



GE APPLIANCES
a Haier company

Drug & Tobacco Free Workplace Position Statement

GE Appliances, a Haier Company, and GEA affiliates* intend to provide a safe, healthy, and productive environment for their employees. As part of this effort, the company has adopted comprehensive tobacco, alcohol and drug free guidelines.

Drug Free Workplace Policy:

The guidelines include mandatory preemployment drug screening and random employee alcohol and drug screening (where appropriate), to achieve the goal of an alcohol and drug free workplace. As part of the program, GEA and GEA affiliates* will inform employees about the dangers of alcohol and drug abuse and distribution, and the company will assist employees who may have problems with illegal and unauthorized substances and alcohol abuse through education, employee assistance programs, counseling, rehabilitation and benefit programs. Further, GEA and GEA affiliates* will train supervisors and managers to refer employees for treatment and assistance, and to recognize alcohol misuse and/or illegal and unauthorized substance abuse based on observation of the employee's physical appearance, behavior, speech and performance.

Where appropriate, GEA and GEA affiliates* will discipline employees up to and including discharge for engaging in the unlawful manufacture, distribution, dispensation, possession or use of a controlled, illegal or unauthorized substance, all of which are strictly prohibited in the workplace.

Pursuant to the Drug Free Workplace Act of 1988, GEA and GEA affiliate* employees must, as a condition of employment, abide by this statement and notify management if convicted of a criminal drug related offense occurring within the workplace within five days after such conviction.

Tobacco Free Workplace Policy:

GE Appliances is positioning itself as a leader in health and that includes taking a strong stance against tobacco. The medical community has identified significant personal health hazards related to the use of tobacco products (cigarettes, pipes, cigars, smokeless tobacco [e.g. snuff, chew], etc.), including a well-established linkage between the use of such products and cancer and/or respiratory disease. This standard creates tobacco-free campuses (all GEA-controlled areas, including outdoor areas), globally.

To the extent that it does not conflict with applicable law or regulation, and is not subject to any information, consultation or bargaining obligations with existing employee representative groups, this standard applies globally to all employees and contractors at all GEA-controlled facilities where GEA work is being performed, including offices, manufacturing and service facilities, customer job site locations, project sites or other locations where work is being performed on behalf of GEA. Where negotiation, information, and/or consultation with employee representatives is required, such will occur with the goal of instituting the same or similar standard to the degree possible after good faith discussions have taken place. It is required that all sites comply with local, state, and federal smoking/tobacco law when implementing this standard.

*This form is for GEA and GEA affiliates. GEA and GEA affiliates are separate and distinct legal entities.