



GE HealthCare

GE HealthCare human rights statement of principles

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GE HealthCare is a leading global medical technology, pharmaceutical diagnostics, and digital solutions innovator, dedicated to providing integrated solutions, services, and data analytics to make hospitals more efficient, clinicians more effective, therapies more precise, and patients healthier and happier. Serving patients and providers for more than 100 years, GE HealthCare is advancing personalized, connected, and compassionate care, while simplifying the patient's journey across the care pathway. Together our Imaging, Ultrasound, Patient Care Solutions, and Pharmaceutical Diagnostics businesses help improve patient care from prevention and screening, to diagnosis, treatment, therapy, and monitoring. We are an \$18 billion business with 51,000 employees working to create a world where healthcare has no limits.

Human rights at GE HealthCare

Respect for human rights is the heart of GE HealthCare's culture of integrity. Our commitment is grounded in 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 through our operations, products, and services and indirectly through our business relationships across the globe. Our ideals flow from the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the UN Sustainable Development Goals.

At GE HealthCare, 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.

Commitment

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 endeavor to develop and continuously improve our procedures to identify, prevent, mitigate, and remedy our salient human rights impacts.

The following are foundational to the way we conduct our business and our expectations of business partners, suppliers, agents, and vendors:

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. All overtime is voluntary.

Diversity and inclusion: We value diversity as the hallmark of a modern, innovative, and fair workplace. We provide equal employment and advancement opportunities to all and do not discriminate based on race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion, gender identity, or any other status 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 modern slavery and trafficking in persons 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.

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 HealthCare workers and the communities in which we operate.

Community rights: We respect the dignity of communities affected by our operations, products, and services. We implement strict protocols to protect the local environment from pollution and waste, and we strive continuously to optimize consumption of natural resources.

Governance

Responsibility for implementing this Policy is integrated within GE HealthCare's functions through relevant policies, processes, and reporting lines.

The Board of Directors and its committees oversee the execution of GE HealthCare's Environmental, Social and Governance (ESG) strategies and initiatives, with the Nominating and Governance Committee having oversight of protection of human rights among other responsibilities.

The Compliance and Legal functions define the specific human rights risks for which the Company needs to have documented, auditable controls, and requires, among other things, that it has appropriate mechanisms in place to monitor those controls. The Company adheres to these requirements around risk assessment, due diligence of third parties, and escalation and remediation of human rights concerns to address its most salient human rights risks.

Implementation measures 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 HealthCare operations, and to the extent possible, where relevant in GE HealthCare'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 HealthCare 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 regularly updated.

Public reporting on the measures taken by GE HealthCare to respect human rights in line with this Policy.

Related policies

GE HealthCare's [The Spirit and The Letter](#), our code of conduct, details GE HealthCare's human rights expectations of all GE HealthCare directors, officers, and employees, including subsidiaries and affiliates. GE HealthCare 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 HealthCare also requires all suppliers and subcontractors to sign on to minimum standards set out in [GE HealthCare's Integrity Guide for Suppliers, Contractors, and Consultants](#). Other related enterprise-wide policies and requirements, such as those related to Environmental, Health and Safety Policy ("EHS"), and Respectful Workplace Policy, are similarly embedded throughout GE HealthCare through similar policy documents.

Grievance process

GE HealthCare 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 HealthCare 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 at least one dedicated full-time dedicated ombudsperson 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
- Audit
- GE HealthCare Ombuds (global, regional or site)
- the integrity helpline
- the [online reporting channel](#) (offers anonymous reporting)
- the GE HealthCare Board of Directors

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.

GE HealthCare Global Ombudsperson

C/O Chief Compliance Counsel

500 W. Monroe Street

Chicago, IL 60661-3671

1-833-248-6821 (U.S.A. only) or other country numbers found [here](#).

