



GE HealthCare

Norwegian Transparency Act Statement

The cornerstone of our commitment to protect human rights is constant vigilance to identify and address such risks across our value chain in good faith and to the best of our ability.



Introduction

This Statement is made pursuant to Section 5 of the Norwegian Transparency Act (the “Act”) by GE Healthcare Norge AS, GE Vingmed Ultrasound AS, and GE Healthcare AS (the “Reporting Entities”)

The Statement discusses actions that GE Healthcare Technologies, Inc. and its global subsidiaries and affiliates, including the Reporting Entities (all together “GE Healthcare” or the “Company”) took in its prior fiscal year (January 1, 2023 to December 31, 2023) to address risks of human rights and modern slavery in its own operations and value chain, and which the Reporting Entities participated in as part of GE Healthcare’s human rights program

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. This statement builds on previous statements GE Healthcare’s former parent, the General Electric Company, has submitted under the *California Transparency in Supply Chains Act of 2010*, the *UK Modern Slavery Act of 2015* and the *Australian Commonwealth Modern Slavery Act of 2018* to demonstrate the Company’s continued commitment to address modern slavery and other human rights risks throughout our global operations and value chain. We are proud of our efforts on this issue but are mindful that our program must continually improve as we remain vigilant in our fight against global human rights violations.

The Company 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 Ethical Supply Chain commitment, including our Know Your Supplier enterprise standard (KYS) and Supplier Responsibility Governance (SRG) Program. The purpose of KYS and 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. KYS and SRG enable GE Healthcare to make smart, risk-based business decisions to partner 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 KYS and SRG programs to ensure they effectively address 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 human rights risk recognition.

Our Structure, Operations & Supply Chain

Structure and Operations

GE Healthcare operates through its consolidated affiliates in approximately 70 countries with approximately 51,000 colleagues as of year-end 2023. Approximately 1,500 of these colleagues are employed in Norway. We operate through four segments: Imaging, Ultrasound, Patient Care Solutions and Pharmaceutical Diagnostics. A more detailed description of GE Healthcare’s business operations and ambitions can be found in our annual report found [here](#).

We serve customers in more than 160 countries. Manufacturing and service operations are carried out at 43 manufacturing, assembly and pharmaceutical production sites located in 17 countries. 3 of these sites are located in Norway.

GE Healthcare Technologies, Inc. ultimately owns and controls the above Reporting Entities. It is incorporated in Delaware, with its corporate headquarters in Chicago, Illinois, USA.

Supply Chain

GE Healthcare’s supply chain is expansive and global, spanning suppliers in most countries in the world. We source a wide variety of raw materials and components that are incorporated into the products and services that GE Healthcare sells. The largest categories of direct material purchases are mechanical and electronics. GE Healthcare also buys products and services to support our business operations, which are used to develop or create, but are not incorporated into, GE Healthcare’s products or services.

Our Commitments & Programs

Our commitment to human rights 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 Sustainable Development Goals.

Using those as our foundation, we address modern slavery risks through specific policies, training and awareness, due diligence and remediation.

Policies & Standards

The Company’s **Human Rights Statement of Principles** (applicable across GE Healthcare, including the Reporting Entities) is the cornerstone of our global program, emphasizing the importance of “respect for fundamental human rights.” The Statement specifically prohibits reliance on any form of forced, prison or indentured labor and is embedded in expectations of all businesses and personnel through our Code of Conduct, The Spirit & The Letter.

The Spirit & The Letter (“S&L”) sets the Company’s expectations regarding ethics & compliance and applies to all GE HealthCare directors, officers and employees, including those working for our subsidiaries and affiliates. All new hires are required to review and agree to abide by the S&L during the onboarding process, and employees are further expected to annually acknowledge their commitment to comply. The S&L and its accompanying policies, including a policy dedicated exclusively to human rights, address the full spectrum of integrity and compliance issues across GE HealthCare’s global value chain. GE HealthCare expressly prohibits the types of actions associated with the most common forms of modern slavery, including the charging of recruitment fees, the withholding of immigration documents, and the use of misleading recruitment tactics. Violations of this policy can result in disciplinary action, up to and including termination.

The Company’s Integrity Guide for Suppliers, Contractors and Consultants (the “Integrity Guide”) also applicable across GE HealthCare, including the Reporting Entities extends the reach of our Code of Conduct and its requirement of “unyielding integrity and high standards of business conduct” to our suppliers and their subcontractors, including labor providers. Beyond compliance with all applicable local laws and regulations, the Integrity Guide mandates third-party adherence to GE HealthCare standards in areas including human rights, respectful workplace (non-discrimination and non-retaliation), environment, and health and safety. In the area of forced labor, the Integrity Guide expressly prohibits any form of compulsion, coercion or human trafficking; lists prohibited activities associated with trafficking, such as withholding passports, charging recruitment fees, and misleading recruitment; and imposes affirmative obligations on suppliers in certain circumstances such as reimbursement of return transportation costs and providing workers with written contracts in a language they understand. The Integrity Guide also encourages reports of violations of the policy through telephone, email and in-person channels by employees and third parties.

Governance

GE HealthCare has embedded respect for human rights throughout our global organization. Our Global Human Rights Leader is responsible for setting human rights strategy for the Company, including our modern slavery program. The Human Rights Leader works closely with a cross-functional Enterprise Stewardship Program (“ESP”) Committee, which oversees, among other things, the Company’s Environmental, Social and Governance (“ESG”) program. The ESP Committee is comprised of senior personnel from across the Company who work with the ESG Program Manager to establish ESG priorities and coordinate GE HealthCare’s global initiatives.

The Company’s Board of Directors and its committees oversee the execution of GE HealthCare’s ESG strategies and initiatives – including regarding human rights - as an integrated part of their oversight of GE HealthCare’s overall strategy and risk management.

Training & Awareness

GE HealthCare’s human rights program depends on the practical understanding of our people and business partners. We require all employees in our sourcing, legal and compliance functions to take training on human rights and forced labor, which gives these employees an easy, efficient way to understand the core principles of human rights, the Company wide policies and programs, the causes and global footprint of forced labor, and, most importantly, how they can serve a role in identifying and reporting possible signs of modern slavery when they are at GE HealthCare operations and supplier facilities. We train employees who visit supplier sites as part of our SRG and Supplier Quality audit program with “Eyes Always Open” training so they, too, can recognize human rights risks and escalate internally as needed. We also do periodic communications about our Human Rights program to all employees, which includes a link to training so they, too, can learn more and be able to identify potential issues in their work, including at customer sites.

GE HealthCare provides its direct material suppliers an online compliance video that includes a module explaining GE HealthCare’s position on human rights, with a more in-depth focus on forced labor— what it is, how extensive the problem is globally, and what suppliers must do or avoid doing to comply with GE HealthCare’s forced labor policy. Suppliers view this video as part of their commitment to abide by the Integrity Guide.

Processes & Risks: Due Diligence, Pre-Qualification & On-Site Supplier Assessments

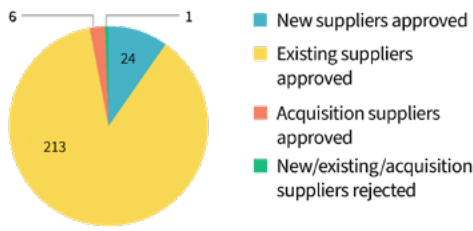
GE HealthCare strives to ensure compliance with these policies through a rigorous due diligence program reaching throughout our value chain.

One significant way GE HealthCare advances respect for human rights, in particular in the area of forced labor, is through our well-established, multifaceted ethical supply chain program. Under this program, GE HealthCare conducts due diligence on its suppliers pursuant to the KYS enterprise standard, where, based upon the location and type of service engagement, GE HealthCare researches and reviews the third party for human rights risks. Additionally, based on a variety of risk factors, including whether they are located in high-risk countries, manufacture parts incorporated into GE HealthCare products, and negative news searches, suppliers may undergo an in-depth, on-site SRG audit of their manufacturing site, both before they are approved for onboarding and periodically thereafter, to ensure supplier compliance with, among other things, GE HealthCare’s expectations regarding fundamental human rights.

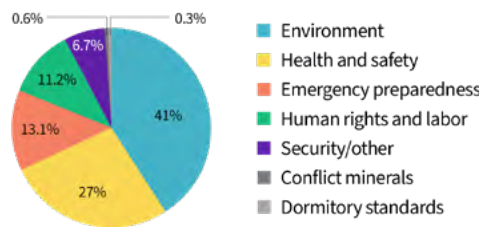
In 2023, GE HealthCare assessed over 260 new or existing suppliers. Since 2012, GE HealthCare has conducted more than 2,900 assessments of more than 980 different suppliers. The human rights portion of the assessment focuses significantly on forced labor indicators, such as wage practices, recruitment efforts, and passport handling. The questionnaire and indicators provide GE HealthCare with a way to assess potential suppliers on their human rights programs, educate them as to the nature of forced labor and explain what is needed to prevent it.

We track and monitor results. When issues are found in supplier

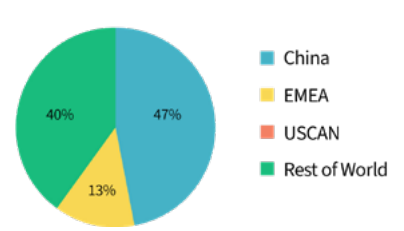
Audit Outcome



Findings by Risk Area



Audits by Region



assessments, our initial goal is to work with the suppliers to bring their practices into compliance. Suppliers are expected to address findings promptly and permanently within 60 days, although that deadline may be extended based on discussions between the Company and supplier. GE HealthCare can suspend or terminate relationships with suppliers who do not meet our integrity expectations or remediate issues found during audits by the agreed upon timeline.

GE HealthCare also posts at its own sites a human trafficking education and hotline notice to alert employees and contingent workers of GE HealthCare’s prohibition on forced labor and how to report any suspicion of such actions. The notice makes clear that complaints of such behavior can be anonymously reported to the internal ombudsperson network, not only by employees but also by contingent workers, without fear of retaliation.

Modern Slavery Risks

Based on our due diligence and risk assessments, we have identified the following general types of modern slavery risks that may be present in our operations and supply chains:

1. Operations – In our operations, modern slavery risks may exist within the population of contingent workers that support GE HealthCare office sites. These workers provide janitorial, food/beverage, security and other facilities-type services. These contingent workers are primarily provided through an enterprise-wide vendor arrangement but may also be further sub-contracted. GE HealthCare maintains a strong partnership with the vendors who provide us with our contingent workers and conducts periodic reviews to ensure they are complying with their obligations and respecting human rights. To address this risk, in 2022 GE HealthCare commenced audits of contingent workers who provide these services at our own sites in high-risk countries. To date, we have not identified any human rights concerns or violations through these audits but, if we do, we will work with the supplier, as noted above, to remediate such issues.
2. Supply Chain – Due to the nature of GE HealthCare’s products and services, potential sources of modern slavery risks include manufacturing sites in high-risk countries; mineral sourcing deep in our supply chain; and use of low-skilled and/or migrant workers from subcontractors. Our modern slavery risks are most acute in those parts of our supply chain where we have limited or no visibility, such as subcontractors using seasonal, low-skilled, and/or migrant labor and pre-smelter mineral sourcing. GE HealthCare is also committed to not sourcing conflict minerals

from suppliers who directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or from conflict-affected and high-risk areas (“CAHRAs”), while at the same time minimizing unintended consequences for legitimate miners and their dependents. More information on our responsible mineral sourcing program can be found in our [Responsible Mineral Sourcing Statement of Principles](#).

Ensuring Continuous Improvement

GE HealthCare assesses the effectiveness of actions through review & analysis of its supply chain audit results, and learnings from the Open Reporting & Ombudsperson program.

Ongoing Assessment & Effectiveness Review

GE HealthCare strives for continuous improvement in all aspects of its operations. GE HealthCare runs an annual assessment that focuses on evaluating the inherent risks and the strength of our internal controls across our operations. The assessment process asks each Segment and Region to benchmark its own compliance programs against the Human Rights Statement of Principles (among others), and additional stakeholders contribute to an overall assessment as to how GE HealthCare performs in this key policy area. Insights from this process are used in many aspects of the human rights program including by identifying additional training needs, control improvements, and other areas that may need remediation efforts. GE HealthCare also actively engages with external stakeholders to benchmark our program’s practice and identify ways to improve effectiveness.

GE HealthCare Open Reporting & Ombudsperson Program

The GE HealthCare Open Reporting & Ombudsperson (“Ombuds”) Program, comprised of a central Ombuds team and a group of trained part-time Ombuds, is a chief vehicle for the Company to hear from employees and contingent workers regarding any violations of our integrity standards. The Company also has a website, phone hotline and mobile QR code where employees and contingent workers can raise concerns. The website is available in 10 languages and the phone hotline is available in over 40 languages. The program enables employees and contingent workers to raise concerns, including those relating to respect for human rights, confidentially and without fear of retaliation. Consistent with our Human Rights Statement of Principles, and in the spirit of “Eyes Always Open,” employees and contingent workers are expected to report unfair employment practices and human rights concerns they observe at GE HealthCare sites or working with direct business partners.

Conclusion

The Norwegian Transparency Act serves a significant role in driving transparency in global efforts to address the problem of modern slavery. As discussed above, GE HealthCare continues to build on the Company's longstanding human rights program to better identify and prevent forced labor in its own operations and those of its suppliers and business partners. We have been and remain committed to upholding our fundamental role in this critical effort.

This statement was approved by the Boards of the Reporting Entities, but the principles apply to all of GE HealthCare's global operations.

This Report was approved by the Board of GE Healthcare Norge AS under the Norwegian Transparency Act.



Pal Arne Wølen
Chairman



Rune Kristoffersen
Board Member

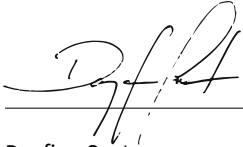


Georg Grøndalen
Board Member



Gunnar Arveschoug
Board Member & General Manager

This Report was approved by the Board of GE Vingmed Ultrasound AS under the Norwegian Transparency Act.



Dagfinn Saetre
Chairman & General Manager



Bård Moseng
Board Member



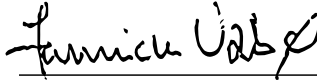
Stein Inge Rabben
Board Member



Hans Kristian Aasen
Board Member



Håvard Haugen
Board Member



Jannicke Haugen Vabø
Board Member



Mats Holtan Torgersen
Board Member



Kjetil Johansen
Board Member

This Report was approved by the Board of GE Healthcare AS under the Norwegian Transparency Act.



Niels Christian Aall
Chairman of the Board



Jon Gabriel Noddeland
Board Member



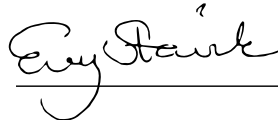
Pal Arne Wøien
Board Member




Kristine Sillerud
Board Member



Daniel Skurve
Board Member



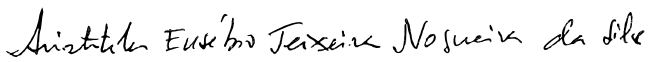
Evy Stavik
Board Member



Kirsti Saga
Board Member



Georg Grøndalen
Board Member



Aristoteles Eusebio Teixeira Nogueira Da Silva
Board Member