

2023 JOINT REPORT ON COMMITMENT TO ELIMINATING FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

This Joint Report is prepared pursuant to the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023)*.

May 31, 2024



Tecumseh



About this Joint Report

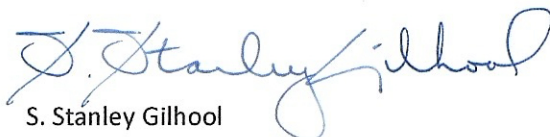
For nearly 90 years, the mission of Tecumseh Products Company LLC and all its affiliates has been to deliver innovative products that are built with passion, integrity, and a commitment to sustainability. We operate with respect for people and the environment, and we take seriously our obligation to respect human rights in alignment with international standards and norms. Human trafficking and slavery are tragic global phenomena affecting millions of people around the world today. These practices violate human rights, destroy the lives of individuals and communities and are contrary to good business practices. We are committed to addressing these issues and ensuring that modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Tecumseh understands its responsibility as a global citizen to engage in and actively participate in the elimination of forced labour and child labour in our supply chains. This joint report, prepared in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”), outlines the efforts undertaken by the Tecumseh and certain of its subsidiaries to eliminate and minimize the risk of forced and child labour in our operations and supply chains. This joint report covers Tecumseh Products Company LLC and each of the following entities, all meeting the reporting criteria set out in the Act: Tecumseh Products of Canada, Limited, 7510233 Canada Inc., Tecumseh Compressor Company LLC (collectively, “Reporting Entities”), each of which is directly or indirectly owned by Tecumseh Products Company LLC.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Tecumseh Products Company LLC and the Reporting Entities.

May 31, 2024



S. Stanley Gilhool
Secretary and General Counsel



Structure, Activities, and Supply Chains

- Tecumseh manufactures hermetic compressors for air conditioning and refrigeration products.
- Tecumseh’s global headquarters are located in Ann Arbor, Michigan (United States of America) with Canadian principal offices located in the province of Ontario. Tecumseh also has locations in Brazil, China, France, India, Malaysia, and United Arab Emirates. Tecumseh is headed by a Chairman, CEO, President, CFO, General Counsel, and other senior leadership.
- Founded in 1934, Tecumseh is a leading global manufacturer of hermetic compressors, condensing units and systems for use in residential and commercial refrigeration and air conditioning applications. Tecumseh manufactures a complete line of reciprocating, rotary, and scroll compressors in a range of horsepower. Products are currently manufactured or assembled on four continents and are sold globally through a network of sales professionals, authorized wholesalers and licensed distributors. Tecumseh brand names include: Silensys[®], Masterflux[®], Celseon[®], Alpine[®], and Argus[®].
- Tecumseh imports certain pre-manufactured products from various locations through the world, including China and Malaysia.
- Tecumseh sources components from over 150 approved suppliers and finished goods or subassemblies may be sourced between Tecumseh affiliates.



Policies & Due Diligence

- Tecumseh operates with respect for people and the environment, and we take seriously our obligation to respect human rights in alignment with international standards and norms. The same is expected from our vendors and suppliers.
- Tecumseh’s vendors and suppliers are required to adhere to the Tecumseh Products Company (TPC) Compressor Group Supplier Manual and specifically to Tecumseh’s Human Trafficking and Slavery policy which is available at www.Tecumseh.com. Tecumseh has added as a standard term in its agreements the requirement that its vendors and suppliers recognize their shared commitment, and that of their respective affiliates, to the highest performance, ethical and compliance standards, including basic human rights, not engaging in any activity, practice or conduct which would constitute an offence under anti-slavery or anti-forced labor legislation in Canada, China, France or the U.S., encouraging fair and equal treatment for all persons, the provision of safe and healthy working conditions, respect for the environment, the adoption of appropriate management systems and the conduct of business in an ethical manner. Vendors and suppliers also agree the goods provided to Tecumseh shall not be manufactured in or procured from the Xinjiang Uyghur Autonomous Region of the People’s Republic of China.
- Tecumseh does conduct background checks and screening, including age verification and confirmation of the candidate’s eligibility to work in the jurisdiction in question. The risk of child labour or human trafficking is discoverable through our hiring processes and procedures.



Policies & Due Diligence cont.

- Tecumseh has reviewed its operations, supply chains, and business relationships and has not identified adverse impacts related to forced labour or child labour. In the absence of such adverse impacts, no additional steps or remediation efforts are being taken. Tecumseh does screen and monitor its supply chain through an independent third party.

Child Labour and Forced Labour Risks

- Tecumseh does import components and finished goods from its vetted suppliers, distributors and resellers in countries around the world, including China and Malaysia. Tecumseh's continuous monitoring and screening of its operations and that of its supply chain's operations identified no forced labour or child labour risks. No adverse impacts being uncovered, no remediation measures have been taken with regard to forced labour or child labour in the activities of Tecumseh and its supply chain. Likewise, no remediation measures were taken in connection with loss of income.

Training

- Tecumseh conducts training on its Code of Conduct including its anti-forced labour and slavery policy. This training is required of all employees.



Assessing Effectiveness

- Tecumseh relies upon independent third-party service providers, and its HR and Procurement professionals to monitor efforts to eliminate risks of forced-labour and child-labour in our operations and supply chain. Identified gaps and risks are escalated to the General Counsel for appropriate action.