

Related Laws and Norms

The Company is subject to and complies with applicable laws and regulations of the United States, as well as other domestic and international laws and regulations governing the employment, working conditions, safety, and environmental aspects of its business. Additionally, Generac recognizes the importance of human rights philosophies expressed in global frameworks, such as the United Nation’s Universal Declaration of Human Rights and the Organization for Economic Co-operation and Development guidelines for multinational enterprises (OECD), aimed at promoting and protecting the fundamental human rights of all people.

In addition, all Generac employees, agents, officers and directors must conduct any actions on behalf of Generac in compliance with all applicable international and national rules and regulations. Violation of governing laws could subject the Company to significant risks including potential fines, penalties, and damaged reputation. Employees are encouraged to seek advice from your supervisor/manager, Human Resources or Legal before acting, when necessary.

Policy Statement

The fundamental human rights of all individuals shall be respected and protected equally and without discrimination in all facets of Generac's businesses.

The tenets of our values pertaining to human rights include:

- a. **Anti-Discrimination:** Everyone is entitled to the same human rights without discrimination based on race, religion, creed, national origin, ancestry, gender, age, sexual orientation, disability, citizenship, veteran status, or any other legally protected characteristic.
- b. **Equal Protection:** All individuals are entitled to the right to a remedy and equal protection under applicable law if their human rights are violated.
- c. **Prohibition on Forced Labor & Child Labor:** All individuals have the right to safe, fair, ethical, and humane working conditions, including no forced labor, compulsory labor, child labor, modern forms of slavery, bonded labor and any form of human trafficking.
- d. **Anti-Harassment:** The Company will not condone any type of harassment or abuse, whether corporal, mental or physical, of an employee by a director, officer or other employee or any partner, customer or supplier of the Company.
- e. **Stakeholder Engagement:** We believe that local issues are most appropriately addressed at the local level. Where appropriate, we will engage with a wide range of stakeholders on human rights issues related to our business.
- f. **Minimum Living Wage:** We are committed to providing a minimum living wage for our employees and contractors involved in our operations by complying with all applicable minimum wage/hour requirements. We also expect our suppliers to certify to and comply with applicable minimum wage/hour requirements and other human right principles as provided in our Supplier Business Code of Conduct & Certification. Through these commitments, we support the human right to acceptable living conditions.

Individuals and entities subject to this policy shall avoid infringing on the human rights of others and shall comply with these policies and procedures as described therein. All individuals and entities are responsible for promptly alerting a responsible supervisor, the Human Resources or Legal department, or other appropriate Company authority of any deviation from them.