REASONABLE ACCOMMODATION POLICY

Policy: Torrid LLC is committed to providing equal employment opportunities to qualified individuals with disabilities. To assist our associates who are or who become disabled, we will make reasonable accommodations to enable such associates to continue performing the essential functions of their jobs and/or to enable them to enjoy all the benefits of employment. The specific accommodation offered will depend on thespecific facts and circumstances of the associate's job and any limitations. Possible accommodations include but are not limited to modification of job duties to comply with medical requirements or restrictions, modification of policies and procedures, leaves of absence for a definite duration or reduced schedules for a finite duration. Transfer to a vacant position for which the associate is qualified also may be appropriate, depending upon specific facts and circumstances of individual situations.

Obviously, there are limits to the accommodations which we can realistically make. For example, where an accommodation would cause an undue hardship to Torrid LLC, we would be unable to make the particular accommodation. Similarly, where placing an individual in a position, with or without accommodation, would cause the associate to be a direct threat to the associate or others, we may be unable to place the associate in a particular position.

To request a reasonable accommodation because of a disability or on-the-job injury, please contact the Torrid Human Resources Department. For HQ and Stores, contact TorridLOARequests@Torrid.com. For the Ohio Distribution Center (OHDC), contact OHDCLOARequests@Torrid.com. We will discuss the matter in an attempt to make a reasonable accommodation.