

Whirlpool UK Appliances Limited Slavery and Human Trafficking Statement

The Modern Slavery Act 2015 was introduced by the UK government to address slavery and human trafficking. Modern slavery can occur in various forms including servitude, forced or compulsory labour and human trafficking and can affect children and adults ("Slavery"). The purpose of this statement is to provide information to better understand our policies and controls in relation to our supply chains and to understand how Whirlpool UK Appliances Limited ("Whirlpool UK") operates.

Business Structure

Whirlpool UK is a subsidiary of Whirlpool Corporation ("Whirlpool") which is located in Benton Harbor, Michigan, USA.

Whirlpool markets products in nearly every country around the world under brand names such as *Whirlpool, KitchenAid, Maytag, Consul, Brastemp, Amana, Bauknecht, JennAir, Indesit and Hotpoint**. Whirlpool's reportable segments consist of North America, EMEA (Europe, Middle East and Africa), Latin America and Asia. Whirlpool has approximately 92,000 employees.

Supply Chain

Whirlpool UK understands the importance of having an extensive and transparent supply chain and strives to ensure that its suppliers do not engage in any abusive, exploitative or illegal activities.

Whirlpool, of which Whirlpool UK is part, is continually committed to ensuring that its suppliers operate in a manner that is consistent with Whirlpool's global ethical standards. Whirlpool established the Global Supplier Code of Conduct in 2006 which reinforced its commitment to do business with fair and ethical suppliers.

Please see <http://www.whirlpoolcorp.com/supplier-code-of-conduct/> for further information.

Policies and Controls

Whirlpool UK acknowledges that there is a continuous risk of Slavery in all sectors, industries and jurisdictions, particularly in relation to raw materials sourcing and product manufacturing. Consequently, enhanced measures have been implemented to address Slavery.

- Integrity Manual - all Whirlpool UK employees are subject to Whirlpool's Integrity Manual, which details Whirlpool's policies such as the Diversity and Equal Opportunity policy and the Environmental, Health and Safety policy. The manual has been updated with a dedicated section on how to work with suppliers and to address ethical issues in an ever changing environment.
- Legal - a contractual provision has been incorporated within the standard terms and conditions of sale that makes it clear that we seek to ensure that there is no Slavery within our supply chains.

- Recruitment – Whirlpool UK prohibits abuse and discrimination in its workforce and ensures that it complies with all applicable laws and regulations and conducts relevant checks to prevent Slavery in its workforce.
- Global Supplier Code of Conduct/Supply Chain Transparency – Whirlpool's Global Supplier Code of Conduct is incorporated by reference into our supply agreements, and contains the fundamental requirements we expect our suppliers to comply with to ensure business is conducted in an ethical and Slavery free manner and report any potential violations to Whirlpool, including through Whirlpool Ethics Hotline.
- Audits – Whirlpool engages an independent agency to conduct periodic audits of selected suppliers. This helps to ensure that our suppliers continue to comply with our Global Supplier Code of Conduct. The audits include confidential interviews with employees and on-site contract workers. Corrective action is taken with suppliers who do not address our concerns.
- Compliance Team – Whirlpool has a dedicated global compliance team, which oversees the enforcement of the Integrity Manual, Global Compliance Policies and the Global Supplier Code of Conduct and encourages reporting of suspected non-compliance. Whirlpool employees are provided with multiple internal and external channels to report any violation of Whirlpool policy or law, including violations related to forced labour and human trafficking.
- Training - Whirlpool has established e-learning courses for our sourcing professionals to educate them on the requirements of our Supplier Code of Conduct. Where appropriate, Whirlpool also provides its suppliers with online training.

Whirlpool UK deplores Slavery and understands that it is a continuous risk. Consequently, Whirlpool monitors its business and aspires to further enhance its culture and programmes to demonstrate its commitment to address Slavery.

April 2019

*Whirlpool ownership of the Hotpoint brand in EMEA and Asia Pacific regions is not affiliated with the *Hotpoint* brand in the Americas



Andrzej Tuleja
Managing Director