



HUMAN RIGHTS STATEMENT OF PRINCIPLES

I. Introduction

Welbilt, Inc. ("Welbilt") promotes respect for fundamental human rights and views them as a key component of responsible corporate citizenship. Welbilt, as a business enterprise, promotes respect for and endeavors to advance fundamental human rights within the communities in which its businesses operate consistent with the United Nations Guiding Principles (UNGP) on Business and Human Rights, Universal Declaration of Human Rights (UDHR), OECD Guidelines for Multinational Enterprises and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

II. Scope

This document applies to all Welbilt employees worldwide, contingent workers, partners, anyone doing business with or on behalf of Welbilt, including vendors and suppliers, candidates for hire at Welbilt and others acting on Welbilt's behalf. This document applies to all locations and situations where Welbilt business is conducted and to all company sponsored events. As a part of ongoing training, all employees are encouraged to regularly review this statement.

III. Our Values and Expectations

Overall responsibility for ensuring compliance with this document is assigned to all Welbilt employees including supervisors, managers, and Human Resources. Our culture always has emphasized integrity and fairness alongside innovation and excellence, and we will continue to respect and help employees develop their diverse talents. Welbilt will continue to recognize its responsibility with regard to:

1. Safe and Healthy Workplace. Assuring that Welbilt provides a safe and healthy workplace to all employees, and that the Welbilt workplace complies with applicable laws, regulations, and policies.
2. Respectful Workplace. Prohibiting unlawful discrimination and harassment, including of women and minority groups, and assuring that all employees and anyone doing business with Welbilt are treated with respect.
3. Workplace Security. Maintaining a workplace that is free from violence, harassment, intimidation or other unsafe or disruptive conditions.
4. Work Hours and Wages. Complying with all local applicable laws and regulations relating to wages, work hours, overtime and benefits, and striving to provide a fair wage to all employees.

5. Freedom of Association. Respecting the ability of employees to choose whether or not to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where Welbilt does business.
6. Child Labor. Complying with all local applicable laws and regulations relating to hiring minors. Welbilt sites and operations are expected to have a procedure for verifying the age of employees at the time of hire. If it is determined that any employee is underage, employment must be terminated, and Welbilt site management should take appropriate remedial steps that include consideration of the child's best interest.
7. Forced Labor. Prohibiting the use of all forms of forced labor, including indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. We monitor and strive to minimize the risk of human trafficking and slavery in our supply chain.

We will consult with relevant internal and external stakeholders to understand human rights related concerns and issues and remediate activity that is inconsistent with this statement.

IV. Reporting

We encourage any party to report situations in which they have a good faith belief that the entities or individuals covered under this document have taken actions that are inconsistent with the principles set forth in this document. Please direct any such communications to Welbilt's General Counsel.