

California Transparency in Supply Chains Act of 2010 – Declaration

The California Transparency in Supply Chains Act 2010 comes into effect on January 1, 2012. The law requires manufacturers doing business in California to disclose information regarding their efforts to eradicate slavery and human trafficking from their direct supply chains. Fisher & Paykel Appliances is firmly committed to observing the highest standards of ethical behavior and conduct. This starts with abiding by relevant local and international laws, rules and regulations.

Fisher & Paykel Appliances expects its suppliers to comply with its published Supplier Code of Conduct which requires, at a minimum, suppliers to maintain policies, along with a process for assuring compliance with those policies, that ensure adherence to relevant local and international laws, rules and regulations. This would require suppliers to effect and maintain internal policies that comply with relevant local laws governing workers rights, and specifically slavery and human trafficking. Fisher & Paykel Appliances will be working to make sure its suppliers are aware of and agree to adhere to its Supplier Code of Conduct. Fisher & Paykel Appliance's current standard supply agreement obligates suppliers to comply with the Supplier Code of Conduct.

Under the Supplier Code of Conduct, Fisher & Paykel Appliances reserves the right to monitor and/or audit a supplier's adherence to its Supplier Code of Conduct. Failure by a supplier to comply will entitle the Company to terminate the supply arrangement.

Fisher & Paykel Appliances employees are required to comply with the company's Global Code of Conduct. The Global Code of Conduct mandates compliance with relevant laws, rules and regulations.

In addition, Fisher & Paykel Appliances is a certified member of the C-TPAT program. C-TPAT is a voluntary government-business initiative that builds cooperative relationships that strengthen and improve overall international supply chain and U.S. border security. C-TPAT is widely recognized as one of the most effective means of providing the highest level of cargo security through close cooperation with international supply chain businesses such as importers, carriers, consolidators, licensed customs brokers, and manufacturers. Through this initiative, U.S. Customs and Border Protection asks businesses to ensure the integrity of their security practices and communicate and verify the security guidelines of their business partners within the supply chain.