

# Equal Employment Opportunity Statement of Policy

## PURPOSE:

To ensure Equal Employment Opportunity to all applicants and employees of Electrolux North America (ENA).

## SCOPE:

This policy applies to all ENA locations.

## POLICY:

It is the policy of ENA to select, develop and promote employees based on the individual's ability and job performance. It has been, and shall continue to be, the policy of ENA to provide Equal Employment Opportunity to all people in all aspects of the employer/employee relationship without regard to race, color, religion, creed, sex/gender, national origin, citizenship, age (40 or older), disability (mental, physical or visual), genetic information, sexual orientation, status as a disabled veteran, veteran of the Vietnam era or as a member of the National Guard or Military Reserve, or any other characteristic protected by applicable federal, state or local law. This policy affects decisions including, but not limited to, an employee's compensation, benefits, terms and conditions of employment, opportunities for promotion, training and development, transfer and other privileges of employment.

It has been, and shall continue to be, the policy of ENA to maintain a working environment free of harassment and illegal intimidation. It is further the policy of ENA to comply with all applicable Federal, State, and Local statutes concerning Equal Employment Opportunity.

## GENERAL:

Any questions pertaining to, or alleged violations of, this policy are to be brought to the immediate attention of the management of the ENA location involved, or to the Human Resources Department. The ENA Corporate Compliance Hotline may also be contacted at (800) 235-1320.