



2018 Environmental, Social, and Governance Results

Indicator	Baseline	2016	2017	2018	Discussion
Workforce (a)					
U.S. and Canada	--	--	--	103	Workforce changes reflect the transformation of our business portfolio to focus on our core businesses.
EMEA	--	--	--	96	
Asia	--	--	--	61	
Latin America	--	--	--	23	
Total (thousands)	--	295	313	283	
Philanthropy (o)					
GE Company Contributions via GE Businesses and to the Foundation (\$M)	--	119.4	93.6	90.7	GE Foundation, the philanthropic organization of GE, is committed to transforming our communities and shaping the diverse workforce of tomorrow.
Employee and Retiree Contributions matched by GE Foundation (\$M)	--	52.1	47.3	38.8	
Total GE "Family" Giving (\$M)	--	171.5	140.9	129.5	Total Contributions as a Percentage of GE Revenue is a new metric in 2018 to align with Chief Executives for Corporate Purpose Giving in Numbers annual survey.
Total Contributions as a Percentage of GE Revenue (\$M) (b)	--	0.10%	0.08%	0.07%	
Governance (c)					
Ombudsperson Concerns by Area (reports per policy):					
Fair Employment Practices	--	957	1,028	1,094	In today's environment, GE employees remain the Company's first and best line of defense in the early detection of potential compliance issues. GE has hundreds of ombudspersons around the globe to encourage the reporting of concerns without fear of retaliation.
Conflicts of Interest	--	451	417	465	
International Trade Compliance	--	132	146	125	
Securing GE Operations Globally	--	166	181	146	
Regulatory Excellence	--	175	204	251	
Business Records (T&L, Time & Attendance)	--	295	377	279	
Environment, Health & Safety Measurements	--	335	296	273	
Supplier Relationships	--	436	415	347	
Improper Payments	--	130	104	68	
Cybersecurity/Privacy	--	265	241	266	
Controllanship (Accounting, Financial Reporting, Billing)	--	219	224	180	
Intellectual Property	--	252	217	333	
Theft	--	76	90	84	
Working with Governments	--	47	46	23	
Competition Law	--	84	86	51	
Violation of Law	--	43	22	25	
Other Integrity Concerns (d)	--	144	115	117	
Total Concerns Reported (e)	--	4,481	4,441	4,411	
Disciplinary Actions (f)	--	1,376	1,423	1,098	
Investigations Conducted, U.S. and Canada (% Total)	--	33%	33%	35%	
Investigations Conducted, EMEA (% Total)	--	33%	31%	21%	
Investigations Conducted, Asia (% Total)	--	18%	20%	23%	
Total)	--	17%	17%	14%	
EHS Programs (g)					
Injury & Illness Total Recordable Rate (h)	--	0.77	0.63	0.55	We are committed to EHS excellence to protect our people, our communities and the GE brand. Our site, project and service managers are accountable for the EHS performance of the operations, employees, and contractors they supervise, and we monitor this performance through indicators such as injury rates and global greenhouse gas emissions. We continue to have decreasing injuries, and days away from work each year, since 2016.
Days Away From Work Incident Rate (i)	--	0.32	0.27	0.24	
Fatalities - Employees (o)	--	5	2	2	
Fatalities - Contractor Workers (j), (o)	--	--	--	6	
Environmental Excellence Certifications (k)	--	68	63	29	
ISO 14001 sites (k)	--	326	332	185	
Global Penalties Paid (in \$ thousands) (k)	--	2,317	120	65	
Spills & Releases (Count)	--	56	45	41	
Air Exceedances, (Count)	--	9	0	1	
Wastewater Exceedances, (Count)	--	22	18	25	
Hazardous Waste (metric tons) (l)	--	52,063	66,058	--	
Nonhazardous Waste (metric tons) (kl)	--	311,646	1,262,351	--	



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Energy and Climate (m), (o)						
GE Operational GHG Emissions (million metric tons of CO2 equivalent) (market based)	3.64	3.83	3.78	2.80	Through 2018, GE has reduced greenhouse gas (GHG) emissions from our operations by 23% from our adjusted 2011 baseline. With these results, GE has surpassed our 20% by 2020 GHG goal. GE's GHG emissions have decreased, in part, due to better control of key gases, such as hydrofluorocarbons in: manufacturing; energy efficiency projects; business changes such as acquisitions and divestitures; and changes in overall grid emission factors.	
Scope 1 Emissions (million metric tons of CO2 equivalent)	--	1.62	1.67	1.29		
Scope 2 Emissions (million metric tons of CO2 equivalent) (market based)	--	2.21	2.11	1.51	GE's Scope 3 GHG emissions are from investment in nine thermal power projects in which GE held an equity interest during 2018, where emissions reductions were primarily driven by projects exiting the portfolio and lower power production. During 2018, such investments also yielded approximately 12.6 million metric tons of avoided emissions in offsets from renewable energy projects.	
Scope 3 Emissions (million metric tons of CO2 equivalent) (n)	--	7.96	2.79	2.34		
GE Operational Energy Use (million MMBtu)	37.6	40.5	41.0	30.1		
Direct SF6 Emissions (thousand metric tons CO2 equivalent)	--	178	163	179		
Total Electricity (MWh)	--	4,920,000	4,620,000	3,690,000		
Renewable Energy Used (MWh)	--	30,400	58,600	44,541		
Water (m)						
Total Fresh Water Use (Billions of Gallons)	7.94	6.73	6.66	6.54	Through 2018, our overall freshwater use was reduced 18% from our adjusted 2011 baseline.	
Once-Through Cooling Water (Billions of Gallons)	--	3.57	2.52	2.27		
Supply Chain						
Number of Global Audits	--	2,880	2,564	2,509	Suppliers are critical partners in GE's value chain. As a global company, our supply chain includes locations where environmental, health, safety, labor, human rights, and other practices can be challenging. We expect our suppliers to comply with standards that require fair treatment of workers, a safe and healthy work environment and environmental protection. Our Supplier Integrity Guide governs all facets of our relationships with suppliers and includes specific prohibitions against forced, prison or indentured labor and subjecting workers to any form of compulsion, coercion, or human trafficking. Global audits focus on areas where there is heightened risk of these acts occurring. Suppliers in certain regions, such as North America, are included in audits, but have insufficient audit numbers for relevant average calculation. At GE, we drive better outcomes through our collaboration and partnership with suppliers and other stakeholders.	
Total Findings	--	18,292	23,537	18,989		
Average Category Findings Per Global Audit:						
Health & Safety	--	2.38	2.68	2.15		
Environment	--	2.11	2.94	2.34		
Emergency Preparedness	--	1.57	1.92	1.60		
Labor	--	0.97	1.52	1.23		
Dormitory	--	0.06	0.02	0.01		
Conflict Minerals	--	0.15	0.27	0.23		
Average Findings Per Regional Audit:						
China	--	7.86	8.73	8.52		
Latin America	--	5.76	8.38	5.56		
India	--	9.49	11.8	8.90		
Europe, Middle East & Africa	--	5.19	7.57	6.13		
Rest of Asia	--	5.97	7.24	5.23		
North America	--	69.0	19.3	17.1		
Uncategorized Countries (p)	--	5.96	7.00	4.46		

Notes

- (a) Regional employee numbers provided for context.
 (b) New metric reported in 2018
 (c) 2018 data as of January 2019
 (d) Other Integrity Concerns includes Anti Money Laundering (AML) (2016=4, 2017=4, 2018=12)
 (e) 2016 Total Concerns Reported updated based on cases closed as of March 3, 2018
 (f) 2018 Disciplinary Actions in response to closed matters through January 2019; actions correspond to year in which concern was reported, not necessarily year action was taken.
 (g) Due to the changing nature of GE's enterprise business structure figures are periodically updated to reflect changes in scope. For instance, acquired businesses may not have aligned data for the same time periods.
 (h) Number of OSHA recordable injury and illness cases per risk population YTD, based on 100 employees working 200,000 hours annually. Baker Hughes, a GE company included in 2017.
 (i) Days Away From Work Incident Rate uses the OSHA calculation for days-away-from-work cases (transfer or restricted cases are excluded), based on 100 employees working 200,000 hours annually. Baker Hughes, a GE company included in 2017.
 (j) 2016 & 2017 data not available.
 (k) Excellence Certifications, ISO14001, Global Penalties Paid data does not include Baker Hughes, a GE company, in 2018.
 (l) 2016 and 2017 waste values are reported as estimated company-wide totals based on a subset of reporting sites. We will not have 2018 reported values as we re-evaluate this program.
 2017 Waste results reflect GE acquisitions of Baker Hughes and LM Wind businesses; without these acquisitions and adjusting for other business changes, hazardous waste increased 5% and non-hazardous waste decreased 24% compared to 2016. 2016 waste data is updated to include information from the Alstom acquisition.
 (m) For GHG, energy-related and water metrics, each year GE adjusts its 2011 baseline inventory to account for divestments and acquisitions. Interim years are not adjusted. 2018 data is not included for Baker Hughes, a GE Company.
 (n) GE reports Scope 3 emissions from the U.S. and international thermal power and offsets from U.S. renewable energy projects in which GE has an equity interest.
 (o) Philanthropy, Fatalities, and Energy and Climate data does not include Baker Hughes, a GE company, in 2018.
 (p) Turks and Caicos Islands, Tuvalu, Svalbard and Jan Mayen Islands etc.

Baker Hughes, a GE company 2018 Corporate Responsibility Report available [here](#).