

FISHER & PAYKEL

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

Introduction from Stuart Broadhurst, 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 2018 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 are 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 upon request by us. As set out in the Supplier Code, the Group reserves the right to monitor and/or audit suppliers' adherence to the Supplier Code. A failure by a supplier, their employees or contractors under their control to comply with the Supplier Code may entitle the Group to immediately terminate the supply arrangement with the supplier.

The Supplier Code states that, as a minimum, its suppliers maintain policies that:

- (a) support fair competition and integrity and require adherence to relevant local and international laws, rules and regulations;
- (b) prohibit the giving or receiving of bribes or other improper inducements; and
- (c) prohibit the unauthorised release of privileged, proprietary or confidential information, with a process for assuring compliance.

In addition, under the Supplier Code the Group's suppliers are required to:

- (a) comply with the conditions, requirements and specifications included in documents (including purchase orders) supplied by the Group; and
- (b) respond to all reasonable requests for advice and information received from the Group.

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.

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.

Our effectiveness in combating slavery and human trafficking

We have undertaken an assessment of the Group's supply chains for risk in compliance with legislation, which we commenced at the end of 2018. 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.

Now that our assessment has been completed, we are working through options for addressing the risks identified.

We are also continuing:

- our review of our existing Supplier Code of Conduct document and processes and will implement any recommended changes as appropriate. We are also planning to implement an awareness programme regarding the Supplier Code of Conduct within our business and with our suppliers.
- to monitor compliance with laws and policies by the Group as part of the Group's risk management framework.

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 2018.



Stuart Broadhurst

Director

Fisher & Paykel Appliances Limited (UK)

5 June 2019