



Welbilt Policy Statement  
Supplier Code of Conduct and Ethical 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 AND POSITION OF PERSON RESPONSIBLE

FOR CR/ETHICAL TRADING

RETURN TO:

**Eric Ambrosio**  
VP Global Sourcing & Logistics  
Welbilt, Inc.  
T +1.727.375.7010

## **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 in order to achieve these expectations.

This policy sets out the 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 new suppliers, and will become a requirement for existing suppliers, as and when contracts come up for renewal.

Where non-compliance is identified, we will work with specific suppliers to prioritize concerns and derive solutions. 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: Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Standard 4: Eliminate all forms of forced and compulsory labor.
- Standard 5: Effectively abolish child labor. Suppliers must conform to the provisions of the ILO Convention 138 Minimum Age for Admission to Employment.
- Standard 6: Eliminate discrimination in respect of employment and occupation.
- Standard 7: Commitment to and documentation of compliance with all local employment laws 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: Adopt a precautionary approach to environmental challenges.
- Standard 11: Undertake initiatives to promote greater environmental responsibility.
- Standard 12: Encourage the development and implementation of environmentally friendly technologies.

### **Anti-Corruption**

- Standard 13: Work to prevent corruption in all its forms, including extortion and bribery.

### **Business Practices**

- Standard 14: 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 15: Comply with all laws and legal requirements within the countries in which the products will be used.
- Standard 16: Work to provide Welbilt with products with a high level of quality, safety and total cost value.
- Standard 17: Adhere to confidentiality agreements.
- Standard 18: Show passion for excellence in quality, service, costs and long term alliances.
- Standard 19: Avoid conflicts of interest with Welbilt and its 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 report on our progress and implementation on 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 supply chain and we welcome any views or support from our stakeholders on best methods to achieve such improvement.

For and on behalf of Welbilt,



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Date: March 2020