

## **Electrolux Group statement on slavery and human trafficking 2023**

Electrolux 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. Part of the Group's work with human rights is to ensure that Electrolux is not complicit in infringements in forced and bonded labor within its sphere of influence – i.e. that there is no modern slavery in any part of our business or our supply chain. This statement is made by the Electrolux Group pursuant to section 54 of the UK Modern Slavery Act 2015, section 3 of the California Transparency in Supply Chains Act, and section 14 of the Australian Modern Slavery Act 2018 (Cth).

### **About the Electrolux Group**

The Electrolux Group is a global leader in home appliances, offering solutions for households including products such as refrigerators, dishwashers, washing machines, cookers, vacuum cleaners, air conditioners and small domestic appliances.

The Group has 34 factories on all continents and sells to customers in more than 120 countries every year, under brands including Electrolux, AEG and Frigidaire.

In 2023, the Electrolux Group had sales of SEK 134bn and 45,000 employees.

### **Our commitment**

The Group's [Code of Conduct](#) and [Workplace Policy](#) set out provisions for human rights and labor standards in our own operations. The same requirements are reflected in the [Electrolux Supplier Workplace Standard](#) which applies to our suppliers. This Standard defines a zero-tolerance principle towards forced, involuntary, or trafficked labor. This includes indentured, bonded, and unapproved prison labor and other forms of working against one's own will or choice – also known as modern slavery.

Electrolux has over 1,700 direct material suppliers throughout its markets, including about 120 OEM (original equipment manufacturing) suppliers and a large number of indirect material partners. The Electrolux Responsible Sourcing Program monitors and supports suppliers by screening supplier candidates, monitoring compliance, educating suppliers and building transparent and supportive relationships.

### **Identifying risks**

The Electrolux Group appreciates that certain geographical locations and industries in its supply chain may present greater risks of modern slavery. These risks include the use of child labor and other forced, bonded or indentured labor.

Electrolux assesses and addresses risks and conditions regarding forced and bonded labor in our product supply chains on an annual basis. The risk analysis is conducted by Electrolux, using input from Verisk Maplecroft, a global agency that monitors political, economic and social risks. The number of countries deemed at high risk for child, forced or bonded labor within our sphere of influence totaled 19 in 2023, and included for example, Brazil, China, Egypt, Mexico, Romania and Thailand. Direct suppliers of all categories – including components and finished goods – as well as service suppliers are part of the risk assessment. Certain categories of service suppliers, such as manpower agencies, facility management companies and security providers are in themselves considered as high risk.

### **Auditing and Effectiveness**

In order to assess the effectiveness of the risk analysis referred to above, Electrolux conducts audits of suppliers in high and medium risk countries to evaluate supplier compliance with company standards, including child, forced and bonded labor in supply chains. In 2023, 369 (306) audits were conducted, of which 114 (90) were performed by third-party assurers and the rest by our own dedicated Responsible Sourcing auditors. The audits are neither independent in that they are carried out by Electrolux, nor are they unannounced. Cases that fall within our “Zero tolerance” category for child, forced or bonded labor, puts the supplier in “Disqualified” status until the situation has been remedied, thereby preventing further sourcing assignments from this supplier.

In 2023, two cases of forced labor and one case of child labor were identified in our supply chain (in 2022, there were zero cases). When cases of child labor, forced labor or modern slavery are identified, the Electrolux Responsible Sourcing team has processes in place to support the suppliers throughout the remediation process, through training and dialogue. The three specific cases involved workers at two suppliers in Thailand that were required to get management approval to leave the site during lunch and/or for access to rest rooms, and one case of a 15-year-old working at a Chinese supplier, where mandatory schooling ends at 16 years of age. All three cases have been remediated.

### **Certification**

The Supplier Workplace Standard is included either in procurement contracts or in a separate formal agreement signed by the supplier.

Electrolux has joined the Responsible Minerals Initiative (RMI), formerly known as the Conflict-Free Sourcing Program (CFSP), allowing us to influence those suppliers sourcing from countries affected by conflict. Our approach is based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and is embedded in our policies and activities.

### **Internal accountability**

Electrolux maintains accountability standards and procedures for employees and onsite contractors and all are expected to uphold the Workplace Policy. The line managers’ responsibility is reinforced by specific e-learning, including requirements for management of suppliers.

Within the Purchasing function, the formal sourcing forum used for all sourcing decisions over EUR 50,000 mandates a completed Supplier Workplace Standard-screening.

### **Training**

Training for our employees on Ethics, Code of Conduct and the Workplace Policy, including human rights is ongoing within the organization. Electrolux provides training for employees who have direct responsibility for supply chain management, which includes practices to manage incidents of forced and bonded labor. Our procurement professionals are regularly trained in responsible sourcing procedures.

Suppliers are trained as part of audits in separate seminars and workshops, as well as through e-learning which is available in 6 languages.

For more details on our Responsible Sourcing Program, including audit outcomes and targets, please see the [Electrolux Sustainability Report](#) (pages 29-32).

### **Joint modern slavery statement under section 14 of the Australian Modern Slavery Act 2018**

For the purposes of the Australian Modern Slavery Act 2018, the reporting entity under this statement is Electrolux Home Products Pty Ltd (ACN 004 762 341), which is the holding company in Australia for the

Electrolux Group. Electrolux Home Products Pty Ltd's only operating subsidiaries are Vintec Club Pty Ltd and Electrolux (NZ) Limited.

This statement has been approved by the Board of AB Electrolux as the parent company in the Electrolux Group. The operations in Australia include the manufacturing of home appliances. Electrolux Group manages global Responsible Sourcing for and on behalf of Electrolux Home Products Pty Ltd and its subsidiaries. It is acknowledged that identifying and responding to the risk of modern slavery in local procurement practices is an area that Electrolux in Australia is committed to maturing. Ongoing and regular consultation regarding these matters has occurred between key personnel at Electrolux Home Products Pty Ltd, its subsidiaries and AB Electrolux.

Stockholm on April 10, 2024



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Jonas Samuelson  
President and Chief Executive Officer  
AB Electrolux