



# Reasonable Accommodations Statement

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Revised as of April 5, 2024



**GE APPLIANCES**  
*a Haier company*

Corporate  
**Citizenship**



## **Accommodations for Persons with Disabilities, Religious Beliefs, and Pregnancy**

GE Appliances is committed to providing equal opportunity in employment for qualified individuals with disabilities. GE Appliances will fully comply with the Americans with Disabilities Act as Amended ("ADAAA"), the Rehabilitation Act of 1973, Title VII, the Pregnant Workers Fairness Act, applicable state/local laws (hereinafter the "law"), and our Fair Employment Policy by:

- prohibiting discrimination on the basis of disability against qualified individuals who can perform the job with or without a reasonable accommodation;
- providing a reasonable accommodation in the workplace for individuals with disabilities who are qualified, where such accommodations do not cause undue hardship or the disability (with or without accommodation) does not create a direct threat to the health and safety of the individual or others;
- conducting any health-related assessments and examinations and maintaining medical records in compliance with the law;
- prohibiting retaliation against anyone for raising or helping to resolve an accommodation request or a concern covered by this Procedure; and
- providing reasonable accommodations based on pregnancy and sincerely held religious beliefs.