

# GE HealthCare

## Ethical Supply Chain Program



Suppliers are critical partners in GE HealthCare's value chain. As a global company, our supply chain is diverse and expansive including in locations where human rights, environmental, health, safety, labor, and other practices can give rise to compliance, reputational and ethical risks.

GE HealthCare is committed to unyielding integrity and high standards of conduct in our dealings with suppliers. Since 2002, this commitment has been embedded in our business and procurement operations, through the implementation of GE HealthCare's extensive **Supplier Responsibility Governance (SRG) Program**. The purpose of SRG is to build and continually strengthen an ethical, sustainable, and transparent global supply chain and establish clear social and environmental responsibility requirements for suppliers. SRG enables GE HealthCare to make smart business decisions by only partnering with suppliers who comply with laws and meet our ethical code of conduct. We believe that by working with suppliers to assess and manage their risks, the supplier, its workforce, and local communities can realize economic, social, and environmental benefits. We continually revise our SRG program to ensure it effectively addresses the evolving challenges and risks in our supply chain. Our sourcing and supplier quality teams who visit supplier locations receive training on the SRG program and risk recognition.

### SRG program overview

**Supplier Commitment:** All suppliers must contractually commit to the *GE HealthCare Integrity Guide For Suppliers, Contractors and Consultants* ("GE HealthCare Integrity Guide"), which requires suppliers to strictly comply with laws, provide a safe and healthy work environment, and meet GE HealthCare's standards of ethical conduct relating to human rights, a safe and healthy workplace, the fair treatment of workers, environmental protection, and resource conservation. GE HealthCare prohibits suppliers using child, prison, forced or indentured labor, and subjecting workers to any form of compulsion, coercion, or human trafficking. First-tier suppliers must cascade the GE HealthCare Integrity Guide requirements to sub-tier suppliers.

**Comprehensive Due Diligence:** GE HealthCare uses a rigorous, risk-based auditing program to assess a new supplier's conformance to our SRG requirements prior to onboarding. The continued compliance and improvement of existing suppliers is monitored using thorough on-site audits at a frequency of one to five years based upon the supplier's risk profile. For all such audits, any identified issues must be rectified by the supplier in a timely manner, tracked to closure, with verification of the elimination or mitigation of such risks. GE HealthCare will suspend or terminate a supplier relationship if serious issues are identified, or a supplier fails to meet the agreed corrective action plan.

**Continual Improvement:** At GE HealthCare, we actively collaborate with suppliers to drive continual improvement in their programs and practices to drive social responsibility, environmental protection and to promote resource conservation.

### SRG audit program overview

GE HealthCare uses a systematic approach for assessing risks in our supply chain, monitoring, and improving supplier performance. It sets clear criteria to assess supplier risk and determine the level of due diligence required. Suppliers are prioritized for detailed audits depending upon:

- If the supplier is producing parts or components that will be incorporated into GE HealthCare products (Direct Material Suppliers);
- If the manufacturing facility is in a country assessed as higher risk based on key indicators and information from third-party risk indexes measuring risks relating to modern slavery, human rights, corruption, and environmental protection. GE HealthCare reviews the list of higher risk countries every 2 years;
- Past performance including negative media; and
- If they use labor brokers to recruit migrant workers.

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Using comprehensive audit procedures and tools, GE HealthCare's certified SRG auditors, identify and account for risks and ensure all identified issues are rectified by the supplier, are tracked to closure, with verification of the elimination or mitigation of such risks. SRG audits occur prior to approval of new suppliers, and periodically thereafter, on a one-to five-year time frame, depending on the risk profile of the supplier. When issues are identified, our goal is to work with and coach the suppliers to bring their practices into compliance with laws and GE HealthCare's requirements. However, GE HealthCare will suspend or terminate our relationship with a supplier if findings are not closed promptly and permanently. Serious issues can result in immediate cessation of the business relationship.

### Continual improvement

We are continually improving our SRG Program and evaluating new methods to assess risk in our supply chain to better target the use of our audit resources to the highest risk locations and suppliers.

### Supplier initiatives

GE HealthCare partnerships promote social, environmental, health and safety standards and drive resource initiatives within our supplier community. Working with suppliers and other stakeholders enables us to identify projects with both operational and environmental benefits while building stronger relationships and reducing our supply chain costs.

### GE supplier responsibility requirements

#### COMPLIANCE WITH LAWS

- Prohibition of Involuntary Labor
- Prohibition on Human Trafficking
- Prohibition of Underage Labor
- Prohibition of Prison Labor
- Migrant Worker Protections
- Working Hours Management
- Wage and Benefits
- Anti-Discrimination
- Anti-Harassment
- Freedom of Association & Collective Bargaining
- Grievance System
- Prohibition of Retaliation Against Employees
- Accommodation Standards

#### OCCUPATIONAL HEALTH & SAFETY MANAGEMENT

- Emergency Preparedness and Response
- Hazardous Waste Management
- Wastewater Management
- Chemical and Hazardous Substance Management
- Air Emissions Management
- Boundary Noise Management
- Sustainability and Resource Consumption Management
- International Environmental Management Systems

#### CONFLICT MINERALS AND RESPONSIBLE SOURCING

- Use of conflict minerals
- Protection of GE HealthCare Information
- Physical Security
- Protections for Logistic