

FISHER & PAYKEL

Statement made pursuant to the Modern Slavery Act 2015 (UK)

Introduction from Daniel Witten-Hannah, Director

We are committed to combating slavery and human trafficking in our supply chains and within our own business. A description of the steps that we have taken during the financial year ending 31 December 2019 to ensure that slavery and human trafficking are not present in our business or supply chains follows.

Fisher & Paykel Appliances' business and structure

We are a part of the Fisher & Paykel Appliances Group (**Group**). The Group specialises in the manufacture and sale of whitegoods for global markets and we specialise in the sale of those whitegoods and their after-sales service in the United Kingdom. The Group commenced operation in New Zealand in 1934 and its international headquarters remain in Auckland, New Zealand. The Group has manufacturing sites in Thailand, Mexico, China and Italy. The Group is ultimately owned by Haier, which is headquartered in China.

Our supply chains

The Group has a large and complex number of supply chains given the high number of products we design, manufacture and sell and the global nature of our business.

Our policies

Our Company Code of Conduct (Code) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls, which includes ensuring that slavery and human trafficking are not taking place anywhere in our business or supply chains.

As the Code states, high ethical standards are a prerequisite for delivering on the Group's objective to be a recognised leader in responsible business practices globally and an 'employer of choice'.

Employees are expressly required to abide by the laws, rules and regulations of the countries in which the Group is operating.

Compliance with the Code is a condition of working for the Group.

A summary of our Company Code of Conduct is available [here](#).

FairCall Service

Suspected instances of wrongdoing or serious misconduct may either be reported to a senior Group staff member or externally (and anonymously) using the FairCall Service. The FairCall Service is managed by KPMG, an independent third party, on behalf of Fisher & Paykel and may be accessed by phone, internet, email, fax or post.

Due diligence processes

As part of our work to identify and mitigate risk we have in place systems to:

- identify, assess and monitor potential risk areas in our supply chains including the risk of slavery and human trafficking occurring in those supply chains.
- protect whistle blowers.

Compliance with laws and policies is monitored as part of the Group's risk management framework.

Supplier adherence to our values

We have a Supplier Code of Conduct (**Supplier Code**) that the Group's suppliers are expected to read, understand and adhere to. Our Supplier Code was updated in 2019 to align with recognised international standards, including but not limited to the Responsible Business Alliance Code of Conduct.

As set out in the Supplier Code, corporate integrity, responsible product sourcing and the safety and wellbeing of workers across our global supply chain are of paramount importance to the Group. The Supplier Code establishes the minimum standards that must be met by any supplier that sells goods or services to, or does business with, the Group regarding:

- (a) suppliers' treatment of workers;
- (b) workplace safety;
- (c) the impact of suppliers' activities on the environment; and
- (d) suppliers' ethical business practices.

Suppliers are responsible for compliance with the Supplier Code throughout their operations and throughout their entire supply chains and must self-report any violations of the Supplier Code.

Our standard supply contracts, for those of our suppliers who are party to these contracts, have clauses in them requiring suppliers to adhere to our Supplier Code of Conduct.

We will work with suppliers to support these requirements, however the Group reserves the right to terminate its business relationship (including any purchase order(s) and purchase contracts) with suppliers if those suppliers or any of their partners fail to meet the requirements of our Supplier Code.

Our Supplier Code of Conduct is available [here](#).

Awareness

All staff are required to adhere to the Group's Code of Conduct as a condition of their employment. When staff commence employment they are required to read and acknowledge the Code of Conduct and a copy is also available on the Group's intranet site at all times.

During 2019 one of the online learning modules we developed for staff was entitled Fisher & Paykel Ethics & Integrity in Business. This module describes the different tools that the Group has in place to promote ethics and integrity and to avoid fraud and corruption in our business – including a focus on the Code - and is being rolled out to staff globally during 2020.

Our effectiveness in combating slavery and human trafficking

In 2019 we completed an assessment of the Group's supply chains for risk in compliance with legislation. This assessment looked at key direct suppliers supporting the Group's manufacturing activities and certain indirect suppliers. The focus of our assessment was in the three following key areas:

1. Company attributes: features of the individual supplier company/group of supplier companies.
2. Industry attributes: features of the larger industry that the supplier/supplier group works in.
3. Geographic risk profile: features of the particular jurisdiction(s) that the supplier is located in, and using geographic risk indices to add to our model.

We continue to work through our options for addressing the risks identified during this process.

Looking forward we are also investigating the following:

- Reviewing processes relating to our Supplier Code with a view to implementing any recommended changes as appropriate. We are also planning to implement an awareness programme regarding the Supplier Code within our business and with our suppliers.
- Refining our new supplier qualification process ensuring supplier candidates undergo a thorough business evaluation including their ability for sustained compliance with the latest Supplier Code.
- Exploring options for supplementing internal supplier auditing capability with external 3rd party service providers leveraging regional expertise within our global supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 December 2019.



Daniel Witten-Hannah
Director

Fisher & Paykel Appliances Limited (UK)

Date: 29 July 2020