



# Environment, Health, and Safety at GE

## Commitment

At GE, we are committed to Environment, Health, and Safety (EHS) excellence to protect people, our communities, the environment, and the Company. GE's strong EHS program comes from a robust network of systems and professionals supporting our sites, services, and projects across the globe. Our excellence stems from our shared commitment across the businesses and by Company leadership and our standardized risk-based program, which specifies common high expectations and key methodologies to be used across the globe. Our program is built on a spirit of transparency, data, and continuous improvement.

## EHS Policy & Expectations

Integrity is the heart of how GE operates. *The Spirit & The Letter* and other GE policies establish an overall code of conduct and specific integrity policies for key risk areas, including EHS. The EHS Policy applies to all GE employees at operations worldwide and includes requirements to:

- Protect our people, communities and environment with strong and consistent EHS programs;
- Comply with EHS laws and GE standards;
- Manage and reduce risk;
- Reduce our environmental footprint;
- Monitor and evaluate performance; and
- Drive operational accountability.

Our EHS policy, and a system of expectations called our Core Requirements, establish our standard of care globally. These expectations address critical risk areas, such as lifting and confined space operations, as well as methodologies, such as management of contractors and compliance assurance.

As GE's corporate and business EHS leadership assess our EHS performance and delivery, we measure to these standards of care which apply to all our controlled operations, regardless of location or type (sites, services, projects). Often, these expectations go beyond local regulations or basic compliance. For example, globally, we use the Occupational Safety and Health Administration <sup>1</sup> (OSHA) injury classification (or recording) standards, and hold to the same, high environmental standards.


This is who we are, how we operate, and what our customers and partners have come to expect.


<sup>1</sup> OSHA is part of the United States Department of Labor. <https://www.osha.gov/aboutosha>

Updated August 2020

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 [www.ge.com/sustainability](http://www.ge.com/sustainability)

 [sustainability@ge.com](mailto:sustainability@ge.com)

# Environment, Health, and Safety at GE (cont'd)

## EHS Management System

GE's EHS management system reflects our commitment to people, our communities, and the environment. At GE, we reduce our risk and impact while improving our EHS capability through clear expectations and robust programs, enabled by operational accountability, strong governance, and a commitment to execution. Our EHS management system implements the internationally recognized Plan-Do-Check-Act (PDCA) management system model, and is how we operationalize our EHS Policy.

GE's EHS Framework is used to assess the implementation and execution of applicable requirements for organizations globally, driving consistent implementation of our high standards.

## Transparency & Performance

We assess the EHS impacts of our businesses globally before, during, and after operations. GE leverages an enterprise-wide system of record for the majority of our EHS data, allowing for robust analysis and trending to be done in order to learn and improve. We track industry standard KPIs, such as injuries, illnesses, significant environmental events, training completion, and regulatory findings and closure.

GE drives an open-reporting culture across compliance and controllership functions, including EHS, in order for issues to be elevated and addressed. This is a differentiator for GE.

Our EHS data is published internally no less than quarterly and is available real-time through a system of dashboards maintained at the Company and business levels. This proactive use of performance KPIs and data underscores GE's commitment to transparency and continuous improvement. We also report our performance to our public stakeholders on our Environmental, Social, and Governance (ESG) webpages no less than annually.

Finally, EHS performance is reviewed by senior leaders across the Company, by our CEO in strategy sessions, and by the Board of Directors annually with their Governance and Public Affairs (GPAC) committee. This layering of review ensures visibility and accountability, cornerstones of our EHS program.

## Auditing & Risk Management

GE implements a broad, risk-based approach to monitoring and evaluating compliance with EHS regulations and GE standards. Our operations are expected to conduct routine self-assessments of compliance status and effectiveness of EHS program implementation. Independent teams – using either external

or internal resources – conduct audits of operations on a routine, scheduled basis. Our audit program includes fixed facilities, as well as locations where GE service personnel maintain equipment at customer sites, and projects where GE and its partners execute construction work for customers. Audits are conducted at a frequency that reflects the inherent risk and performance of the operation. The content of the audit is determined by evaluating the performance and hazards of the operation and at similar operations. Audits may include jurisdiction-specific compliance requirements, adherence to GE program expectations, and risk mitigation approaches through scenario-based audit tools. Any compliance findings identified in self-assessments, independent audits, or by other methods are entered into GE's online EHS management system and tracked to closure.

Risk management at GE goes beyond auditing for compliance and program implementation. We follow a multi-pronged strategy for risk management, including various approaches to risk identification, risk assessment, and identification and implementation of defenses. We evaluate the potential EHS impacts and risks of GE's operations, products, services, acquisitions, and ventures, and we implement strategies to eliminate or manage the identified risks.

Our commitment to continuous improvement and risk reduction drives us to analyze EHS events to identify corrective actions and to prevent recurrence. We aim to continuously improve our EHS systems and performance as an integral part of our operational strategy.

## Training & Competency

GE believes that competency and understanding is the foundation of a good EHS program. Approximately 800,000 EHS courses are completed annually, covering regulatory and non-regulatory topics, and translated into appropriate languages. The courses are designed and maintained centrally by a team who ensure accuracy, accessibility, and compliance with EHS regulations and GE's standards. The assignments are done locally by EHS professionals who are able to identify individuals needing various courses based on job task or risk. This division of responsibility is the key to a lean and highly effective training program.

## Environment, Health, and Safety at GE (cont'd)

In addition to our “ticket to work” courses which address work-based risks, such as confined space entry or working at heights, GE also prides itself on robust leadership courses intended to establish clear expectations and standards for operational leaders at our facilities, services groups, or project sites. The objectives of these courses are to drive operational accountability, culture and excellence, as well as a solid understanding of EHS hazards and methodologies.

GE also recognizes that knowledge and competency don't grow solely in a course. We believe that easy access to information through contemporary delivery methods such as videos, on-line tools, and informational pieces like our Life Saving Principles, are a critical component of our program. We provide our EHS and operational professionals with key on-demand tools and resources in order to help them drive excellence. We leverage an internal one-stop-shop website for everything from our Core Requirements to our toolkits to lists of internal global experts. In 2019 the website had more than 228,000 pageviews, highlighting the functional need for this information.

