

## GE's Expectations

Suppliers are required to follow all applicable laws in their respective countries as well as GE standards. GE's expectations of suppliers include:

- Compliance with laws and regulations protecting the environment; improving resource efficiency
- Providing workers a safe and healthy workplace
- Employing workers above the applicable minimum age requirement or the age of 16, whichever is higher
- No forced, prison or indentured labor, or workers subject to any form of compulsion, coercion or human trafficking
- Compliance with minimum wage, hours of service and overtime wage laws
- Freedom of association
- No discrimination
- No harassment
- Adherence to ethical business practices
- Respect intellectual property
- Avoiding sourcing 3-TG (tin, tantalum, tungsten and gold) from conflict mines
- Maintaining an international standards of security measures
- Expect their suppliers to conform to similar standards

GE also strongly advises that suppliers use an environmental management system.

For a full list of Supplier Expectations, please visit

<http://www.gesustainability.com/building-things-that-matter/supply-chain/supplier-expectations/>

## Know Your Rights

Our staff is required to act under a strict ethical code of conduct. Employees cannot accept or solicit improper payments, nor recommend specific vendors beyond providing a list of GE qualified suppliers.

In addition, every GE employee must:

- Obey the applicable laws and regulations governing business conduct with suppliers
- Be honest, fair, and trustworthy in all their activities with suppliers
- Avoid all conflicts of interest between work and personal affairs
- Strive to create a safe workspace and to protect the environment with suppliers
- Sustain a culture where ethical conduct is recognized, valued and exemplified at all times in dealing with suppliers

To report any concerns regarding the conduct of GE employees, promptly contact our Integrity Helpline at +1-203-373-2603 or

[ombudsperson@corporate.ge.com](mailto:ombudsperson@corporate.ge.com)

GE swiftly and thoroughly investigates all filed reports, protecting your identity throughout the process.



## Supplier Assessment Expectations

**Harmony · Consistency · Compliance**



## GE Supplier Partnerships

For over a century, GE and its businesses have built the company's most valuable asset: a worldwide reputation for integrity in its business conduct. To continue to preserve this reputation, GE is committed to conducting business with suppliers that respect their employees' safety, human rights, security, and the local environment.

In addition to monitoring its suppliers, GE is committed to helping build capacity in environmental, health, and safety (EHS) areas through training, workshops, and more. Thus, we think of your first Supplier Responsibility Guidelines (SRG) assessment as the start of a partnership.

## Your First Assessment

The first assessment with a supplier provides a road map for the future—not an immediate judgment of your business. If your business performs well on assessments, GE is committed to inspecting you less frequently.

### What comprises GE's SRG assessment?

GE auditors walk around your entire facility—including workshops, warehouses, cafeterias, and dorms—as part of a scheduled on-site tour and document review. Prior to the visit, you will be provided with a full checklist that will be used to review your facility. The major topics covered are:

- **Human Rights** (e.g., freedom of movement, non-discrimination, dispute resolution)
- **Labor Practices** (e.g., child labor, forced labor, wage records, overtime tracking)
- **Working and Living Conditions** (e.g., workplace, cafeteria, and dorm inspections)
- **Environmental** (e.g., waste storage and disposal, air emissions, wastewater treatment)
- **Health and Safety** (e.g., fire suppression and personal protective equipment, exits)
- **Compliance Status** (e.g., permits, fatalities and serious injuries records)
- **Potential Off-site Impacts** (e.g., soil and groundwater contamination)
- **Security** (e.g., premises protection, container safeguards, government certifications)



### Why does GE conduct SRG assessments?

GE cares about preserving our reputation for integrity in our business practices. The assessment serves as a gauge of where a partnership with a supplier currently rests, and as a roadmap for future exchanges of quality, integrity, and best practice in both directions.

Compliance with GE assessments can also lead to new business opportunities, within GE and beyond.

### Assessment Checklist

For a smoother assessment, prepare as much of the following in advance as possible:

1. Map(s) with all buildings labeled
2. Staff with access to all locks
3. Copies of all EHS permits
4. Copies of all government approval documents
5. Copies of results from all EHS monitoring
6. Copies of HR documents and labor records
7. Staff knowledgeable on issues above
8. Review the GE Integrity Guide, GE Supplier Expectations