

THE SPIRIT & THE LETTER

OPEN REPORTING

POLICY



Open Reporting is the cornerstone of GE Aerospace’s commitment to integrity. As a result, we rely on all of our employees to raise issues when they see something that they believe may violate a law or GE Aerospace policy. In a way, our employees are really our first and best line of defense.

What to Know

- We promote an open environment, in which employees are encouraged to raise compliance concerns through a variety of channels and are comfortable doing so without fear of retaliation. We manage reported compliance concerns through our Global Open Reporting & Ombuds Program.
- All employees are expected to promptly submit compliance concerns regarding potential violations of law, regulation, or GE Aerospace policy through one of the available Open Reporting Channels (see below).
- Employees do not need to be certain that a violation has occurred, but rather should raise a compliance concern when they have a good faith belief that something improper, a violation of law or policy, has occurred.
- Retaliation for raising a compliance concern, or participating in a compliance investigation, is strictly prohibited. Violations of this policy will be dealt with seriously and swiftly.
- Employees are expected to fully cooperate with and participate in an investigation by making themselves available for interviews, providing requested documents and otherwise complying with the reasonable requests of an investigator. Employees are expected to be truthful in all dealings throughout the course of an investigation.

Get Help

How to Raise a Compliance Concern

- (1) You may use any of the channels below to raise a compliance concern. You can do so in person, by phone or in writing to:

• Your manager • A local: ○ ombudsperson, ○ compliance leader, ○ Human Resources manager or ○ legal counsel. • The GE Aerospace Board of Directors.	You can find the contact information for all these channels on the Raise a Compliance Concern tab on compliance.geaerospace.net or through the Raise a Compliance Concern icon on your desktop.
--	---

THE SPIRIT & THE LETTER

OPEN REPORTING POLICY



- (2) You may also choose to raise a compliance concern anonymously at compliance.geaerospace.net under “Raise a Compliance Concern.” If you do identify yourself, we can follow up and provide you with feedback.

If you have questions about the Ombuds process, visit the “Raise a Compliance Concern” tab on compliance.geaerospace.net for more information or speak with your local Ombudsperson regarding the process.

How Compliance Concerns Are Investigated

- GE Aerospace thoroughly examines every compliance concern. During the investigation process, we:
 - Form an independent and objective investigation team.
 - Obtain the facts through interviews and/or the review of documents.
 - Reach conclusions, whenever possible from the facts the team is able to obtain.
 - Recommend corrective action, if necessary.
 - Provide the person who raised the original compliance concern (if that person is known) with feedback on the outcome, while maintaining the confidentiality and privacy of all involved in the matter.

How Employees Are Protected – Confidentiality & No Retaliation

- Our commitment to confidentiality in the Open Reporting process is vital to maintaining employee trust and faith in the program.
- We keep compliance concerns and related parties strictly confidential, to the extent possible consistent with a full and fair investigation. Investigators will release details *only* on a “need to know” basis.
 - “Need to know” is defined as the group of people for whom the information is relevant to their official job duties and/or who can actively contribute to the ongoing investigation.
- GE Aerospace strictly prohibits retaliation against those who raise or help to resolve a compliance concern.
 - Employees who believe that someone is retaliating against them for raising a compliance concern or participating in an investigation should contact their ombudsperson, the investigator, or any of the other channels immediately.
 - Any confirmed retaliation, whether direct or indirect, is grounds for discipline up to and including dismissal.



THE SPIRIT & THE LETTER
**OPEN REPORTING
POLICY**

Penalties for Violation

Employees who violate the spirit or the letter of GE Aerospace's policies are subject to disciplinary action up to and including termination of employment if allowed under applicable law. In addition, if laws are violated, employees or the Company may be subject to criminal penalties (fines or jail time) or civil sanctions (damage awards or fines). We could also lose government contracting privileges and export privileges.

