



GE HealthCare

Environmental, health, and safety

Leading with safety is at the heart of how we work at GE HealthCare. Our ultimate responsibility is to make sure that anyone who works for us, or does work on our behalf, goes home safely at the end day and that we conduct our operations and activities in a way that is protective of our people, our environment, and the communities we serve.



Introduction

GE HealthCare is a leading global medtech and diagnostics innovator with a large global install base. With over 100 years of healthcare industry experience and around 50,000 employees globally, the company operates at the center of an ecosystem working toward precision health, digitizing healthcare, helping drive productivity and improve outcomes for patients, providers, health systems and researchers around the world. In 2023, GE HealthCare spun off from GE and is poised to accelerate growth across the full spectrum of patient care products and services.

Expectations

Protect our people, the environment, and local communities with strong Environmental, health and safety (EHS) programs. Our EHS programs aim to provide employees and contractors with a safe and healthy workplace, minimize environmental impacts, and protect the communities in which we operate. We pursue continuous improvement by assessing EHS data and trends, following human and organizational performance principles to learn from incidents, leveraging a lean problem-solving approach, and growing our strong culture.

Comply with EHS laws and GE HealthCare EHS standards. Compliance is expected in all jurisdictions, regardless of how local laws are enforced or implemented. We follow the most protective requirements when we encounter conflicts. Our mature compliance assurance program routinely checks for continued compliance.

Manage risk and opportunities. We assess and manage risk and opportunities associated with our operations, including the environmental resilience and EHS impacts in the design and production of our products and services. We gauge EHS, operational, legal, and reputational impacts before starting or changing existing business activities, ventures, or manufacturing processes. This includes the acquisition or divestiture of businesses or activities, and we are committed to managing legacy impacts from our prior operations. GE HealthCare promotes a learning culture that manages EHS risk, prevents harm, and continually seeks opportunities to improve EHS across operations, facilities, services, product development, and supply chain.



Ownership

Drive operational accountability. Our senior management takes ownership and accountability for EHS performance and sets policies and objectives that are compatible with our strategic direction. Management is measured and responsible for EHS performance within their operations and expected to provide the leadership, resources, and support to meet our EHS commitments.

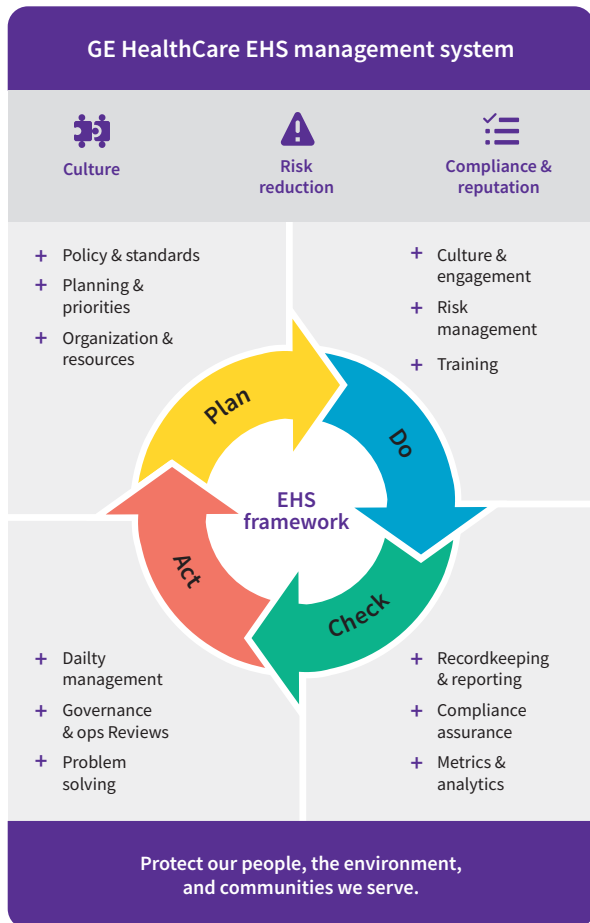
EHS is everyone's responsibility. EHS is embedded in our code of conduct. All employees must follow our EHS & Sustainability policy and comply with EHS laws and GE HealthCare EHS standards to protect the health and safety of our people, as well as the communities and environment in which we operate.

Each employee is responsible for:

- Completing assigned EHS training
- Implementing Stop Work and alerting their manager and EHS if they perceive the risk to people, the environment or assets is not being properly controlled
- Following operating procedures, standard work and applicable EHS Standards
- Reporting all work-related injuries and events to their manager, EHS manager, or GEHC medical team
- Reporting any violations of the EHS & Sustainability Policy to their manager, EHS or through the ombuds process.

Execution

Our EHS management system lays the foundation for identifying and managing EHS risk and compliance in our operations. The management system includes processes to define regulatory applicability and accountability, identify and manage risk, build EHS competency, and manage process and personnel changes. Specific expectations are defined in GEHC EHS standards and site/organization specific programs and procedures.



Framework. Adherence to the management system is assessed through EHS Framework, a tool deployed at the operations level to guide implementation and measure conformance to expectations. EHS Framework is updated annually to reflect program continuous improvement and is a focal point of our internal EHS auditing program.

EHS training focuses on compliance training, readiness to work, and situational training to grow EHS acumen and culture in various situations. EHS training is delivered in person, online, hybrid courses and skills verification to ensure employees are prepared to work safely and compliantly.

EHS culture is critical to keeping our employees safe and operations compliant. Culture is what empowers our employees and allows us to achieve EHS excellence even when risks and situations extend beyond our existing programs, risk assessments and controls.

Learning from EHS incidents through our event analysis process allows us to identify the root cause and corrective actions to improve our systems and prevent similar incidents. We follow the human and organizational performance philosophy where we understand people make mistakes and we strive to learn from system failures to be more resilient and avoid severe consequences for our people, the environment/communities, and our customers. Our potentially severe events program focuses our efforts on critical incidents that could have been severe. We use a lean problem-solving approach and data to learn from mistakes (and partner with our channel partners and customers) to improve our defenses.

Performance

Monitor and evaluate performance. EHS performance targets are established annually with operating rhythms to track, measure, and frequently review performance from the board level to daily management system (DMS) reviews on the frontline. Our governance process is risk based and consists of regulatory self-assessments, annual compliance reviews and a global auditing program. We provided targeted support at all stages to identify, elevate, control or mitigate, potential non-compliances and other issues appropriately.

GE HealthCare utilizes a wide range of leading and lagging indicator data to drive accountability, performance, assess risk, target support and ultimately be effective in protecting our people and the environment are a few examples.

Leading indicator data	Lagging indicator data
Employee concerns	Injury & illness rate
Compliance obligations	Days away from work
Audit findings	Severe events
Actions closed from potentially severe events (PSEs)	Potentially severe events (PSEs)
Framework	Environmental impact & compliance
Life saving principles	Contractor injuries

Environmental, social, and governance (ESG)

GE HealthCare is continuing and building upon the legacy of GE's established ESG program. As an independent company, we are committed to enhancing those programs, refining our ESG strategy, and further developing our priorities and goals. A central pillar of our ESG program is mitigating our climate impact and improving resilience. The ESG and EHS teams work in-tandem to accomplish this objective as part of our ESG management structures, we have a climate council led by our chief integrated supply chain and services officer. This committee is focused on managing our decarbonization efforts and delivering on our climate goals.

We want to enable earlier, better, and faster diagnosis and treatment for more people in need, while reducing or eliminating our impact on the environment.



Environment

Climate action is an integral part of our mission to improve outcomes for patients and healthcare providers around the world, and it is our responsibility to intensify our actions to further reduce our emissions.



Social

We believe that the advancement of precision health, greater digitalization of healthcare, and increasing access to quality care, are fundamental to improving global health.



Governance

At GE HealthCare, we focus not just on what we do, but how we do it. We are guided by an active and engaged board of directors, with leadership that sets the example of a culture of integrity that is core to everything we do.

Partnership

Protecting our people includes contractors & channel partners.

Only prequalified and approved contract worker companies & channel partners are allowed to perform work for GE HealthCare.

Prior to a contract worker company beginning work in any GE HealthCare operation, they are approved through the prequalification system to have met our minimum EHS expectations. We work closely with them to share resources, learnings from EHS events, and improve EHS culture. This process and the expectations of our contractor manager EHS program protects our third-party companies, GE HealthCare operations & people, and our customers.

Customers and GE HealthCare, safer together!

We expect our customers to:

- Provide a safe environment for GE HealthCare personnel
- Inform our employees about hazards or changes they may encounter or that could impact our equipment and ultimately their safety
- Perform decommissioning or disposal at customer facilities
- Obtain and maintain necessary permits
- Thoroughly clean products before service
- Provide radioactive materials required for testing products
- Dispose of waste related to products and installations

