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.

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 standards that are 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.

Our 2024 safety performance

In 2024, we made important improvements in our EHS performance and continued to drive our safety program. We are building upon our injury and illness reduction plan, incorporating action plans directed to key risk areas (ergonomics, electrical safety, contractor safety, etc.). The plan incorporates projects and effective partnerships with site-level EHS teams.

In 2024, our actions reduced our injury and illness total recordable rate to 0.50,[18] significantly lower than the 2023 U.S. aircraft engine and engine parts manufacturing rate of 1.40.[19]

Focused on improved ergonomics

In 2024, we had particular focus on preventing ergonomics injuries, also known as musculoskeletal disorders, through the implementation of an ergonomics-specific technical standard. This led to the creation of a standardized approach for site ergonomic teams, which includes risk assessment, ergonomic and engineering design, training, and annual improvement plans. Collectively, these initiatives have contributed significantly to progress against our injury reduction goals.

In 2024, GE Aerospace's Evendale headquarters won the Applied Ergonomics Conference Ergo Cup in the "Maintenance and Other Non-Standard Tasks Workplace Solutions" category for its No Strain with the Membrane project. Using a lean practices approach, the process of replacing water filtration system filters was improved by adding a pneumatic push tool and height-adjustable equipment. This reduced manual effort, bending, and lifting, making the task safer and faster for the mechanical maintenance team.

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18   Number of injury and illness cases globally per risk population year to date as measured against Occupational Safety and Health Administration (OSHA) recordability criteria, number excludes contractors and corporate holdings.

19   2023 incidence rate for North American Industry Classification System (NAICS) code 336412 from U.S. Bureau of Labor Statistics Occupational Injuries and Illnesses Data.

Infrastructure Summit

In 2024, our global EHS, Facilities, Health Services, and Sustainability professionals came 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 took the time to award, recognize, and celebrate our teams' progress and leadership initiatives.
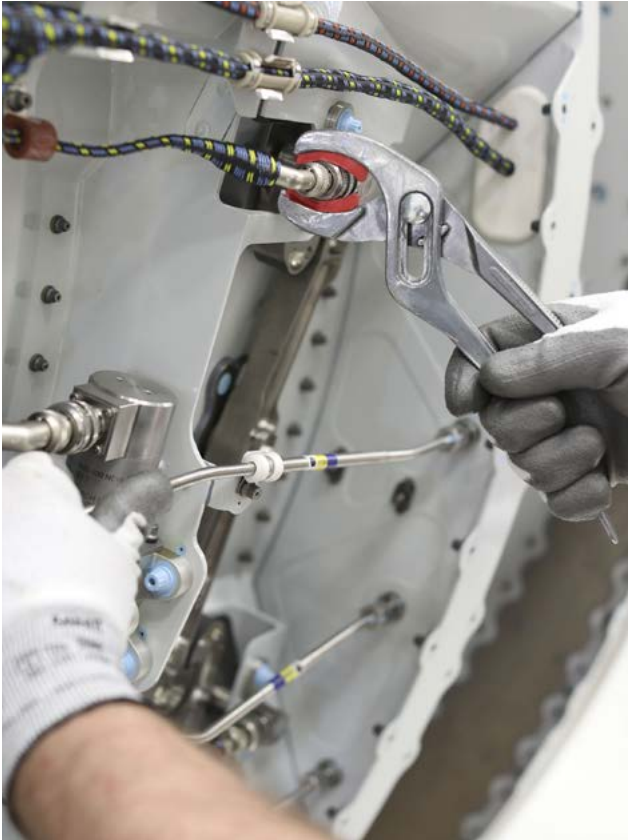
EHS Framework

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 EHS Framework provides metrics that are used to measure our facilities' program maturity, including EHS policy alignment, training, leadership, high-risk operations, and safety and environmental compliance. A global network of EHS professionals implement the EHS 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 reoccurrence.

- 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 reoccurring.

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 and GE Aerospace's EHS policies and procedures compliance.

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.

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 reoccurrence. Such events are incorporated into our contractor renewal process.

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.