



**Electrolux
Professional
Group**

Group Policy

Functional Policy Owner

Policy Holder

Policy last revised (date)

Policy approved by Group Management

Group Environmental Policy

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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 throughout their entire life cycle and with the focus on material selection, production, product use, and disposal.
- Reducing resource consumption, waste, pollution, and carbon emissions in our operations.
- Taking a proactive approach regarding environmental legislation that affects our business.
- Encouraging suppliers, subcontractors, and partners to adopt the same environmental principles as Electrolux Professional.
- Giving appropriate weight to this environmental policy and societal and scientific evidence when making future planning and investment decisions.
- Setting targets and objectives within the scope of the environmental management system to achieve continual improvement and sustainable development. Fostering a culture that supports environmentally sustainable behavior and continuous improvements.
- Adopt internationally recognized reporting standards to support transparency and comparability. Regularly report on our environmental performance to external and internal stakeholders.

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 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 of products and operations
- assure that environmental and climate concerns is an integrated part of major investments and decisions with potential impacts on the products or operations environmental 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), Workplace Policy and Supplier Workplace Standard.

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, Group Management, or the Board of Directors, 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 EthicsPoint, a web-based platform, where any employee can submit reports confidentially and anonymously.

Electrolux Professional has a non-retaliation rule and will ensure 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
- Group Quality Policy

- Electrolux Professional Restricted Materials List

- The OECD Guidelines for Multinational Enterprises
- ISO14001
- ISO26000
- UN Global Compact

Electrolux Professional Group Policies on Electrolux Professional's Intranet.

Signatures

Functional Policy Owner:

Policy Holder:

Carlo Mario Caroni
COO
Electrolux Professional AB

Swapnil Choudhari
VP Group Sustainability and Quality
Electrolux Professional AB