

Welbilt Policy Statement
Supplier Code of Conduct and Ethical Trading
Policy
Supplier Compliance Form – ENGLISH



**WELBILT
SUPPLIER CODE OF CONDUCT COMMITMENT**

Upon signature of this Welbilt Supplier Code of Conduct, the Supplier accepts that this document shall be a commitment to the principles set out herein for all existing Contracts, and for all business and contractual relationships with Welbilt. The Supplier will also take necessary actions to flow down the Welbilt Supplier Code of Conduct standards to its subcontractors, affiliates, and subsidiaries.

COMPANY: _____

SIGNED: _____

PRINT NAME: _____

POSITION: _____

DATE: _____

IF DIFFERENT FROM YOU, THEN NAME POSITION, AND CONTACT INFORMATION OF PERSON RESPONSIBLE FOR CR/ETHICAL TRADING:

RETURN TO YOUR WELBILT SOURCING/PROCUREMENT CONTACT.

WELBILT POLICY STATEMENT

Code of Conduct and Sustaining Processes Trading Policy

Welbilt is committed to meeting its consumers' and stakeholders' expectations to supply high quality products that are sourced and manufactured in a fair, ethical and environmentally responsible way. We acknowledge the role that suppliers play in the success of our business and recognize that we have a responsibility to work closely with our suppliers to achieve these expectations.

This policy sets out the minimum standards that we expect of ourselves and our suppliers. Additionally, we expect our suppliers to apply similar standards and principles with their suppliers throughout the supply chain.

We require suppliers to confirm their compliance to 'Our Standards' set out below within this policy. Compliance is a contractual requirement for all of our suppliers.

Where non-compliance is identified, the Supplier will work to prioritize concerns, derive a remediation plan, and execute results. The Supplier will communicate within 60 days of any violations or non-compliance of materials, components, or services that can be tied to Welbilt's orders. The Supplier will also regular status provide the plan to remedy the non-compliance and provide updates to Welbilt until fully resolved. Where this approach fails, we reserve the right to take proper steps, up to and including termination of contract.

This policy also applies to any businesses you may acquire, though we acknowledge the need for the business to make the transition in accordance with a timeline agreed in a post-acquisition plan. However, we request that you identify and remedy major breaches of 'Our Standards' promptly.

Our Standards

Human Rights

- Standard 1: Support and respect the protection of internationally recognized human rights.
- Standard 2: Ensure that the business is not complicit in human rights abuses.

Labor

- Standard 3: Eliminate all forms of forced and compulsory labor to include modern slavery, human trafficking, and requirements under the Uyghur Forced Labor Prevention Act (UFLPA).
- Standard 4: Effectively abolish child labor. Suppliers must conform to the provisions of the ILO Convention 138 Minimum Age for Admission to Employment.
- Standard 5: Eliminate discrimination in respect of employment and occupation.
- Standard 6: Commitment to and documentation of compliance with all local employment laws pertaining to employee rights, working hours, rest days, wages and holidays.
- Standard 7: Employee protection with respect to 'whistle-blowing' and a documented employee grievance process and procedure.
- Standard 8: Training and processes in place to prevent, detect and respond to safety and health risks.

Environmental Protection

Standard 9: Adopt a precautionary approach to environmental challenges.

Standard 10: Undertake initiatives to promote greater environmental responsibility.

Standard 11: Encourage the development and implementation of environmentally friendly technologies.

Anti-Corruption

Standard 12: Work to prevent corruption in all its forms, including extortion and bribery.

Business Practices

Standard 13: Encourage integrity in ethical reasoning and decision making:

- Do what you say you are going to do
- Do the right thing
- Be honest and forthright

Standard 14: Comply with all laws and legal requirements within the countries in which the products will be used.

Standard 15: Work to provide Welbilt with products with a high level of quality, safety and total cost value.

Standard 16: Adhere to confidentiality agreements.

Standard 17: Show passion for excellence in quality, service, costs, and long-term alliances.

Standard 18: Avoid conflicts of interest with Welbilt, its Brands and their respective employees.

MANAGEMENT AND REPORTING

Welbilt takes a risk and responsibility-based approach to our supply chain management. One central part of this approach is the provision of information to Welbilt in an honest and transparent manner. We may require information on, but not limited to the following:

- all packaging and raw material suppliers
- all suppliers of premium / scarce materials
- all suppliers of goods and services

We expect our suppliers to monitor changes to their business and, where risks, concerns, or evidence of activity contrary to this agreement have been identified, act promptly to remedy any such issues. We encourage our suppliers to work alongside us in promoting this policy and ensuring that we trade on a global scale in a responsible and ethical manner.

For suppliers for which risks have been identified, we retain the right to conduct audits and work with suppliers to develop appropriate remediation plans. We may also work with relevant industry-wide initiatives to manage our concerns, where appropriate.

We reserve the right to review this policy and make revisions as needed. We also undertake to conduct training and awareness building amongst our procurement teams and, where relevant, our suppliers.

It is our goal to work towards continual improvement of conditions in our (and our Brands') supply chain and we welcome any views or support from our stakeholders on best methods to achieve such improvement.