



Corporate Citizenship

Subject: GE Appliances Global Environmental, Health, Safety and Sustainability Policy	Original Issue Date: 10/1/17	Effective Date: 10/1/17
	Revision Dates: 3/30/19, 12/17/21, 3/2/23	Policy No.: POL-GEA-EHS-001

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1 Scope

This Policy sets forth the GE Appliances, a Haier company (“GEA”) Environmental, Health, Safety, and Sustainability (EHS&S) commitment, defines roles and responsibilities, and outlines the major elements of GEA’s EHS&S Policy deployment. This Policy applies to GEA and its controlled affiliate businesses.

The Policy requires contractors performing work at GEA sites to comply with EHS&S standards and facility specific EHS&S requirements. GEA also advocates the adoption of prudent EHS&S principles and practices by its suppliers.

2 Purpose and Overview

GEA is committed to protecting the environment, health, and safety of our employees, customers, and communities where we operate. We integrate sound environmental, health, and safety practices in all aspects of our business including product design, manufacturing, delivery, and service.

3 Overview of Roles and Responsibilities

The Owners of this Policy and their designees are responsible for its content, ensuring the establishment of associated procedures and processes, and for ensuring periodic assessments of Policy compliance.

4 EHS&S Policy

At GEA, we are committed to complying with all applicable federal, state, and local EHS&S laws and regulations as well as GEA’s Business Policies that implement the Code of Ethics.

GEA’s Code of Ethics underscores the Company’s commitment to safety and environmental stewardship. Through the GEA EHS&S Management Programs, GEA has enacted additional EHS&S standards, procedures, and compliance guidelines to provide a systematic approach to ensure compliance.

Today at GEA, our EHS&S mission has three basic tenets:

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- 1) We support the health and wellbeing of our employees.
- 2) We are committed to minimizing impact on the environment.
- 3) We believe that safety and environmental stewardship are good for business.

We pursue our mission everyday through EHS&S programs that support compliance, risk management, and customer service for our business operations, employees, and other stakeholders. To further support achievement of our EHS&S mission, we:

- Promote a culture in which all GEA employees share this commitment.
- Proactively engage with employees to solve EHS&S concerns.
- Commit to pollution prevention.
- Educate and support our employees to successfully execute their individual EHS&S responsibilities through effective training programs.
- Provide key performance indicators (KPIs) that give feedback to employees.
- Evaluate EHS&S performance by monitoring ongoing results, assessing employee engagement, conducting periodic management reviews, and analyzing data from compliance audits.
- Maintain a process for the elimination of hazards and reduction of risk through the application of the hierarchy of controls.
- Provide open concern reporting processes where employees receive timely feedback.
- Strive to create products that are safe in their intended use and conserve energy and materials to minimize impact on the environment.
- Manage the processes and procedures necessary to ensure the timely notification of regulatory authorities when necessary.
- Ensure sufficient resources are provided to establish and maintain compliance with this policy.
- Promote best practices in our industry.
- Proactively participate in the rulemaking process for EHS&S laws and regulations that impact our business and industry.

The following GEA EHS&S Management Program elements are discussed further in Section 5 and Section 6 and support sustainable EHS&S policy implementation:

- 1) Implementation of the GEA EHS&S Management Programs
- 2) Establishment of KPIs that measure actions and outcomes
- 3) Continuation of annual EHS&S Performance and Operating Plan Reviews
- 4) GEA EHS&S governance and oversight

5 Roles and Responsibilities

This section provides an overview of roles and responsibilities associated with EHS policy implementation. Additional details are described in the GEA EHS&S Management Programs.

5.1 GEA Employees

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It is the responsibility of every GEA employee to understand and adhere to the GEA EHS&S Policy and take actions consistent with the policy. We hold ourselves personally accountable for our safety and the safety of those who work around us.

5.2 GEA Management

It is the responsibility of the senior leader of each business function, product team, company facility, and/or distributed workforce team to understand and support implementation of the GEA EHS&S Policy.

All GEA supervisors are responsible for identifying, understanding, and communicating compliance obligations and proactively managing operational risks in their respective operations.

Functional leaders, with support from their EHS&S team, are responsible for implementing elements of the GEA EHS&S Management Programs, including, but not limited to training, incident investigation, and emergency preparedness and response.

5.3 Legal

GEA Legal is primarily responsible for providing legal advice to the Company relating to the interpretation, application, or enforcement of applicable EHS&S laws and regulations. Legal counsel shall be responsible for advising the Company regarding any planned self-disclosure of violations of applicable law.

5.4 EHS&S

The GEA EHS&S team is responsible for defining a risk-based EHS&S Program that supports GEA global business operations to effectively deploy policies, standards, processes, and procedures to protect our employees and the environment. This encompasses development, implementation, and maintenance of the GEA EHS&S Management Program, including but not limited to KPIs, governance and oversight processes, training, incident investigation, and emergency preparedness and response procedures.

The EHS&S team will analyze KPIs, understand emerging risks, assess changes in business conditions and expectations (e.g. regulatory, political, economic, mergers, acquisitions, and divestitures), and plan for proactive compliance and risk management. As required, the EHS&S team will make recommendations to the business leadership regarding EHS&S policy updates and risk management activities.

6 **GEA EHS&S Management Programs**

The GEA EHS&S Management Programs consist of EHS&S standards, processes, and tools to ensure compliance with applicable regulations and reduce EHS&S risk. The program also includes standards and requirements for contractors and suppliers. Defined KPIs are shared

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with leaders, supervisors, and their employees to drive continuous improvement and celebrate successes.

At least annually, the EHS&S business team organizes EHS&S performance reviews. The purpose is to assess and analyze data and goals to identify opportunities for continual improvement.

EHS&S goals are defined considering:

- Past performance
- Audit results
- Changes to regulations and compliance obligations
- Changes in technology
- Changes in internal and external expectations
- Business goals and directives

In addition, awards/recognition are presented to celebrate individuals and team improvements in EHS&S performance.

7 Governance and Oversight

EHS&S conducts risk assessments to ensure that management programs consider and address both short- and long-term operational risks and have early detection measures and controls in place to support customer satisfaction and prevent business interruptions. Compliance assurance processes are maintained and identify and manage risk related to matters such as permit compliance, property transactions, and restricted substances.

8 Violations and Discipline

Failure to adhere to the EHS&S policy and related operating procedures can lead to disciplinary action up to and including termination. Violations can also subject individual employees, as well as GEA, to substantial civil and criminal penalties.

9 Policy Exceptions and Escalations

Any areas of potential noncompliance of a legal or regulatory requirement must be identified and communicated promptly to GEA Legal. The GEA EHS&S Sr. Director or designees are responsible for conducting periodic assessments of this policy to identify areas of noncompliance and opportunities for process improvements.