

Electrolux Group statement on slavery and human trafficking 2024

Electrolux is dedicated to being a responsible employer and a good corporate citizen, with products and solutions that contribute to improving people's lives around the world. Part of the Group's work with human rights is to ensure that Electrolux 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 Group pursuant to section 54 of the UK Modern Slavery Act 2015, section 3 of the California Transparency in Supply Chains Act, section 14 of the Australian Modern Slavery Act 2018 (Cth), and part 2 section 11(1) of the Forced Labor in Canadian Supply Chains Act.

About the Electrolux Group

The Electrolux Group is a global leader in home appliances, offering solutions for households including products such as refrigerators, dishwashers, washing machines, cookers, vacuum cleaners, air conditioners and small domestic appliances.

The Group has 33 factories on all continents and sells to customers in more than 120 countries every year, under brands including Electrolux, AEG and Frigidaire.

In 2024, the Electrolux Group had sales of SEK136 billion and 41,000 employees.

Our commitment

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

Electrolux has over 1,700 direct material suppliers throughout its markets, including about 120 OEM (original equipment manufacturing) suppliers and a large number of indirect material partners. The Electrolux Responsible Sourcing Program monitors and supports suppliers by screening supplier candidates, monitoring compliance, educating suppliers and building transparent and supportive relationships.

Identifying risks

The Electrolux Group appreciates that certain geographical locations and industries in its supply chain may present greater risks of modern slavery. These risks include the use of child labor and other forced, bonded or indentured labor.

Electrolux assesses and addresses risks and conditions regarding forced and bonded labor in our product supply chains on an annual basis. The risk analysis is conducted by Electrolux, based on several factors, including data from Verisk Maplecroft, a global agency that monitors political, economic and social risks. The number of countries deemed at high risk for child, forced or bonded labor within our sphere of influence totaled 12 in 2024, and included for example, Brazil, China, Mexico, Romania, Vietnam and Thailand. Direct suppliers of all categories – including components and finished goods – as well as service suppliers are part of the risk assessment.

Electrolux Group is a leading global appliance company that has shaped living for the better for more than 100 years. We reinvent taste, care and wellbeing experiences for millions of people, always striving to be at the forefront of sustainability in society through our solutions and operations. Under our group of leading appliance brands, including Electrolux, AEG and Frigidaire, we sell household products in around 120 markets every year. In 2024 Electrolux Group had sales of SEK136 billion and employed approximately 41,000 people around the world. For more information go to www.electroluxgroup.com.

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Auditing and Effectiveness

In order to assess the effectiveness of the risk analysis referred to above, Electrolux conducts audits of suppliers in high and medium risk countries to evaluate supplier compliance with company standards, including child, forced and bonded labor in supply chains. In 2024, 366 (369) audits were conducted, of which 132 (114) were performed by third-party assurers and the rest by our own dedicated Responsible Sourcing auditors. The audits are performed by a third party, on behalf of Electrolux, or carried out by Electrolux. There are both audits that are announced beforehand and unannounced audits. Cases that fall within our “Zero tolerance” category for child, forced or bonded labor, puts the supplier in “Not Approved” status until the situation has been remedied, thereby preventing further sourcing assignments from this supplier.

In 2024, 13 cases related to indicators of forced labor were identified in our supply chain. When indicators of child labor, forced labor or modern slavery are identified, the Electrolux Social Sustainability team has processes in place to support the suppliers throughout the remediation process, through training and dialogue. 11 cases at 10 suppliers in Thailand and one in Vietnam, involved workers that were required to get management approval to leave the site during lunch and/or for access to rest rooms, and two cases of suppliers in Thailand that held employees’ personal documents. Of those, seven cases have been remediated and five cases were addressed but not yet closed, by the end of the reporting year.

Certification

The Supplier Workplace Standard is included either in procurement contracts or in a separate formal agreement signed by the supplier.

Electrolux has joined the Responsible Minerals Initiative (RMI), formerly known as the Conflict-Free Sourcing Program (CFSP), allowing us to influence those suppliers sourcing from countries affected by conflict. Our approach is based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and is embedded in our policies and activities.

Internal accountability

Electrolux maintains accountability standards and procedures for employees and onsite contractors, and all are expected to uphold the Workplace Policy. The line managers’ responsibility is reinforced by specific e-learning, including requirements for management of suppliers.

Within the Purchasing function, the formal sourcing forum used for all sourcing decisions over EUR 50,000 mandates a Supplier Workplace Standard-screening.

Training

Training for our employees on Ethics, Code of Conduct and the Workplace Policy, including human rights is ongoing within the organization. In 2025, compulsory Modern Slavery training will be conducted for all relevant Australian employees. Electrolux provides training for employees who have direct responsibility for supply chain management, which includes practices to manage incidents of forced and bonded labor. Our procurement professionals are regularly trained in responsible sourcing procedures.

Suppliers are trained as part of audits in separate seminars and workshops, as well as through e-learning which is available in six languages.

For more details on our Responsible Sourcing Program, including audit outcomes and targets, please see the Electrolux Annual Report (pages 97-100).

Joint modern slavery statement under section 14 of the Australian Modern Slavery Act 2018

For the purposes of the Australian Modern Slavery Act 2018, the reporting entity under this statement is Electrolux Home Products Pty Ltd (ACN 004 762 341), which is the holding company in Australia for the Electrolux Group. Electrolux Home Products Pty Ltd's only operating subsidiaries are Vintec Club Pty Ltd and Electrolux (NZ) Limited.

This statement has been approved by the Board of AB Electrolux as the parent company in the Electrolux Group. The operations in Australia include the manufacturing of home appliances. Electrolux Group manages global Responsible Sourcing for and on behalf of Electrolux Home Products Pty Ltd and its subsidiaries. It is acknowledged that identifying and responding to the risk of modern slavery in local procurement practices is an area that Electrolux in Australia is committed to maturing. Ongoing and regular consultation regarding these matters has occurred between key personnel at Electrolux Home Products Pty Ltd, its subsidiaries and AB Electrolux.

Stockholm on April 7, 2025



Yannick Fierling
President and Chief Executive Officer
AB Electrolux