Employee safety

Our ultimate responsibility is to protect our people and those who do work on our behalf, ensuring that everyone goes home safely at the end of every day.

Health and safety at GE Aerospace is the responsibility of every single person, no matter what level or where they sit in the organization. Every individual is empowered and encouraged to take responsibility for creating a safe and healthy working environment, and to speak up if they have any concerns about health and safety matters. When performing high-risk activities, all employees and contractors must follow robust procedures and standards to prevent potential accidents and injuries. Our procedures are available in different languages to our employees and those working on our behalf within our facilities. Everyone is empowered and expected to stop work if they have any concerns about the task they are performing.

We strive to proactively identify issues before they happen. However, should an incident or a potentially severe event (PSE) occur, we thoroughly investigate the root-causes and develop corrective actions to prevent future recurrence. All PSEs are reviewed by the global environmental, health, and safety (EHS) leadership team and shared across the business to create awareness.

Our 2023 performance

In 2023, we made important improvements in our EHS performance and continued to drive our safety program. We deployed an injury and illness reduction plan incorporating action plans directed to key risk areas (ergonomics, electrical safety, powered mobile equipment, etc.). The plan incorporates projects and effective partnerships with site-level EHS teams. In 2023, GE Aerospace experienced a 14.8% reduction in our injury and illness total recordable rate compared to 2022[18] as a result of these actions. The 2022 U.S. aircraft engine and engine parts manufacturing industry recordable rate for 2022 was 1.61, compared to GE Aerospace's 2023 recordable rate of 0.56.[19]

Our environmental, health, and safety (EHS) program

At GE Aerospace, we are committed to EHS excellence to protect our people, our communities, and the environment. We hold ourselves to the highest standards, often more stringent than local regulations, and continue to develop robust programs and initiatives.

Our EHS program is built on a spirit of transparency, data, compliance, and continuous improvement. It incorporates the following principles:

- Complying with local EHS laws and GE Aerospace's core requirements and technical standards, whichever is more stringent

- Reducing, mitigating, and managing risk across our operations

- Monitoring and evaluating performance and improvement opportunities

- Driving operational accountability

We maintain global EHS policies and standards that set out the responsibility for mitigating environmental risks, ensuring compliance, and driving safety across all areas of the company. We also have additional core requirements and technical standards that cover specific safety risks such as working at height, confined spaces, and electrical safety, as well as environmental areas including air emissions, spills, and waste and water management.

Our EHS program is designed and maintained by our central EHS team and is deployed within our operations by site-level EHS professionals.

Spotlight

Through our membership of the International Audit Practice Consortium, we benchmark companies inside and outside of our industries to identify and implement best practices across our audit processes.

GE Aerospace EHS mission statement

"We protect people and the environment by embracing continuous improvement to develop an industry-leading EHS program. We achieve this by driving operational engagement, building robust EHS policies, and implementing systemic solutions."

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18   Reduction reflects GE Aerospace business through December 31, 2023, excluding Global Research Centers.

19   2022 incidence rate for NAICS code 336412 from United States Bureau of Labor Statistics Occupational Injuries and Illnesses Data.

Every year, our global EHS, Facilities, Health Services, and Sustainability professionals come together for a multiday learning event to share the latest trends, regulatory updates, and best practices. As well as offering attendees opportunities for growth, learning, and networking through sessions with internal and external industry experts and company leaders, we also take the time to award, recognize and celebrate our teams' progress and leadership initiatives.

Evendale Learning Centre

EHS Framework

GE Aerospace's EHS Framework is a key element of our EHS management system that helps define specific expectations across a range of safety and environmental topics. The Framework provides metrics that are used to measure our facilities' program maturity, including policy alignment, training, leadership, high-risk operations, and safety and environmental compliance. A global network of EHS professionals implement the Framework's requirements, supported by a reporting and metrics structure through which GE Aerospace can assess each site's progress against the program.

We evaluate the EHS impacts of our business through:

- **Management of change:** We assess the EHS risks of any new activity—designing a new product, entering a new market, building a new factory, or acquiring a new business—and prepare accordingly.
- **EHS performance:** We use an enterprise-wide system to record our EHS data, allowing for robust analysis and opportunities to improve. This data is reviewed at least monthly and is made available to operation leaders and the EHS team through a system of dashboards. We track key performance indicators (KPIs) such as injuries, illnesses, significant environmental events, and regulatory findings and closures.
  - Our commitment to continuous improvement and risk reduction is underscored by our use of key metrics to analyze EHS events, identify corrective actions, and prevent recurrence.
  - To ensure visibility and accountability, EHS performance is reviewed by senior leaders, by our CEO, and by the Board of Directors through the Governance Committee at least annually.

- **Incident investigation process:** This involves detailed reviews of incidents with business leaders and putting action plans in place to prevent them from recurring.

GE Aerospace plans and executes regulatory and risk-based audits and inspections at a frequency that reflects the inherent risk and performance of each operation. These audits include a mix of assessments of a site's regulatory compliance and completion of GE Aerospace's EHS policies and procedures.

Managing contractor safety

GE Aerospace's expectations for a safe, healthy work environment extend beyond our own employees and operations to include our contractors and all those who work on our behalf, whether at our own sites or those of our customers.

We work proactively alongside our contractor partners to drive performance improvements through our EHS program and take precautions to prevent injuries or accidents. In 2024, we revised our policy for contractor safety reviews and appointed a contractor safety leader within our central EHS team to mitigate what we recognize as a key risk.

Our system for managing contractor safety globally includes technical standards and strict criteria for vetting contractors and sub-contractors, based on their EHS performance, training, and competency, and how well their EHS programs align with our own requirements and expectations. We evaluate each contractor's capabilities and programs for high-risk activities such as working at heights, electrical work, energy isolation, excavations, and lifting operations to drive safe working practices.

If a contractor-related event occurs, we will follow our incident investigation process, undertaking a detailed review in partnership with contractors, and report to our business leader on corrective measures implemented to prevent recurrence. Such events are incorporated into our contractor renewal process.