



# Fair Employment Policy

Revised as of February 22, 2023



**GE APPLIANCES**  
*a Haier company*

Corporate  
**Citizenship**



## Our Commitment to Fair Employment

### GE Appliances Commitment to Fair Employment, Equal Opportunity, and Affirmative Action

GE Appliances is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. The details of GE Appliances’ commitment and the related expectations of managers and employees are outlined in GE Appliances’ Commitment to Fair Employment. It is therefore the company’s policy to prohibit discrimination and harassment against any applicant, employee, vendor, contractor, or customer on the basis of race, color, religion, sex, national or ethnic origin, age, disability, pregnancy, veteran status, genetic information, sexual orientation, gender identity or expression, citizenship status, or any other basis prohibited by law. It is also the company’s policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct, or participated in a company or agency investigation into such complaints.

As a U.S. federal contractor, GE Appliances is subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended and Section 503 of the Rehabilitation Act of 1973, as amended. It is GE Appliances’ policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race/ethnicity, sex, veteran status, or physical or mental disability. Under this policy, GE Appliances also will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of the company’s business.

Company policy prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of any Federal, state, or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by any Federal, state, or local law requiring equal opportunity; or (4) exercising any other right protected by Section 503 or Section 4212 or their implementing regulations.

<b>Business Team:</b> Human Resources and Legal	<b>Effective Date: February 22, 2023</b> Note: printed policy copies are current only on date printed. Go to Compliance & Integrity Portal for current version. <b>Rev. 2/23</b>
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**WHAT TO KNOW**

We stand for equal access to opportunities and fair treatment on the basis of merit. We prohibit all forms of illegal discrimination. By doing so, we provide an environment that allows you to reach your growth potential and contributes to the progress of the communities where we work.

**IMPORTANT:** This policy is not an employment contract. GE Appliances does not create any contractual rights by issuing this policy.

**WHAT TO DO**

Employees must make employment decisions based on job qualifications (e.g., education, prior experience) and merit. Merit includes an individual’s skills, performance, responsibilities, leadership and other job-related criteria.

- Strictly observe all applicable labor and employment laws and government contract requirements, including those relating to: freedom of association; privacy; the recognized right of employees to engage in collective bargaining; trafficking in persons, forced, compulsory and child labor; immigration; working time and other wage-hour laws; and non-discrimination.
- Recruit, hire, train, compensate, promote and provide other conditions of employment without regard to a person’s race, color, religion, national origin, sex (including pregnancy), sexual orientation, gender identity or expression, age, disability, veteran status or other characteristic(s) protected by law. Discrimination on any of these bases is strictly prohibited.
- Do not engage in harassing or bullying behavior, including behavior that is directed at a person because of his or her race, religion, sex, etc.

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**PENALTIES FOR VIOLATION**

Employees who violate GE Appliances’ policies are subject to disciplinary action up to and including termination of employment. In addition, if laws are violated, employees or the Company may be subject to criminal penalties (fines or jail time) or civil sanctions (damage awards or fines). GE Appliances could also lose government contracting privileges.

**WHAT TO WATCH OUT FOR**

- A hostile work environment (for example, telling jokes or displaying materials that ridicule or offend a member of a particular race or ethnic group).
- Displaying any sexually suggestive visual material in the workplace.
- Persistent on-the-job flirtations or other invitations for a social relationship with a fellow employee when he or she has stated that such advances or interests are unwelcome.
- Allowing race, color, religion, national origin, sex (including pregnancy), sexual orientation, gender identity or expression, age, disability, veteran status or other characteristics protected by law to be a factor in hiring, promotion, compensation, or other employment-related decisions.
- Refusing to work, or otherwise cooperate, with certain individuals because of their race, religion, sex, etc.
- Violating a labor law in your country (for example, hiring a child who is under the legal minimum age).
- Disclosing employment data to a person who does not have the business need, authority, or the subject’s consent.
- Failing to maintain and update written affirmative action plans annually where required by law.
- Taking an adverse action (e.g., firing, denying a salary increase or promotion) against an individual who raised a concern about a violation of policy or law.
- Human rights violations at a sub-contractor’s worksite.

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Per the requirements of U.S. Presidential Executive Order 13665, we are communicating the following statement:

## **PAY TRANSPARENCY POLICY STATEMENT**

GE Appliances will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor’s legal duty to furnish information.

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