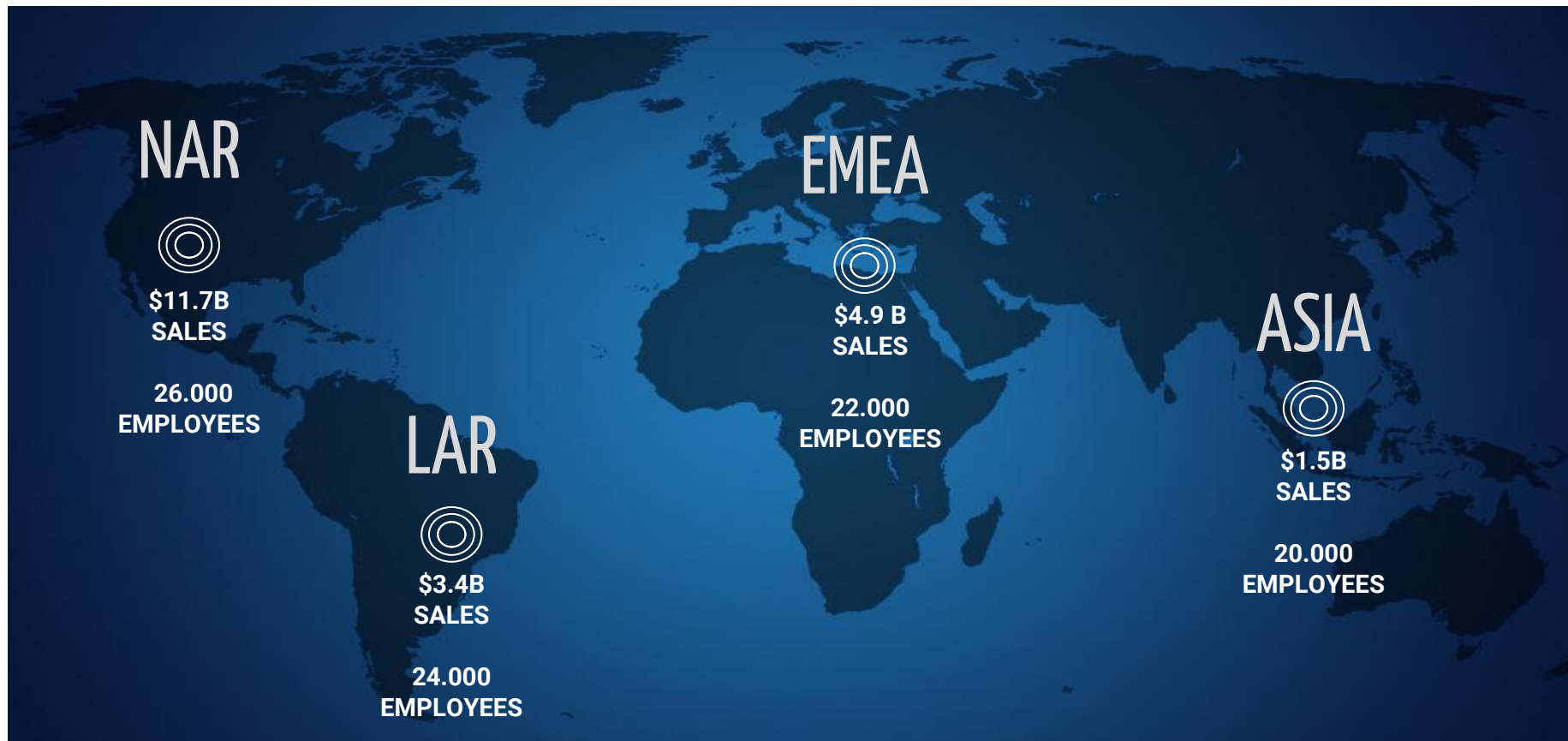


WHIRLPOOL CORPORATION

SMART WORKING & WELFARE

A GLOBAL COMPANY





World's leading
major home appliance
company (NYSE:WHR)



Approximately
\$21 billion
in sales in 2017



92 000
employees



\$1 billion
investment in capital and
R&D centers annually



72 million
products sold in more
than 170 countries
in the world



70 manufacturing
and R&D centers

A LEADERSHIP POSITION

OUR GLOBAL PORTFOLIO

Whirlpool™

KitchenAid



Consul

BRASTEMP

AMANA®

Bauknecht

JENN-AIR®

acros®

INDESIT

DIQUA 帝度

Hotpoint*



GLADIATOR
by Whirlpool Corporation

affresh
SPECIALIZED CLEANERS

SWASH

*Whirlpool ownership of the Hotpoint brand in EMEA and Asia Pacific regions is not affiliated with the Hotpoint brand in the Americas



\$5 billion
in annual sales



22 000 employees



14 industrial sites
in 7 countries



Over **14 000**
manufacturing jobs

WHO WE ARE? | EMEA STATIC PRESENTATION

A person is working on a laptop outdoors at a wooden table. The laptop screen is dark and reflects the surrounding greenery. The person's hands are visible, typing on the keyboard. A white mug is held in their left hand. In the foreground, a white smartphone and a pair of white earbuds are on the table. To the left of the laptop, there is a stack of colorful pens and a small notebook. The background is a blurred view of green trees and foliage, suggesting a park or garden setting.

SMART WORKING @ WHIRLPOOL

BASED ON OUR VALUES



Respect



Integrity



**Diversity &
Inclusion**



Teamwork



Spirit of Winning

1. OUR WELFARE IN PILLS
 - a. SMART WORKING
 - b. WELFARE

WHAT HAPPENS@WHIRLPOOL?

OUR WELFARE IN PILLS

- 1 SMART WORKING
- 2 CONTRACTUAL WELFARE
- 3 EMPLOYEE SERVICES
- 4 PARTNERSHIP AND PROMOTIONS
- 5 FAMILY & INCLUSION
- 6 WORKING ENVIRONMENT
- 7 HEALTH AND WELLNESS



AT WHIRLPOOL CORPORATION, OUR PEOPLE DRIVES OUR SUCCESS, AND TOP EMPLOYER RECOGNITION REFLECTS OUR COMMITMENT TO CREATING A POSITIVE WORKPLACE CULTURE, THAT ENABLES OUR EMPLOYEES TO BRING OUT THEIR BEST AND GROW WITHIN THE ORGANIZATION.

SMART WORKING @ WHIRLPOOL EMEA

Smart Working is an EMEA approach aimed to drive greater efficiency and effectiveness in achieving job outcomes and performance.

It combines **trust**, **flexibility**, **autonomy**, **collaboration** and **personal accountability**, while optimizing **tools** and **working environments** for employees.

COMMON FRAMEWORK

SMART WORKING

**LOCATION
FLEXIBILITY**

**TIME
FLEXIBILITY**

COUNTRY DESIGN



Number of days



Working Time flexibility



Policy



Change management local plan

OUR SMART WORKING IN PILLS



TWO DAYS PER MONTHS



**STOP CLOCK IN/OUT:
2 HOURS OF FLEXIBILITY**



**LESS COMPANY CLOSURES: MORE INDIVIDUAL
AUTONOMY IN MANAGING DAYS-OFF**



EMEA SMART WORKING: WHY?



COMPANY

Be recognizable in the market as
“employer of choice”

Attract and retain top talent

Focus on
productivity/performance/trust

Utilities/real estate/services

Activities related to
payroll/admin



EMPLOYEE

Better “Work-life balance”

Increase wellbeing, health and
wellness

Increase engagement

Reduce travel time and
related costs

Reduce family cost
management (babysitter..)



SIMPLIFICATION

FLEXIBILITY

INNOVATION

COST REDUCTION

GENERAL OPERATIONAL GUIDELINES

1

THE SMART WORKING REQUEST WILL BE AGREED WITH THE PEOPLE LEADER ACCORDING TO THE COMPANY PRIORITIES

2

EMPLOYEES WILL BE COMPLIANT WITH EEHS AND DATA SECURITY REQUIREMENTS

3

EMPLOYEES WILL BE ACCOUNTABLE ON SMART WORKING BEING COMPLIANT WITH THE SCHEDULES OF CUSTOMER MEETINGS OR STAFF MEETINGS

4

SMART WORKING IS NOT COMPATIBLE WITH OVERTIME, MEAL VOUCHERS, EXPENSES REIMBURSEMENT, BUSINESS TRIPS

5

SMART WORKING WILL BE REGULATED IN COMPLIANCE OF LOCAL EMPLOYMENT AGREEMENT AND LOCAL UNION AGREEMENT

EACH COUNTRY TO DEFINE AND COMMUNICATE THE POLICY PER LOCAL REQUIREMENT

FOCUS ON TRAINING: OUR PROPOSAL

CHANGE MGMT	PEOPLE LEADER	F2F 90 Min (Before Go Live)	<ul style="list-style-type: none"> • Leadership styles and behaviors to support the change • How to make smart working a success • Focus on trust, accountability, feedback and coaching • How to manage mobile teams
	PEOPLE LEADER + EMPLOYEES	E-LEARNING 30 Min (To be deployed after the launch)	<ul style="list-style-type: none"> • EMEA general framework and operating model • Behaviours which can facilitate the adoption of Smart Working • Workplace culture - maintaining and developing connections • Characteristics of an effective mobile team
		"SW PILLS"	<ul style="list-style-type: none"> • Ad hoc videos based on countries deployment experience - 5 min
GIS	PEOPLE LEADER + EMPLOYEES	E-LEARNING (Deployed at hiring)	<ul style="list-style-type: none"> • Business data protection • Information Security: <ul style="list-style-type: none"> ○ Security policy ○ Social engineering & Phishing scam
EEHS	PEOPLE LEADER + EMPLOYEES	E-LEARNING (Deployed at hiring)	<ul style="list-style-type: none"> • Risks & protection: • Selection of appropriate workplace • Injury management

CULTURE is the shadow ...



of ...

WHAT'S IN THE SHADOW?... OF THE LEADER



You should **guide** your employees, so to be able to **increase their knowledge/skills** and reach organization's objectives

Coaching & facilitating leadership



You should hold your team **accountable** for business outcomes and **make effective use of settings, tools and freedom**

Accountability



You should **trust** the **capabilities** and engagement of your staff and your staff should trust your' competencies

Trust



You should foster **effective collaboration** and provide your staff with **constructive feedback**, being also ready to receive feedback

Feedback

Life

Work



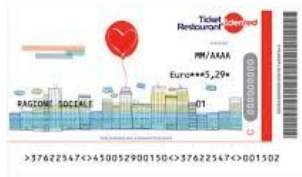
WELFARE @ WHIRLPOOL

CONTRACTUAL WELFARE



WC
+ BC

- The same **Web Platform** available for WC
 - Access with personal mail
 - BC will require this chance to HR Local Op within end of March
 - Ad hoc support (training + Call center)

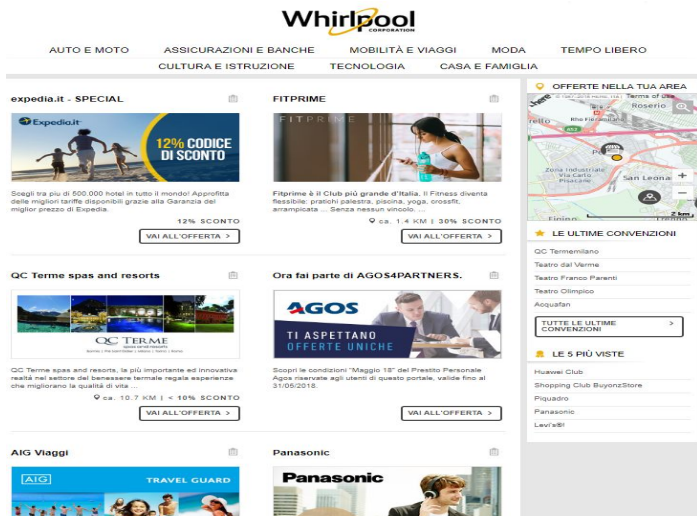


BC
only

- **20 Paper Vouchers**
 - Shopping, supermarket or petrol
 - Distributed by Local HR Op Starting from June

NATIONAL CBA

PARTNERSHIPS AND PROMOTIONS



A dedicated [external portal](#) is related to the partnerships available for each employee based in Italy. You can enjoy the benefits of (banks, insurances, travels, technologies, culture, house, car, ...and much more)!

[Local partnerships](#) that can be leveraged by all employees around the venues where they are based. You can enjoy the benefits of (restaurants, bar, cinema, local shops...and much more)!

INDOOR EMPLOYEES SERVICES



CANTEEN &
CAFETERIA



POST OFFICE



EMPLOYEES
SERVICE TEAM



INFIRMARY



SHUTTLE BUS &
CAR POOLING



“AD HOC”
SERVICES

Whirlpool is offering to employees the best and most tailor fit support in terms of work life balance, promoting useful indoor services.

Employees can benefit from **canteen and cafeteria** with a very cheap prices. **Post office** is available also for mailing of personal parcels and payment of postal bills. In our HQ we have put in place a modern **Infirmary**, a professional nurse and a doctor are available for general consults, activity of laboratory analyzes, and competitive medical certificates.

We also support the mobility of our employees promoting **carpooling** and offering several **shuttle bus** services every day. **Ad hoc service** such as: laundry, delivery of medicines to the office, beautician will be available soon

FAMILY & INCLUSION



FAMILY DAY



SUMMER CAMPS



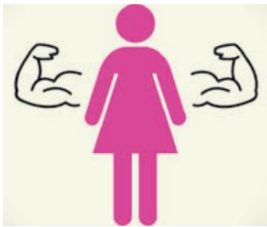
KINDERGARTEN



WOMEN
NETWORK



D&I EVENTS



EMPOWERMENT

The people who work in Whirlpool are our real asset, so we foster initiatives supported by the Company as **Family day**, **Summer Camps**, Partnerships with **kindergarten** and much more. **D&I** is an important value for us, such as the centrality of the **women role**. We sponsorise a wide range of initiatives to create widespread awareness, sharing experiences, encourage engagement and personal develop of people. Whirlpool puts in place concrete initiatives to make important steps forward in tackling the issues related to gender discrimination.



OPEN SPACE



FLEXIBLE AREAS



MEETING ROOMS

The “**Winning Workplace**” integrates three major components: **Winning Tools**, **Winning Environment**, and **Winning Culture**. Safe and healthy living and working conditions are critical elements to delivering our work. We recognize that welfare arrangements and quality facilities are not only improving workers’ health and well-being but also enhance performance, efficiency, and health & safety compliance. Flexible and collaboration areas are useful to boost leisure moments and friendship among colleagues. The presence of green areas in the urban environment is acquiring more and more importance, and becoming synonymous with quality of life.

HEALTH & WELLNESS



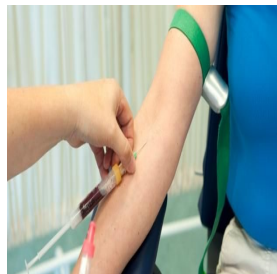
LIFE AND DISABILITIES
INSURANCE



ACCIDENTS
INSURANCES



HEALTHY & GLUTEN
FREE IN THE CANTEEN



BLOOD EXAMS



HEALTH &
PREVENTION



WELLNESS ACTIVITIES

To encourage the prevention and health of our employees, we promote different initiatives as **blood exams** completely free and directly in the company; **health and prevention** campaigns through partnerships with several hospitals, **gluten and healthy food in the canteen**.

The Company provides different types of **insurance coverage** for life, accidents and disabilities.

Ad hoc initiatives such as “check your weight and pressure” are sponsored by the Company. From September we will also engage our people offering the chance to attend yoga, and other **wellness activities** directly in the company.