

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

Electrolux Professional is dedicated to being a responsible employer and a good corporate citizen. Part of the Group's work with human rights is to ensure that Electrolux Professional 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 Professional Group pursuant to section 54 of the UK Modern Slavery Act 2015, section 3 of the California Transparency in Supply Chains Act. A separate account of due diligence pursuant to section 4 of the Norwegian Transparency Act covering the Norwegian entity have been made and is available at the Norwegian website, cf. section 5 of the Norwegian Transparency Act.

### **About the Electrolux Professional Group**

The Electrolux Professional Group is one of the leading global providers of food service, beverage, and laundry solutions, serving a wide range of customers globally, from restaurants and hotels to healthcare, educational and other service facilities. We have two segments – Food & Beverage and Laundry. Food & Beverage provides a wide range of equipment for professional cooking and beverage solutions. Laundry provides a wide range of equipment for professional laundry operations. In addition to the product offerings, aftermarket services are provided to customers throughout the equipment lifecycle.

In 2023 Electrolux Professional's production units operated through 12 manufacturing sites in Europe, Asia and the USA, with Vallenoncello in Italy, Ljungby in Sweden and Rayong in Thailand being the global manufacturing bases.

Electrolux Professional is our core brand. In addition, we use specialty brands including Zanussi, Wascomat, Crathco, Grindmaster, SPM, Unic, Alpeninox, Kelvinator, Veetsan, Schneidereit, Dito Sama, Molteni, Groen, Randell, Avtec, CapKold and Power Soak.

In 2023, the Electrolux Professional Group had sales of SEK 12 bn and as of December 31, 2023, approximately 4,000 employees.

### **Our commitment**

Electrolux Professional is a signatory of the UN Global Compact, we support the OECD Guidelines for Multinational Enterprises and applies the UN Guiding Principles on Business & Human Rights in the work to identify and remediate any negative impact on people that is a direct or indirect result of the operations.

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 Professional 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, forced and child labor and unapproved prison labor and other forms of working against one's own will or choice – also known as modern slavery.

### Identifying risks

The Electrolux Professional Group appreciates that certain geographical locations and industries in its supply chain present greater risks of modern slavery. These risks include the use of child labor and other forced, bonded or indentured labor. Electrolux Professional regularly assesses risks and conditions regarding forced and bonded labor in our product supply chains.

In 2023 Electrolux Professional had 12 manufacturing sites in seven countries. The manufacturing sites are located in Sweden, Italy, Switzerland, France, China, Thailand and USA. In total, Electrolux Professional source materials or products from around 3,300 suppliers. Our main purchasing volume origins from the same countries as our manufacturing operations, but we also source from other countries.

Electrolux Professional deems that there is a risk for forced and bonded labor within our sphere of influence in particularly China and Thailand (due to our manufacturing and supplier footprint). Electrolux Professional also have suppliers in other risk countries such as Turkey and Romania.

In 2023, Electrolux Professional conducted exercises to identify the Group's Salient Human Rights impacts, risks related to suppliers on the matter of conflict minerals and developed further its Human Rights due diligence procedures. A Human Rights Due Diligence (HRDD) assessment was conducted involving collaborative workshops with a diverse internal team representing various departments and geographies in manufacturing, sustainability, HR and Purchasing in APAC, US and Europe. Through these workshops, human rights impacts and risks across our value chain were identified and prioritized. to help addressing the most crucial risks for both stakeholders and our operations.

### Management of risks

Electrolux Professional manages risks within its supply chain by stipulating demands related to social responsibility including human rights and labor conditions. We require our suppliers to adhere to the principles in Code of Conduct and our Supplier Workplace Standard, which similarly apply to our own operations. This standard is aligned with requirements in frameworks such as the International Labor Organization's (ILO) core conventions and the OECD guidelines for multinational enterprises.

Electrolux Professional has established a risk-based due diligence process for introduction of new suppliers. Based on defined risk levels, defined due diligence activities are put in place.

The human rights due diligence process has been further developed to support corrective and remedial actions. It includes among other aspects specific activities and due diligence procedures for suppliers who have been identified as supplying components considered to be at risk from conflict minerals and consequently human rights perspective.

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During the year 74 audits were conducted by the company's own dedicated employees, 34 in Asia 38 in Europe and 2 in Africa covering quality, health and safety and environment. The health and safety audits detect human rights related working conditions and in addition, in-depth human rights and labor condition audits were performed in Thailand and China. All findings (major or minor non-conformities) have been addressed to suppliers with corrective action plans.

Any finding of elements of forced labor will put the supplier in "disqualified" status until the situation has been remedied, thereby preventing further sourcing assignments from this supplier. In 2023 there were no forced labor-related cases which led to the supplier being put into "disqualified" status.

### **Internal accountability**

Electrolux Professional maintains accountability standards and procedures for employees and onsite contractors, and all are expected to uphold the Workplace Policy. In each region and/or business area, management is responsible for the implementation and safeguarding of our policies, including ensuring that there are regional/local procedures in place to support compliance.

### **Training**

Code of Conduct training is mandatory for all employees. During the year around 2,505 employees participated in Code of conduct training, which includes labor and human right topics.

This statement has been approved by the board of directors in Electrolux Professional AB, the parent company of the Electrolux Professional Group.

June 4<sup>th</sup>, 2024

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Alberto Zanata  
President and Chief Executive Officer  
Electrolux Professional AB