

# HUMAN RIGHTS POLICY



# GE HealthCare

GE HealthCare 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 International Bill of Human Rights. 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 seek to treat everyone affected by our business and value chain—including workers, customers, and communities—with fairness and dignity.

We strive to conduct business in accordance with applicable laws and our commitment to upholding internationally recognized human rights. When we encounter conflicting requirements, we work to comply with applicable laws while also identifying options to meet our commitment to respecting international human rights, in line with the UN Guiding Principles.

Specifically, GE HealthCare commits to the following:

- **Child Labor:** We prohibit employing workers younger than sixteen (16) years of age (or local legal age, if higher), and we prohibit employing workers younger than eighteen (18) for hazardous work.
- **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.
- **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, adequate rest time and compensation for overtime hours in compliance with applicable law.
- **Respectful 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. We prohibit harassment based on protected characteristics and retaliation for raising or taking part in the investigation of a concern of discrimination or harassment. We foster a culture of belonging and inclusion where all our colleagues feel safe, respected and valued.
- **Forced labor:** We (i) prohibit reliance on forced, prison or indentured labor, or subjecting workers to any form of physical, sexual or psychological compulsion, exploitation, violence, coercion or inhumane treatment, or other forms of human trafficking; (ii) ensure that workers' identify or immigration documents are not withheld or destroyed; (iii) allow workers to terminate their employment, for any reason, with reasonable notice; (iv) ensure that recruitment fees of any type are not deducted from workers' pay or otherwise charged to workers; (v) prohibit the use of fraudulent or misleading recruitment practices; (vi) ensure that,

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upon end of employment, workers who were recruited from outside the country are reimbursed for their return transportation costs; and (vii) provide workers with terms and conditions of employment in a language the worker understands.

- **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.
- **Privacy:** We respect the confidential information with which we are entrusted. We set clear expectations for all workers and business partners about collecting, sharing, storing, transferring, and disposing of personal data to protect privacy.
- **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.
- **Security:** We strive to ensure a safe environment for all workers and do not tolerate harassment, violence, or intimidation. Our security operations are conducted with respect for the dignity and privacy of GE HealthCare workers and the communities in which we operate.

## 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 Sustainability strategies and initiatives, with the Nominating and Governance Committee having oversight of protection of human rights, among other responsibilities.

The GE HealthCare Human Rights Leader sits in the legal function and defines the specific human rights risks for which the Company needs to have documented controls and proper mechanisms in place to monitor those controls. The Company uses 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:

- Suppliers must agree to protecting human rights as detailed above through contractual obligations, including compliance with the **GE HealthCare Supplier Integrity Guide for Suppliers, Contractors, and Consultants**.
- **Human rights risk and impact assessments** may be performed globally, by country or region, or by business or product line throughout our value chain, as appropriate. Such assessments may be standalone or integrated within existing protocols and processes. Where reasonable,

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GE HealthCare 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 commitments.

- **Due Diligence** of our current and potential suppliers, the scope of which varies based on the human rights and other risks posed by the supplier and/or what they supply to GE HealthCare.
- **Integration of impact and risk assessment findings** in GE HealthCare operations, and to the extent possible, where relevant in GE HealthCare's supply chain. Integration may 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.
- **Human rights capacity building** for our employees, contractors, and business partners to understand our expectations and their rights and responsibilities.
- **Remediation of adverse impacts** that we cause or contribute to through our operations and value chain, including cooperating with relevant stakeholders. If we discover adverse impacts, we will do the following: 1) identify potential appropriate responses to the adverse impact; 2) identify the stakeholders with whom we will communicate about the issue and response; and 3) consider and adopt appropriate measures to monitor effectiveness of the implemented remedy. When we identify adverse impacts by our suppliers, we will work to help them remediate and, if they are unable or unwilling to do so, will take other action, up to and including ending the relationship.
- **Public reporting** on the measures taken by GE HealthCare to respect human rights in line with this Policy.

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

## GRIEVANCE PROCESS

GE HealthCare manages concern reporting through its Global Ombuds Program. Under the program, employees are required to submit concerns about 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 several dedicated full-time ombudspersons and a network of part-time colleagues across the globe to whom concerns can be raised. Both colleagues and contractors can raise a concern through any of the available Open Reporting Channels including:

- GE HealthCare Ombuds (global, regional or site), including its [online reporting channel](#) with the option to report anonymously
- People Leaders

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- Human Resources
- Legal
- Compliance
- Internal Audit
- The GE HealthCare Board of Directors

Retaliation for raising a concern, or taking part in an integrity investigation, is strictly prohibited, and violations are dealt with seriously and swiftly. The Ombuds program allows employees to voice their integrity questions and concerns anonymously if they prefer.

### **PENALTIES FOR VIOLATION**

Employees who violate GE HealthCare's 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). GE HealthCare will work with suppliers who present human rights concerns or negative impacts to remedy the situation and/or will work to stop doing business with the supplier.