

**Agreement between Electrolux AB, IF Metall and IndustriALL Global Union**

With the main purpose to come to a positive conclusion of the dispute related to the situation in the Electrolux Factory in Rayong (Thailand) , and to re-establish correct and positive relations between the local management of the Company and the members of the Electrolux Thailand Worker's Union-ETWU, the three parties above mentioned have agreed on the following points:

- As part of the possible settlement of the cases with the suspended workers, the Company declares that never in the future and in any context it will invoke the dispute on January 11 or the subsequent process towards each other.
- As a consequence of the signature and full acceptance of the agreed letter of application for reinstatement (attached to the present agreement) by the suspended workers, the Company will immediately withdraw the cases pending in Court against the relevant worker.
- All the above mentioned parties are committed to contribute to the development of a social dialogue and mature industrial relations between the social partners in the Factory. In particular, as a concrete action of support in that direction, a joint training with the participation of IF Metall, IndustriALL Global Union, members of the local management and members of the Electrolux Thailand Worker's Union-ETWU will be organized in the coming months.

Agreed, 28 June 2013



(Electrolux Management representative)



(IF Metall representative)



(IndustriALL Global Union representative)