

California Transparency in Supply Chain Act Disclosure

Harley-Davidson is committed to ensuring our operations and supply chains are free from involuntary labor and human trafficking. This commitment applies to all Harley-Davidson employees, officers and directors as well as all individuals and entities doing business with and for Harley-Davidson.

As part of our supplier onboarding process, Harley-Davidson performs on-site inspections of suppliers' facilities, safety conditions and processes to help ensure they comply with laws and regulations regarding involuntary labor and human trafficking. Currently, the audits are performed by Harley-Davidson employees through scheduled visits with the supplier.

Our supply agreements prohibit suppliers from using involuntary or forced labor in the production of goods for Harley-Davidson. In addition, we are implementing a process for our direct suppliers to regularly certify that the materials incorporated into the product sold to Harley-Davidson comply with the laws regarding slavery and human trafficking of the country or countries where they conduct business.

Under our Code of Business Conduct, Harley-Davidson provides training with regard to involuntary labor and human trafficking to employees and other individuals who are directly responsible for our supply chain management. Compliance with laws and Harley-Davidson policies relating to involuntary labor and human trafficking is required under our Code of Business Conduct. Employees and individuals who fail to follow Harley-Davidson's processes and policies prohibiting involuntary labor and human trafficking are subject to discipline.