



Group Environmental policy

1. Electrolux Professional Policy Statement

We want our products, services and production to be part of a sustainable society.

We are committed to:

- Designing products to reduce their adverse environmental impact in production, use and disposal.
- Reducing resource consumption, waste and pollution in our operations.
- Taking a proactive approach regarding environmental legislation that affects our business.
- Encouraging suppliers, subcontractors, retailers and recyclers of our products to adopt the same environmental principles as Electrolux Professional.
- Giving appropriate weight to this environmental policy when making future planning and investment decisions.
- Setting targets and objectives, within the scope of the environmental management system, to achieve continual improvement and a sustainable development.

2. Scope of application and implementation of this policy

The requirements of this Group Policy apply to all operational Electrolux Professional entities and employees.

Even though this policy applies to all operational units and employees, the Primary Audience of this policy (i.e. the ones who, together with the Policy Holder, are responsible for implementing the policy) is the local management of each company entity and business unit.

The Policy Holder, together with the Primary Audience, is responsible for ensuring that this Group Policy is implemented and monitored throughout the group.

In each Electrolux Professional region and/or business area, management is responsible for the implementation and safeguarding of this policy, including ensuring that there are regional/local procedures in place to support compliance.

3. Expectations on employees and other representatives

A management system according to ISO 14001 shall be in place in all of Electrolux Professionals production operational units and R&D centers, aimed to continuously improve the environmental standards and performance.

All Electrolux Professional operational units and suppliers shall operate in full compliance with applicable environmental legislation and Electrolux Professional-specific requirements e.g. Electrolux Professionals Restricted Material List (RML).

All permits and records concerning environmental legal requirements shall be kept available on-site by the Electrolux Professional operational unit.

Electrolux Professional operational units shall identify significant environmental aspects and take appropriate actions to address these, including resource consumption, emissions, chemicals and waste.

4. Violations of this policy

Employees who violate a Group Policy may be subject to disciplinary action, up to and including dismissal, depending on the facts and circumstances.

4.1. How to report violations

Violations of this Group Policy may be reported to the Policy Holder, Executive Management or the Board of Directors, either directly or via a manager, HR, an internal auditor, the Audit Committee or any other appropriate corporate body. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous.

Serious violations may also be reported via the Ethics Web Helpline where any employee can submit reports confidentially and anonymously.

Electrolux Professional has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, alerts management of possible violations of this policy.

5. Further guidance and assistance

This policy is the fundamental policy document. It sets the frame for Electrolux Professional Group's compliance with rules and principles. There are equally binding directives, both global and local. Each employee is responsible for knowing which policies, directives and related documents that apply to them.

For questions regarding this policy, please contact the Policy Holder.

Related documents:

- Electrolux Professional Code of Conduct
- Group Workplace Policy
- Group Workplace Directive
- Electrolux Professional Restricted Materials List
- The OECD Guidelines for Multinational Enterprises
- ISO14001
- ISO26000
- UN Global Compact

