

GE human rights statement of principles



GE has an unparalleled heritage of delivering innovative solutions and services to provide essential infrastructure for the world. From Thomas Alva Edison's first incandescent light bulb to the latest jet engine brimming with internet-connected sensors and 3D-printed parts, GE has pioneered technologies that have spurred world-transforming changes and improved the lives of billions. Over a hundred years after our founding, we remain resolute in our commitment to building a world that works.

Human rights at GE

Respect for human rights is the heart of GE's culture of integrity. Our commitment is grounded in the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Ten Principles of the United Nations Global Compact. Driven by those standards, we strive to respect the fundamental dignity of everyone we might affect directly through our operations, products, and services and indirectly through our business relationships across the globe. Our ideals flow from the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the Sustainable Development Goals.

At GE, we are committed to working with all our business partners and entities throughout our value chain, including agents, suppliers, and vendors, to align their policies and practices with the expectations set in this Statement of Principles.

Commitment

The cornerstone of our commitment is constant vigilance to identify and address human rights risks across our value chain in good faith and to the best of our ability. We endeavor to develop and continuously improve our procedures to identify, prevent, mitigate, and remedy our salient human rights impacts.

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GE human rights statement of principles (cont'd)

The following principles are foundational to the way we conduct our business and to our expectations of business partners, suppliers, agents, and vendors:

Decent work: We provide all workers a safe and healthy work environment. We observe all applicable laws and regulations governing wages and hours, recruitment and employment contracts. Workers receive wages at least in line with minimum legal standards and adequate rest time. All overtime is voluntary.

Diversity and inclusion: We value diversity as the hallmark of a modern, innovative, and fair workplace. We provide equal employment and advancement opportunities to all and do not discriminate based on race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion, gender identity, or any other status protected by law.

Freedom of association: We allow workers to choose freely whether to organize or join associations of their own choosing for the purpose of collective bargaining as provided by local law or regulation.

Forced labor: We prohibit reliance on forced, prison or indentured labor, or workers subject to any form of physical, sexual or psychological compulsion, exploitation, or coercion. We take all reasonable measures to avoid being complicit in forced labor and to prevent workers being charged recruitment fees and expenses.

Child Labor: We prohibit employing workers younger than sixteen (16) years of age or below the applicable minimum age, whichever is higher, and we prohibit employing workers younger than eighteen (18) for any hazardous tasks.

Responsible Mineral Sourcing: We are committed to responsible sourcing of tantalum, tin, tungsten, and gold and other minerals found in conflict-affected and high risk areas in line with our [Responsible Mineral Sourcing Principles](#).

Privacy: We respect the confidential information with which we are trusted. We set clear expectations for all employees and business partners about collecting, sharing, storing, transferring, and disposing of personal data in order to protect privacy.

Security: We strive to ensure a safe environment for all workers and do not tolerate harassment, violence, or intimidation. Our security operations are carried out with respect for the dignity and privacy of GE workers and the communities in which we operate.

Community rights: We respect the dignity of communities affected by our operations, products, and services. We implement strict protocols to protect the local environment from pollution and waste, and we strive continuously to optimize consumption of natural resources.

Governance

Responsibility for implementing this Policy is integrated within the GE businesses and appropriate functions through relevant policies, processes, and reporting lines.

The Board of Directors and its committees oversee the execution of GE's Environmental, Social and Governance (ESG) strategies and initiatives where the Governance & Public Affairs Committee has oversight of corporate social responsibilities and protection of human rights among other responsibilities.

The Compliance function and the ESG teams work together to issue enterprise-wide standards which set forth the Company's expectations for the businesses. Each Enterprise Standard, including the Human Rights Enterprise Standard, defines the specific risks for which the businesses need to have documented, auditable controls, and requires, among other things, that businesses have appropriate mechanisms in place to monitor those controls. Businesses must adhere to the requirements set forth in the standard around risk assessment, due diligence of third parties, and escalation and remediation of human rights concerns to address GE's most salient human rights risks.

Our Global Human Rights Counsel, business-level human rights champions, and the cross-functional ESG Steering Committee meet regularly to discuss the implementation of the enterprise standard and other human rights matters as it relates to our businesses and communities we serve. Implementation measures include, without limitation:

Human rights risk and impact assessments globally, by country or region, by business or function, or by product line throughout our value chain. Such assessments may be standalone or integrated in existing protocols and processes. Where reasonable, we will seek to engage with stakeholders affected by our activities to understand and address their concerns in good faith and in line with our human rights commitment.

Integration of impact and risk assessment findings in GE operations, and to the extent possible, where relevant in GE's value chain. Integration will include the development and implementation of practical guidance, training, process improvements, discrete programs, and other reasonable measures to address salient human rights risks.

Monitoring of the effectiveness of integration measures to address human rights risk. Such monitoring may be conducted by third parties, by GE personnel, or by any combination of the two.

Human rights capacity building for our employees, contractors, and business partners to understand our expectations and their rights and responsibilities. This training will be fit to purpose and regularly updated.

Public reporting on the measures taken by GE to respect human rights in line with this Policy.



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Related policies

GE's *The Spirit and The Letter*, our code of conduct, details GE's human rights expectations of all GE directors, officers, and employees, including subsidiaries and affiliates. GE also requires all suppliers and subcontractors to sign on to minimum standards set out in *GE's Integrity Guide for Suppliers, Contractors, and Consultants*. Other related enterprise-wide policies and requirements, such as those related to Environmental, Health and Safety Policy ("EHS"), and Respectful Workplace Policy, are similarly embedded throughout GE through similar enterprise standards and policy documents.

Grievance process

GE manages concern reporting through its Global Ombuds Program ("OMB"). Under the OMB, employees are required to submit concerns regarding potential violations of law including human rights concerns. GE understands that it can be difficult for some employees to come forward with their concerns and the anonymous reporting channel is a critical pillar of the reporting program. Each business has one full-time dedicated ombudsperson and, in addition, a network of part-time employees across the globe to whom concerns can be raised. Both employees and contractors can raise a concern through any of the available Open Reporting Channels including:

- Managers
- Human Resources
- Legal
- Compliance
- Audit
- Ombuds (business or regional)
- the integrity helpline
- the online reporting channel (offers anonymous reporting)
- the GE Corporate ombudsperson or
- the GE Board of Directors.

Retaliation for raising a concern, or participating in an integrity investigation, is strictly prohibited, and violations are dealt with seriously and swiftly. The OMB allows employees to voice their integrity questions and concerns anonymously if they prefer.

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