



Welbilt policy statement
Supplier Code of Conduct and sustaining processes
trading policy
Supplier compliance form ENGLISH

**WELBILT POLICY STATEMENT
ETHICAL TRADING POLICY
SUPPLIER COMPLIANCE FORM**

I HAVE READ AND UNDERSTOOD THE ATTACHED ETHICAL TRADING POLICY AND
HEREBY AGREE TO THE STANDARDS LAID OUT THEREIN.

NAME:

COMPANY:

SIGNED:

PRINT NAME:

POSITION:

DATE:

IF DIFFERENT FROM YOU, THEN NAME & POSITION OF PERSON RESPONSIBLE FOR
CR/ETHICAL TRADING

RETURN TO:-

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WELBILT POLICY STATEMENT

Code of Conduct and sustaining processes trading policy

Welbilt is committed to meeting its consumer's and stakeholder's expectations that we supply high quality products that are sourced and manufactured in a fair, ethical and environmentally responsible way.

We procure goods and services from all over the world. In order to ensure that we meet our expectations, we need to work closely with our suppliers. We acknowledge the role they play in the success of our business and recognise that we have a responsibility towards them and their employees.

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

We require them to confirm their compliance to 'Our standards' set out below within this policy. It is a contractual requirement for new suppliers, and will be for existing suppliers, as and when contracts come up for renewal.

Where non-compliance is identified, we will work with these suppliers to prioritise concerns and agree solutions. Where this approach fails, we reserve the right to take 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 prioritise major breaches of 'our standards' swiftly and promptly.

Our Standards

Human Rights

Standard 1: Businesses should support and respect the protection of internationally proclaimed human rights

Standard 2: Ensure that they are not complicit in human rights abuses.

Labour

Standard 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Standard 4: Eliminate all forms of forced and compulsory labour;

Standard 5: Effective abolition of child labour. Suppliers must conform to the provisions of the ILO Convention 138 Minimum Age for Admission to Employment.

Standard 6: Elimination of discrimination in respect of employment and occupation.

Standard 7: Commitment, documenting and recording that all local employment laws are abided by pertaining to employee rights, working hours, rest days, wages and holidays

Standard 8: Employee protection with respect to 'whistle blowing' and a documented employee grievance process and procedure

Standard 9: Training and processes in place to prevent, detect and respond to safety and health risks

Environmental Protection

Standard 10: Businesses should support a precautionary approach to environmental challenges

Standard 11: Undertake initiatives to promote greater environmental responsibility

Standard 12: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Standard 13: Businesses should work against corruption in all its forms, including extortion and bribery

Business practices

Standard 14 - Encourages integrity towards ethical reasoning and decision making

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

Standard 15 – Complies with all laws and legal requirements within the countries the products will be used

Standard 16 – Work ongoing to provide Welbilt with products at a high level of quality, safety and total cost value

Standard 17 – Adheres to confidentiality agreements

Standard 18 – Passion for excellence in quality, service, costs and long term alliances

Standard 19 – Avoid conflicts of interest with Welbilt employees relationship

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 exclusive to the following

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

We expect to discuss and manage any change to business and on a regular basis where risks / concerns have been identified and will act promptly where there is evidence on activity contrary to the terms in this agreement.

We encourage all other suppliers to work alongside us promoting this policy and ensuring that we trade on a global scale in a responsible and ethical manner.

For suppliers where 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 report on our progress and implementation on an annual basis.

We also undertake to conduct annual 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 supply chain and we welcome any views or support from our stakeholders on how to best achieve this.

For and on behalf of Welbilt

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