



## Code of Ethics and Conduct

### Our Mission and Values

At Forest River, Inc., we strive to be the industry leader by manufacturing superior and safe recreational vehicles, boats, cargo trailers, buses and other products that improve lives at work and play.

Forest River is proud of the values that drive our business, foremost:

- ***Integrity***
- ***Safety***
- ***Quality***
- ***Customer Service***

As in the past, we will continue to uphold the highest levels of business ethics and personal integrity in all our business interactions.

This Code emphasizes Forest River's commitment to the highest level of ethics and compliance, establishes high standards of conduct, and provides a way for us to ask questions and to report suspected or known violations of ethical and legal standards.

By following the principles of this Code, we can work toward our highest potential and maintain the confidence and trust of all people and organizations with whom we work. Forest River's success is a reflection of how we work together to uphold our values and conduct business with integrity, safety, quality, and with the customer in mind at all times.

***Failure to comply with our Code may result in serious civil and criminal liability for both Forest River and individual employees. Violations of the Code may lead to discipline, up to and including termination. Any waivers or exceptions to this Code may be made only with the express authorization of Forest River's President or designee.***

# Duties of All Forest River Employees

We are committed to:

## Becoming Familiar with this Code

We must all be familiar with our Code and what it demands of us. This Code is only a part of the set of laws, regulations, codes, standards and expectations that guide us in making decisions and resolving issues.

Our Code does not replace the Berkshire Hathaway Code of Business Conduct and Ethics; rather, it supplements our parent company's Code. Our Code is not an all-inclusive list of answers to questions that may arise. However, it is here to inform us about expectations and to provide guidance. We must use our best judgment to comply with the Code and do so with an attitude of achieving full compliance with both the letter and the spirit of the rules by upholding our corporate values.

## Becoming Familiar with Applicable Standards of Conduct

We know that there are various international, national, state, or local laws and standards that govern the work we do on behalf of Forest River. This includes laws and regulations that apply specifically to how we do our jobs, such as safety standards, and also laws that cover more general business practices, such as anti-corruption laws and honest billing practices.

Everyone at Forest River receives training to explain how various laws and standards impact how we do our jobs. It is through training that we learn the right way to accomplish things and the values by which Forest River operates. In this way, we all can become familiar with and apply those standards as they are intended.

## Asking Questions

Sometimes, the right way to deal with a situation might not be clear or we might have questions. When this happens, we should immediately reach out to any member of management or to the Chief Ethics & Compliance Officer (CECO). We can approach any of these individuals to discuss concerns we have with our Code.

## Acting in Compliance With Our Code

All employees, agents, dealers and vendors, regardless of title, position, or location, are required to comply with our Code, our corporate values, and applicable laws. This is a critical piece of our success as a company.

## Reporting

We are required to immediately report known or suspected violations of our Code, laws, regulations, codes or standards, even if we committed the violation ourselves. This is an absolute obligation and is not optional. We should immediately report an issue or problem to a supervisor, manager, or division General Manager. We may also report our concerns directly to the CECO, his deputy, a company officer or director (e.g. Director of Human Resources). If it is too uncomfortable or impractical to report our concerns in person, we may report them anonymously to our Ethics and Compliance Hotline by telephone or online at:

**1-800-261-8651**

**[www.brk-hotline.com](http://www.brk-hotline.com)**

## Preventing, Stopping, and Reporting Retaliation

We all have an obligation to speak up when we see something that may violate the Code, laws, regulations, and standards that govern our business. All Forest River employees have the right to discuss any issue or grievance with any level of management without fear of retaliation or discipline. Our corporate community must feel free to report whenever there is a potential issue or suspected problem.

We must never retaliate against anyone who brought up questions or issues or who reports a problem. Forest River will not tolerate retaliation. Retaliation against another employee, whether by a supervisor or a fellow co-worker, is a serious violation of our Code and may lead to discipline up to and including termination.

## Complying with Laws and Regulations

Forest River is committed to being a good corporate citizen wherever it does business. We must comply with all laws and regulations that apply, and it is our obligation to understand the laws applicable to where we do business. If we have business dealings with US or foreign government officials, officials representing other international governing bodies or with customers in other countries, we need to abide by laws governing those relationships. For more information, please refer to the Prohibited Business Practices Policy.

If we find that laws or regulations conflict, we should bring these situations to our supervisor's attention so that the company can determine the best course of action to comply with all laws that apply.

# Integrity

Integrity means being true to oneself and doing the right thing in every situation. There are many ways integrity plays a critical part in our success at Forest River.

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## Respecting Our Company

- Confidential Information

Integrity means we protect Forest River's confidential information and trade secrets from unauthorized disclosure. Other than in areas permitted by law, we must not disclose or share with people outside Forest River any confidential information or trade secrets that have not been made public, without first having permission from Forest River management. We must also protect confidential information and trade secrets from unauthorized or inadvertent disclosure. This means we should not discuss confidential information and trade secrets in the presence of unauthorized individuals or leave confidential documents unsecured. Our obligations regarding the non-disclosure or prevention of unauthorized use of confidential information and trade secrets continues even after our employment ends

- Conflicts of Interest

Integrity means we work to advance the best interests of Forest River, instead of advancing our own self-interest. A conflict of interest occurs when our private interest interferes in any way with the interest of the company. A conflict can arise when we have interests that make it difficult for us to objectively and effectively perform our work. It's almost always a conflict of interest for us to work simultaneously for a competitor, customer or supplier. There are other times when the situation is not as clear-cut. If we are not sure or reasonably believe a situation may create a conflict of interest, then we should seek guidance.

We may not use Forest River's confidential information, trade secrets, materials, equipment or property for our own private advantage or gain. This creates a conflict of interest. We must also make sure Forest River does not receive or use other companies' confidential information or trade secrets. Employees must not bring information or equipment from our competitors to Forest River, even if the employee thinks the information will benefit Forest River. If this happens, it creates a legal issue for the employee and for Forest River.

- True and Complete Reports

Integrity means we must always be honest in dealing with others. This includes internal and external business transactions and interactions with the government. When we make statements or prepare reports or filings for Forest River, our partners in business, our investors, or for the government, we must ensure the information we report is accurate and complete, and that it is provided on time. If there is a deadline, we must do everything we can do to be sure we meet that deadline.

Forest River's internal standards and controls require that our records and books be accurate and true. Falsifying or altering records or reports or knowingly approving any false or altered records or

reports is strictly prohibited and could lead to termination. If we become aware that any reported information was inaccurate, incomplete or misleading, we must immediately report this to a member of management, the CECO or to the Ethics and Compliance Hotline.

- Forest River Assets and Property

We must not use Forest River assets or property for anything other than our business. This is true of materials, equipment, tools, supplies, money, vehicles, or any other Forest River property.

Forest River respects the privacy of its employees, but that privacy right does not extend to employees' work-related conduct or the use of Forest River's assets or property. We should be aware that Forest River's management has the right to access company-owned electronic systems and equipment and that there is no legitimate expectation of privacy for employees using the company's computers, printers, electronic mail system, phones, internet, or servers. The company's policy manual contains additional information and guidance on this topic.

- Inquiries and Investigations

Forest River and its employees are committed to the highest standards of integrity, safety, quality, and customer service. However, sometimes things go wrong, and when they do, we take extra time and effort to look into what happened. We are all required to participate in inquiries and investigations. We must honestly and openly share what we know when we are asked about a situation, even if it is embarrassing or if we made a mistake.

All Forest River employees are required to cooperate in any governmental audit, inquiry, investigation or request. In addition, consistent with Forest River's Mandatory Reporting Policy, any employee who receives information regarding or is contacted in connection with a governmental audit, inquiry, investigation or request must immediately contact the Chief Ethics and Compliance Officer, the company President, appropriate manager and legal counsel, who will in-turn determine the appropriate response.

- Retaliation

Just as we will not tolerate retaliation against employees who make a report about a problem, we will not tolerate retaliation against employees or witnesses who participate in investigations. Forest River's Investigations Policy has more detailed information.

### Respecting Our Co-Workers

Forest River is proud to reflect its commitment to integrity and quality in its professional and friendly work environment, and will take all reasonable steps to ensure our work environment remains professional for all who work here.

We must not tolerate discrimination or harassment of any employee for any reason. We expect you to prevent, stop, and promptly report any discrimination or demeaning language, characterization or conduct that may harass, intimidate, insult, ridicule, emphasize, or characterize a fellow employees'

race, gender, ethnicity, religion, age, color, national origin, sexual orientation, gender identity, or any other category protected by law. Sexual or other inappropriate remarks will not be tolerated. Forest River's policy prohibits not only unlawful discrimination and harassment, but also other unprofessional and discourteous conduct.

### Respecting Our Environment

Our company must follow all of the laws and regulations that govern how we treat our environment. Forest River has obligations under various federal, state and local laws and regulations to control and monitor our waste and what we emit into the air and water in the communities where we work. There are also laws that govern how and where we source our materials. We must work together to understand, control, monitor, and report how we are impacting our environment so that we are in full compliance with those laws and regulations.

### Respecting Our Business Partners

Integrity also means conducting business fairly and honestly with all of our business partners, including our suppliers, vendors, dealers, and subcontractors. We must set an example in the marketplace by never offering or taking improper payments such as bribes or kickbacks. We must be sure our discussions about pricing are appropriate and fair so we prevent any negative effects on our business or on our business partners.

Forest River has obligations to try to develop a wide range of business partners, including ones that are small disadvantaged businesses. We are fully committed to leading our industry and setting the example in these areas. Working as a team, we can continue to set high goals, and exceed them year after year.

In our work with Forest River, we should always be aware of how we are conducting business, but also how our vendors, suppliers, and dealers are conducting business directly for us, or indirectly on our behalf. When others with whom we do business make poor decisions or do things that are dishonest, it can lead to a negative effect on Forest River. Part of our commitment to compliance is doing our best to ensure that everyone we do business with is equally committed to safety, integrity and quality.

## Safety

- Safety is one of our highest duties. We owe a duty to ourselves, each other, our customers, and communities, to ensure that everything we do is focused first and foremost on safety. There are many laws, standards, and regulations that require us to take certain steps to prevent accidents and to make our products safe for our customers. We must be committed to always complying with safety regulations and standards. We cannot and will not tolerate shortcuts.
- Forest River is a drug-free workplace. We will not tolerate drugs or alcohol, or people who are under the influence of drugs or alcohol, in our workplace. Similarly, we will not tolerate violence in the workplace for many reasons, including the adverse impact it can have on safety.

## Quality

Forest River has a well-earned reputation for quality and customer service. This has made us leaders in our industry. We are committed to maintaining the highest quality in all of our products.

We have developed many practices and processes to meet our quality standards. As part of the Forest River team, we should know and follow these practices to ensure that our work is the best that it can be, so that the employee who next touches the product can do the same. If you have ideas about how we can do things better, we want to hear your ideas. It is important that you let us know before making any changes to the way we do things so we can ensure the new way is compliant, safe, and maintains our high quality standards.

## Customer Service

We are also known for providing top-notch service to our customers. We interact with our customers in ways designed to deliver the highest level of customer satisfaction. It is important that we each know our role in serving customers. Whether it is on the manufacturing line, conducting inspections, delivering our products, or working on warranty issues, we must always be focused on delivering first-class service to our customers.

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**ACKNOWLEDGMENT OF RECEIPT & UNDERSTANDING  
FOREST RIVER, INC. CODE OF CONDUCT & EMPLOYEE HANDBOOK**

**READ CAREFULLY**

I acknowledge and agree that I have received the Forest River, Inc. Code of Conduct and Employment Handbook. I further acknowledge and agree that I have read and understand these documents and will abide by their terms.

Employee Signature: \_\_\_\_\_

Employee Name (Printed): \_\_\_\_\_

Date: \_\_\_\_\_