

International Framework Agreement between AB Electrolux and employee representatives of IF Metall, Unionen, IMF and the KFD¹ of the AB Electrolux Board of Directors

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. We strive for continuous improvement with sustainability as a core concern in all our operations.

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. The agreement is based on universal standards of business practice, including those of the International Labour Organization and the OECD Guidelines for Multinational Enterprises.

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

This International Framework Agreement contains the following provisions which are a summary of the Electrolux Code of Conduct.

Workplace requirements

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

Laws and regulations

All Electrolux Group units, suppliers and subcontractors shall operate in full compliance with relevant laws and regulations.

Suppliers and subcontractors

Suppliers shall agree to comply with the Electrolux Workplace Code of Conduct.

Child labor

Child labor is not tolerated in any form. 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. (*ILO Minimum Age Convention (No. 138) and Worst Forms of Child Labour Convention (No. 182)*)

Forced labor

Forced or involuntary labor is not tolerated in any form. (*ILO Abolition of Forced Labour Convention (No. 105)*)

¹ KFD (*Koncernfacklig delegation*). KFD is the employee representatives on the Board of the AB Electrolux Group.

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 does not accept discrimination. All employees shall be treated strictly according to his or her abilities and qualifications in any employment decisions. (*ILO Discrimination (Employment and Occupation) Convention (No. 111)* *ILO Equal Remuneration Convention, 1951 (No. 100)*)

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 unless regulated under a collective bargaining agreement or recognized under laws.

Working hours

Electrolux recognizes the need for a healthy balance between work and free time for all employees.

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. (*ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)* *Right to Organise and Collective Bargaining Convention, 1949 (No. 98)*)

Environmental compliance

Environmental issues are a core concern for Electrolux. The Group applies a holistic approach with the objective to minimize the environmental impact from production, product use and disposal. All Electrolux Group units and suppliers shall operate in full compliance with applicable environmental legislation and Electrolux-specific requirements.

Monitoring and compliance

Management is responsible for implementing and informing employees of their rights, duties and responsibilities under this International Framework Agreement and Electrolux Workplace Code of Conduct.

Implementation and compliance with these provisions will be reported on and discussed once per year with the employee representatives (KFD) of the AB Electrolux Board of Directors. One representative each from LO and PTK will participate in the committee monitoring compliance of this International Framework Agreement and the Electrolux Code of Conduct. The parties are always entitled to initiate discussions and reports on incidents occurred. For this purpose both parties can involve external expertise should this so be required

In case of substantial changes in the Electrolux Workplace Code of Conduct the KFD representatives have the right to initiate negotiations regarding this Agreement.

Agreement between AB Electrolux and employee representatives of IF Metall, Unionen, IMF and the KFD² of the AB Electrolux Board of Directors

Electrolux, on behalf of all its legal entities, premises, units and managers, in all world countries, and in the light of the Electrolux Code of Conduct, as well in the light of the International Framework Agreement with IMF, IF Metall and Unionen, commits itself not to organise and finance company/“yellow” Unions, not to implement or support any Union busting activity and not adopt initiatives capable to discourage workers from forming authentic Unions.

The Electrolux Group, however, will maintain all its right to act and react also versus Trade Unions Organisations where these should adopt behaviours and/or actions not in line with legal and/or contractual rules.

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