



GE APPLIANCES
a Haier company

GE Appliances Integrity Guide for Suppliers, Contractors and Consultants

A Message from GE Appliances

Haier US Appliance Solutions, Inc. (“GE Appliances”) is committed to unyielding integrity and high standards of business conduct in everything we do, especially in our dealings with GE Appliances suppliers, contractors, consortium partners and consultants (collectively “Suppliers”). GE Appliances bases its Supplier relationships on lawful, efficient and fair practices, and Suppliers must adhere to applicable legal and regulatory requirements in their business relationships as set out in this GE Appliances Integrity Guide for Suppliers, Contractors and Consultants (the “Guide”) in connection with their activities for GE Appliances.

Suppliers are responsible to ensure that they and their employees, workers, representatives, suppliers, sub-tier suppliers and subcontractors comply with the standards of conduct set out in this Guide and in other contractual obligations to GE Appliances. Please contact the GE Appliances manager you work with or any GE Appliances Compliance Resource if you have any questions about this Guide or the standards of business conduct that all GE Appliances Suppliers must meet.

Responsibilities of GE Appliances Suppliers

You, as a Supplier to GE Appliances, agree:

Fair Employment Practices: To (i) observe applicable laws and regulations governing wages and hours, recruitment and employment contracts; (ii) allow workers to choose freely whether to organize or join associations of their own choosing for the purpose of collective bargaining as provided by local law or regulation; (iii) prohibit discrimination, harassment and retaliation; (iv) upon end of employment, reimburse return transportation costs for workers recruited from outside the country; (v) not charge workers recruitment fees or utilize firms charging workers such fees; (vi) not utilize fraudulent or misleading recruitment practices; (vii) not hold or destroy a worker’s identity or immigration documents; and (viii) provide workers with terms and conditions of employment in a language the worker understands.

Environmental, Health & Safety: (i) To comply with applicable environmental, health and safety (EHS) laws and regulations and GE Appliances’ contractor EHS requirements; (ii) to provide workers a safe and healthy workplace; and (iii) not to adversely affect the local community. If housing is provided or arranged, it must meet host country safety standards.

Human Rights (i) To respect human rights of your employees and others in your business operations and your activities for GE Appliances; (ii) not to employ workers younger than the applicable lawful minimum age; (iii) not to use forced, prison or indentured labor, or workers subject to any form of physical, sexual or psychological compulsion, exploitation or coercion, or to engage in or abet trafficking in persons; (iv) to adopt policies and establish systems to procure tantalum, tin, tungsten, and gold from sources that have been verified as conflict free; and (v) to provide supporting data on your supply chain, relevant to the supply agreement, as reasonably requested by GE Appliances in compliance with information solicited by a government body.

Working with Governments, Improper Payments and Dealings with GE Appliances Employees and Representatives:

(i) To maintain and enforce a policy requiring adherence to lawful business practices, including a prohibition against bribery of government officials as well as private person-to-person bribery, (ii) not to offer or provide, directly or indirectly, anything of value, including cash, bribes, gifts, entertainment or kickbacks, including offers of employment, or participation in a contest, game or promotion, to any GE Appliances employee, representative or GE Appliances customer or to any government official in connection with any GE Appliances procurement, transaction or business dealing, and (iii) to provide supporting data to GE Appliances when requested.

Competition Law: Not to share or exchange any price, cost or other competitive information or engage in any collusive conduct with any third party with respect to any proposed, pending or current GE Appliances procurement.

Intellectual Property: To respect the intellectual and other property rights of GE Appliances and of third parties, including all patents, trademarks and copyrights.

Security and Privacy: (i) To respect privacy rights and secure the data of GE Appliances employees, customers, and suppliers (collectively, "GE Appliances Data"); (ii) to implement and maintain physical, organizational and technical measures to ensure the security and confidentiality of GE Appliances Data in order to prevent accidental, unauthorized or unlawful destruction, alteration, modification or loss of GE Appliances Data, misuse of GE Appliances Data, or unlawful processing of GE Appliances Data; and (iii) protect Supplier operations and facilities against exploitation by criminal or terrorist individuals and organizations.

Trade Controls & Customs Matters: Not to transfer GE Appliances technical information to any third party without the express, written permission of GE Appliances, and to comply with all applicable trade control laws and regulations in the import, export, re-export or transfer of goods, services, software, technology or technical data including any restrictions on access or use by unauthorized persons or entities.

Controllership: To ensure that all invoices and any customs or similar documentation submitted to GE Appliances or governmental authorities or audited by third parties in connection with transactions involving GE Appliances accurately describe the goods and services provided or delivered and the price thereof and ensure that all documents, communications and accounting are accurate and honest.

How to Raise a Question or Concern

Subject to local laws and any legal restrictions applicable to such reporting, each GE Appliances Supplier is expected to inform GE Appliances promptly of any concern related to this Guide affecting GE Appliances, whether or not the concern involves the Supplier, as soon as the Supplier has knowledge of such an occurrence. GE Appliances Suppliers also must take such steps as GE Appliances may reasonably request to assist GE Appliances in the investigation of any such occurrence involving GE Appliances and the Supplier. If Supplier's work is related to a U.S. government contract, Supplier must notify GE A of any alleged non-conformance with this Supplier Integrity Guide.

I. Define your question/concern: Who or what is the concern? When did it arise? What are the relevant facts?

II. Prompt reporting is crucial – a question or concern may be raised by a GE Appliances Supplier as follows:

- By discussing with a cognizant GE Appliances Manager; OR
- By calling the GE Appliances Integrity Helpline: **+1 866-585-1263**; OR
- By emailing Ombuds.northamerica@geappliances.com; OR
- By contacting any Compliance Resource (e.g., GE Appliances legal counsel or auditor).

III. GE Appliances Policy forbids retaliation against any person reporting such a concern.