



GE HealthCare

GE HealthCare California Supply Chain Act

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.



GE HealthCare requires its suppliers to adhere to the GE HealthCare Integrity Guide for Suppliers, Contractors, and Consultants (the Guide), which governs all facets of the Company's relationships with suppliers. The Guide requires suppliers to adhere to the same level of responsible business conduct in the areas of Environment, Health and Safety (EHS), Labor, and Human Rights that it requires of its own operations. The Guide prohibits any form of forced, prison or indentured labor as well as the subjection of workers to any form of compulsion, coercion, or human trafficking. GE HealthCare's Supplier Expectations apply to all GE HealthCare-consolidated affiliates. Implementation for new acquisitions is phased in within three years.

GE HealthCare's supply chain is large and diverse. GE HealthCare buys raw materials and components that are incorporated into the products and services that GE HealthCare sells (direct materials). GE HealthCare also buys products and services to support its business operations, which are used to develop or create, but are not incorporated into, GE HealthCare's products or services. These indirect purchases range from logistical support, tools and supplies to IT, telecom, and professional services. GE HealthCare sources from approximately 150 countries.

Below we respond to the five areas listed under the California Transparency in Supply Chains Act.

Verification

GE HealthCare's Supply Chain monitoring program is multifaceted and risk-based. Suppliers are prioritized for detailed pre-engagement and subsequent periodic on-site assessments based on country risks, the supplier's past performance and other factors, such as whether GE HealthCare has become aware of any reason to believe that the supplier is not living up to our expectations. Almost all on-site assessments are conducted in developing countries, as part of our overall supplier-management strategy, but we maintain an "eyes always open" policy to be alert to potential violations of our standards in interactions with our suppliers.

Audits

When on-site audits are required by the GE HealthCare Supplier Responsibility program, they are conducted by GE HealthCare personnel using a global questionnaire and risk-weighted metrics. GE HealthCare uses a combination of specially trained internal auditors, sourcing personnel, and a limited number of third-party firms specially instructed in GE HealthCare standards to perform verification and auditing procedures. Audits are repeated on a one- to three-year basis, depending on factors that include results of past audits. While audits are not unannounced, they are supplemented by "eyes always open" reviews when suppliers' facilities are visited by GE HealthCare sourcing and supplier quality personnel.

Certification

Virtually all suppliers (including labor providers) must agree to comply with the GE HealthCare Integrity Guide for Suppliers, Contractors, Consortium Partners and Consultants (the Guide), which incorporates GE HealthCare's Supplier Expectations, as part of our contracting process. The Guide has specific prohibitions against forced, prison or indentured labor as well as against subjecting workers to any form of compulsion, coercion or human trafficking, and requires our suppliers to hold their own suppliers to equivalent standards.

Accountability

GE HealthCare records all assessment findings from on-site inspections in an automated assessment tracking tool and monitors each until the assessment finding is closed, once a supplier provides evidence that the defect has been corrected. Typically, findings must be closed within 60 days, although depending on the type of finding we may extend that time frame. Purchase orders are suspended if findings remain open beyond this time frame, unless GE HealthCare agrees that a closure requires more time, that interim progress has been demonstrated, and/or that the delay has been approved by the Company. Serious labor-related findings, such as evidence of child labor or forced labor, can result in immediate cessation of business relationships.

Training

More than 800 GE HealthCare employees who may interact with suppliers have undergone GE's HealthCare's training on human rights in order to be able to identify potential issues when they visit supplier sites or otherwise interact with suppliers.



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