

THE SPIRIT & THE LETTER

HUMAN RIGHTS POLICY



GE Aerospace respects all internationally recognized human rights in line with the *United Nations Guiding Principles on Business & Human Rights*, the *OECD Guidelines for Multinational Enterprises*, and the *Ten Principles of the United Nations Global Compact*. We seek to treat everyone affected by our business and value chain—including workers, customers, and communities—with fairness and dignity. Our longstanding human rights commitment is detailed in our *Human Rights Statement of Principles* and integrated throughout *The Spirit & The Letter*.

What to Know

- We can impact human rights directly through our own business activities and indirectly through our relationships with business partners, governments, suppliers and communities.
- In good faith and to the best of our ability, we commit to identify and address relevant human rights risks across our value chain by keeping our eyes always open to suspicious conditions and conducting reasonable due diligence.
- We must be particularly mindful of risks to workers and others affected by our business partners and suppliers, who may be subject to different laws and follow different standards than ours.

How to Comply

- Treat everyone you interact with at or on behalf of GE Aerospace with fairness, dignity and respect.
- Respect workers' legal right to participate in collective representation, such as unions or works councils.
- Exercise an "Eyes Always Open" approach at GE Aerospace, customer, and supplier sites. Immediately notify your compliance leader or use standard GE Aerospace open-reporting channels if you observe any conditions or circumstances that reflect possible mistreatment of workers or other individuals. Suspicious conditions include:
 - Workers who appear below the age of 16 or the local legal working age, whichever is higher
 - Unsafe working conditions or unsanitary living conditions
 - Workers who appear intimidated or oppressed, or refusals by management to permit engagement with workers
 - Visible signs of workplace abuse, including harassment, bullying, discrimination or violence
 - Rumors of workers paying recruitment fees for their jobs, not being paid appropriately for their work, or being coerced into working or remaining on a job through measures such as passport withholding



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- Labor and management decisions that appear to be based on protected characteristics, such as gender or ethnicity (see Respectful Workplace Policy)
- Careless waste-management processes for dangerous substances
- Substantial armed security guards at or near sites
- If you are involved in Sourcing or engaging with suppliers, familiarize yourself with the Integrity Guide for Suppliers, Contractors, and Consultants, which outlines our standards of business conduct (including those related to labor and human rights) that we require all suppliers to abide by.

Get Help

- Read the Human Rights Statement of Principles to understand our commitment to respect human rights and the actions we take to advance this.
- Consult the S&L Human Rights page for resources and additional information on our human rights program and practices.
- Raise a compliance concern right away if you believe you have witnessed or experienced any conduct that violates this policy. This applies to conduct by GE Aerospace employees and others we do business or interact with. You can raise the concern to your manager or through other Open Reporting channels.
- Human rights issues can be complex and pose serious risks to GE Aerospace if not properly addressed. Be cautious and contact your compliance leader with any questions.

Penalties for Violation

Employees who violate the spirit or the letter of GE Aerospace 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.

Definitions

- **Human Rights** are fundamental dignity protections to which everyone is entitled no matter where they live. Internationally recognized human rights are those outlined in the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

