

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy at Electrolux to provide equal employment opportunities and affirmative action to all qualified individuals. All personnel actions, including, but not limited to, compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, are administered without regard to race, color, sex, sexual orientation, gender identity, age, religion, national origin, protected veteran or disability status, or any other status protected by law, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, retaliation, or discrimination for:

- 1) Filing a complaint;
- 2) Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and any other applicable Federal, State, or local law requiring equal opportunity and affirmative action;
- 3) Opposing any act or practice made unlawful by Federal, State or local law requiring equal opportunity and affirmative action;
- 4) Exercising any other right protected by applicable laws.

A copy of the Equal Employment Opportunity statement that reaffirms Electrolux's commitment to equal opportunity and affirmative action for its applicants and employees is posted in a form that is accessible and understandable to an individual with a disability. The Affirmative Action Plan for Protected Veterans and Individuals with a Disability, absent the confidential statistical reports, is available upon request.