

Environmental & Energy Policy

Policy Name:	ENVIRONMENTAL & ENERGY POLICY	Policy No.:	705-005
Segment:	HARLEY-DAVIDSON, INC.	Pages:	2
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Policy Owner:	CHIEF COMPLIANCE OFFICER	Effective Date:	May 14, 1994
Approved By:	BOARD OF DIRECTORS	Version:	5. September 5, 2019 4. February 14, 2017 3. April 25, 2014 2. February 15, 2006 1. May 14, 1994
Attachments or References:	NONE		

I. PURPOSE AND OBJECTIVES

The purpose of this policy is to demonstrate the Company's commitment to providing sustainable business practices which include: compliance with environmental regulations, advancement of environmental awareness, minimization of environmental risks, prevention of pollution, reduction of emissions and waste, and conservation of energy and water consumption. While it is the Company's responsibility to provide sustainable business practices, it is everyone's responsibility to comply with the law as well as the Company's business practices relating to environmental protection, including but not limited to all applicable work rules and policies.

II. DEFINITIONS

None.

III. POLICY STATEMENT

The Company believes in protecting the environment. The Company is committed to the advancement of operating and management practices that minimize, consistent with the Company's business objectives, the impact of its operations on the environment. Accordingly, the Company's environmental and energy guidelines and practices include:

- Providing training for employees, emphasizing both individual and corporate responsibility for compliance, sound environmental management and conservation actions.
- Considering the minimization of energy and water use and the generation and discharge of waste (including air emissions, wastewater and solid waste) in research, design, operating, purchasing and management decisions.

- Evaluating reuse, recycling and other beneficial uses of waste materials prior to landfill or other means of disposal.
- Conducting internal environmental & energy audits to promote better operating practices, pollution prevention, energy use, waste management, water management, information exchange, recordkeeping and compliance with regulations.
- Conducting environmental & energy reviews for new projects, processes and materials to confirm regulatory compliance, assess environmental impact and consider energy efficiency.
- Establishing operating practices to meet our responsibilities under environmental laws and regulations in all countries where we operate.
- Supporting the development and implementation of environmental laws and regulations that represent an appropriate balance of the interests of all our stakeholders.
- Communicating the Company's environmental commitment to employees, contractors and stakeholders.
- Establishing specific operating and performance targets on a regular basis consistent with the Purpose and Objectives of this policy.
- Making available the information and necessary resources to achieve environmental and energy objectives.
- Reporting on Harley-Davidson's performance with the goal of continual improvement with respect to Harley-Davidson's commitment to the Purpose and Objectives of this policy.

IV. SCOPE

This policy applies to all employees of Harley-Davidson, Inc., and its subsidiaries and affiliates; and, similar to all policies, including the Code of Business Conduct, will be enforced consistent with applicable local law and collective bargaining agreements. We also expect contractors, contingents, consultants and others who are working on behalf of the Company to follow this policy.

Note: The research, design and development of motorcycles and related products is within the scope of the policy, but out of scope for Harley-Davidson ISO 14001 and 50001 certifications.

V. RESPONSIBILITY FOR POLICY MAINTENANCE

The Chief Compliance Officer (CCO) is the Policy Owner.

VI. EXCEPTIONS

None.