



GE Aerospace

Human Rights Statement of Principles

Commitment to Human Rights

GE Aerospace is committed to maintaining a world-class compliance program with the goal of operating with compliance and unyielding integrity wherever we do business. Respecting the human rights of our workforce and those in our value chain is a core part of this commitment to integrity. We commit to respecting human rights in line with 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 or indirectly – through our operations, products, and services and business relationships across the globe. Our principles are grounded in respect for all internationally recognized human rights addressed by 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 Aerospace, 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.

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.

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Human Rights Principles

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.

Diversity, equity and inclusion

We value diversity as the hallmark of a modern, innovative, and fair workplace. Our respectful workplace policies are the foundation of our commitment to a diverse workforce and inclusive workplace. We provide equal employment and advancement opportunities to all and prohibit discrimination or harassment against anyone based on race, color, religion, national or ethnic origin, ancestry, sex, gender, sexual orientation, marital status, genetic information, age, disability, military and veteran status, or any other characteristic 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.

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 do this by endeavoring to develop and continuously improve our procedures to identify, prevent, mitigate, and remedy our salient human rights impacts. The following principles are foundational to the way we conduct our business and to our expectations of business partners, suppliers, agents, and vendors:

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 have a robust environmental program and established protocols to help achieve compliance with laws governing air and water pollution, and waste. We also strive continuously to optimize consumption of natural resources.



Operationalization and Governance

The Board of Directors and its committees oversee the execution of GE Aerospace's sustainability strategies and initiatives - including human rights - as an integrated part of their oversight of GE Aerospace's overall strategy and risk management.

Responsibility for implementing this Statement of Principles is further integrated within GE Aerospace and appropriate functions through relevant policies, processes, and reporting lines.

As part of our Risk Focal program, GE Aerospace has a designated Human Rights Risk Focal who is responsible for actively managing the risk associated with this Statement of Principles, in close partnership with relevant business leaders and the company's central compliance team. This risk management responsibility includes understanding how the risk is manifesting itself within the company and ensuring that the risk is adequately controlled across the enterprise, including at our sites.

The company's central compliance team actively supports the Risk Focal program, including through the development and delivery of structured risk management training to Risk Focals designed to continuously improve their risk management capabilities. The central compliance team also provides governance and oversight of the Risk Focals, regularly evaluating and advising on strength of risk controls, risk control improvement plans, and risk control monitoring and testing practices.

Our Human Rights Risk Focal and key leaders of the cross-functional sustainability teams meet regularly to discuss the implementation of the enterprise standard and other human rights matters and initiatives as it relates to our Company and communities we serve. Implementation measures may 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 Aerospace operations, and to the extent possible, where relevant in GE Aerospace'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 Aerospace 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 updated as appropriate.

Public reporting on the measures taken by GE Aerospace to respect human rights in line with this Statement of Principles.





Related policies

GE Aerospace's [The Spirit and The Letter](#), our code of conduct, details GE Aerospace's human rights expectations of all GE Aerospace directors, officers, and employees, including subsidiaries and affiliates. GE Aerospace maintains policies and procedures as required by the Federal Acquisition Regulation (FAR) 52.222-50, Combating Trafficking in Persons, and flows down those requirements to suppliers and subcontractors as required. GE also requires all suppliers and subcontractors to sign on to minimum standards set out in GE Aerospace's [Integrity Guide for Suppliers, Contractors, and Consultants](#).

Other related enterprise-wide policies and requirements, such as those related to our Environment, Health and Safety Policy ("EHS"), and Respectful Workplace Policy, are similarly embedded throughout GE Aerospace through similar enterprise standards and policy documents.

Grievance process

GE Aerospace 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 Aerospace 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. The Company has several full-time dedicated ombudspersons 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
- GE Aerospace Ombuds (global or site), or
- the online reporting channel (offers anonymous reporting)

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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