

## INTRODUCTION

The Electrolux Group is dedicated to being a responsible employer and a good corporate citizen, with products and solutions that contribute to improving people's lives around the world. All our activities - including the manufacture, distribution and sale of our products - must be conducted with respect and consideration for human rights, for human safety and health and for the environment. We strive for continuous improvement with sustainability as a core concern in all our operations.

It is the responsibility of all employees and management to ensure compliance with this Code of Conduct. In incidents of non-compliance, employees are encouraged and expected to report this to relevant internal officers and are assured that there will be no retaliation or other negative consequences.

## WORKPLACE REQUIREMENTS

This Code of Conduct is applicable to all locations and units within the Electrolux Group, and compliance is required of our suppliers.

Electrolux units are free to introduce and enforce stricter standards than required in this Code of Conduct.

### General requirements

#### Laws and regulations

All Electrolux Group units, suppliers and subcontractors shall operate in full compliance with relevant laws and regulations applicable to their operations and employment in the countries in which they operate. This is the minimum requirement in all sections of this Code of Conduct.

#### Suppliers and subcontractors

Suppliers shall agree to comply with this Code of Conduct. If suppliers use subcontractors for the production of Electrolux group products, it is the responsibility of the supplier to ensure that the subcontractor complies with the requirements in this Code of Conduct. On request, the supplier shall be able to inform Electrolux which subcontractors they use.

#### Specific requirements

##### Child labor

Child labor is not tolerated in any form. Unless local law stipulates a higher age limit, no person younger than the age for completing compulsory education or younger than 15 (or 14 where permitted by ILO convention No. 138) shall be employed.

For authorized minors, management is responsible for providing working conditions, hours of work and wage appropriate for his or her age and in compliance with applicable local law as a minimum.

If a child is found working at a site where Electrolux products and or components are produced, Electrolux encourages remediation that does not worsen the child's social situation.

##### Forced labor

Forced or involuntary labor is not tolerated in any form. This includes prison, indentured and bonded labor, and other forms of working against one's own will or choice.

##### Health & safety

All employees shall be provided with a safe and healthy working environment and, when applicable, safe and healthy residential facilities, with applicable local law as a minimum. The employer should take appropriate action to prevent workplace accidents or illnesses.

##### Non-discrimination

Electrolux Group recognizes and respects cultural differences. Nevertheless, all employees shall be treated strictly according to his or her abilities and qualifications in any employment decisions, including but not limited to hiring, advancement, compensation, benefits, training,

layoffs and termination.

#### **Harassment and abuse**

No employee shall be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse. Earned wages shall not be deducted as a fine or penalty under any disciplinary practice.

#### **Working hours**

Electrolux recognizes the need for a healthy balance between work and free time for all employees. Unless national regulations require a lesser maximum hours of work, and except under extraordinary business circumstances, employees shall not, on a regularly scheduled basis, be required to work a standard work week of more than 48 hours per week or a total work week of more than 60 hours (including overtime). Except in extraordinary business circumstances, all workers shall be entitled to at least one day off in every seven-day period.

#### **Compensation**

Wages, including overtime and benefits, shall equal or exceed the level required by applicable law.

#### **Freedom of association & right to collective bargaining**

All employees are free to exercise their legal rights to form, join, or refrain from joining organizations representing their interests as employees. No employee should be subject to intimidation or harassment in his or her peaceful exercise of these rights. The employer shall also respect the employees' right to collectively bargain.

#### **Environmental compliance**

The Electrolux Group's Environmental Policy and Position Statements are valid for all Electrolux Group units. Suppliers and their subcontractors are expected to comply with the requirements in the position statement "Restricted Materials List" in addition to local law, and are encouraged to follow the Electrolux Group Environmental Policy.

#### **Monitoring and compliance**

Management is responsible for implementing and informing employees of their rights, duties and responsibilities under this Code of Conduct. Management is also responsible for maintaining adequate documentation to demonstrate its and its suppliers' compliance. As a condition of doing business with the Electrolux Group, suppliers must authorize Electrolux and its designated agents (including third parties) to perform audits, including confidential employee interviews.