



Diversity, Equity, & Inclusion Policy

Policy Code: 004	Version: 1.0
Effective Date: August 1, 2021	Owner: VP-Human Resources

1 Policy Statement

At Traeger, inclusion, equity, and diversity mean welcoming everyone to our table. We do more than build grills. We offer people a unique cooking experience that they can share—bringing together their community, friends, and family. Our consumers come from all over the world and from all walks of life, and so should our team.

The collective sum of our individual differences, life experiences, self-expression, and unique capabilities creates the unmistakable Traeger community and culture. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Traeger's diversity initiatives are represented in our policies and practices impacting our team members (including but not limited to recruitment and selection; compensation and benefits; professional development and training programs; and social and recreational programs and in our continuous efforts to promote and enforce:

- Respectful communication and collaboration between all employees.
- Teamwork that permits and encourages the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Talent Management practices that enable manager and employee alignment on meaningful work opportunities for all employees in the context of their role and capabilities
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity of our workforce.

1.1 Employee Expectations

All employees of Traeger have a responsibility to treat others with dignity and respect at all times. Respectful communication and engagement in teamwork that puts the group's goals above the goals of self are a minimum expectation, however, actively seeking out opportunities to build an inclusive environment should be the ultimate goal. All employees are expected to exhibit conduct that reflects inclusion during work, at work-sponsored functions on or off the work site, and at all other company-sponsored and participative events.

2. Policy Scope

All Traeger employees, regardless of department, position, or management level.

3. Policy Accountability

The Diversity & Inclusion Policy is owned and managed as outlined below.

- Policy & Program Responsibility – Human Resources
- Policy Oversight – General Counsel

4. Reporting Violations

Any employee who believes they have been subject to treatment that conflicts with Traeger's Diversity, Equity, & Inclusion policy should seek assistance from a member of the HR team or any leader. Employees may also report violations to the Ethics Hotline or Email:

1. US-based Employees: 1-844-330-7633
2. China-based Employees:
 - a. Dial the direct access number from your location:
 - i. Access Code-Southern: 10-811
 - ii. Access Code-Northern: 108-888
 - b. Once the direct access number is entered, the employee can call the 1-844-33-7633 ethics hotline.

5. Investigation Process

All reports will be investigated thoroughly by Human Resources, the Traeger Ethics Team or the General Counsel in a manner that protects the identity of victims and/or reporting employees. Victims and/or reporting employees will not be retaliated against, either through their future employment or in regard to their standing within the Company.

Traeger also expects employees to use the above reporting channels when they are uncertain if the observed behaviors of concern are violations, or if they seek consultation regarding a specific business ethics concern or situation.

6. Policy Review

The Policy & Program Owner is responsible for reviewing the Diversity and Inclusion Policy at least annually to confirm its relevance and effectiveness in meeting the stated objectives.