



Effective Date: October 29, 2018

HEALTH, SAFETY, AND EMPLOYMENT POLICY

Purpose

Fox Factory Holding Corp. and its subsidiaries (collectively, the “Company” or “we”) value its employees’ efforts in providing the Company with the necessary commitment for its success. The commitment of our employees drives us to continuously improve our business, operations and product. From those who perform entry level functions to executive officers, our employees remind us that we must always lead with respect, integrity, and accountability. The purpose of this Policy is to demonstrate our commitment to equal employment opportunities and fostering a safe and healthy workplace for our employees.

Scope

This Policy applies to all employees, officers and directors of the Company worldwide.

Policy

Equal Opportunity and Anti-Discrimination

The Company provides equal employment opportunities for all employees and applicants for employment without regard to race, color, ancestry, national origin, gender, gender identity, gender expression, sexual orientation, marital status, religion, age, physical disability (including HIV and AIDS), mental disability, results of genetic testing, or service in the military, or any other characteristic protected by the laws or regulations of any jurisdiction in which we operate (the “Characteristics”). We base all employment decisions – including recruitment, selection, training, compensation, benefits, discipline, promotions, transfers, layoffs, terminations and social/recreational programs – on merit and the principles of equal employment opportunity.

The Company expressly prohibits any form of unlawful discrimination based on any of the Characteristics. Improper interference with the ability of other employees to perform their expected job duties is not tolerated.

To ensure equal employment opportunities to qualified individuals with a disability, the Company will make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship on the operation of the business would result.

In accordance with the Americans with Disabilities Act (ADA) as amended, as well as applicable state laws, reasonable accommodations will be provided to qualified individuals with disabilities when such accommodations are necessary to enable them to perform the essential functions of their jobs, or to enjoy the equal benefits and privileges of employment.



Anti-Harassment

It is the Company's policy to provide a work environment free of sexual and other harassment, including harassment based on any of the Characteristics. To that end, harassment of the Company's employees by management, supervisors, coworkers, or nonemployees who are in the workplace is absolutely prohibited. The Company will take all steps necessary to prevent and eliminate unlawful harassment.

Anti-Retaliation Commitment

The Company strictly prohibits any adverse action or retaliation against an employee for participating in an investigation of alleged violation of this Policy.

Diversity and Inclusion

The Company is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in the way we do business and is an important principle of sound business management.

Our employees have diverse backgrounds, skills and ideas that collectively contribute to greater opportunities for innovation. Our recruitment strategy is designed to attract a diverse pool of talent so that we may select the best candidates and open doors at all levels of this organization.

Safety

The Company is committed to providing its employees with a safe and productive work environment, including an environment free from violence. To foster this environment, the Company has a zero-tolerance policy for any acts of intimidation or threats of violence committed by any employee, contingent worker, customer or vendor at any of the Company's workplace or while conducting the Company's business. Employees must conduct themselves in a professional manner, which excludes behaviors for which the Company has zero-tolerance, including direct or indirect intimidation or threats of violence; acts of a violent or aggressive nature whether conducted in a verbal, physical or electronic mode; vandalism; destruction; attempted destruction or threats of such to the Company or its property; physical or verbal harassment or intimidation; and possession of firearms or dangerous weapons at any of the Company's workplaces or while conducting the Company's business.

Health

We are concerned about the safety and welfare of our employees, their families, our customers and the community. The Company wishes to provide a tobacco and smoke-free working environment for its employees. The following are prohibited inside the Company's buildings: smoking, the use of electronic cigarettes, vapor pens, and vaping, and the use of smokeless and chewing tobacco.

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In keeping with this commitment, the Company maintains a strict policy against the use of alcohol and the unlawful use of drugs in the workplace. Consequently, no employee may consume or possess an open container of alcohol, or use, possess, sell, purchase or transfer illegal drugs at any time while on the Company's premises or while using a Company vehicles or equipment, or at any location during work time, except, with respect to alcohol, during any Company-sponsored events where alcohol is provided. The Company maintains an Employee Assistance Program to help employees who suffer from alcohol or drug abuse.

Privacy

The Company strives to protect employee information by handling such information with the utmost care. The Company is committed to complying with the legal standards imposed The European Union General Data Protection Regulation and other applicable data protection and privacy laws. In connection with its commitment to such compliance the Company has developed and implemented a number of privacy policies for the processing of personal data as well as notified certain employees of the Company with respect to such processing of personal data.

Policy Contact

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