



2022 Citizenship Report



GE APPLIANCES
a Haier company

Becoming the Number One Home Ecosystem Company in the U.S.

Born in the U.S. and backed by the world's largest appliance brand, we're more than an appliance company, we're ordinary people who come together to do the extraordinary. We believe in the power of possibility in every person because when we embrace differences, we change the way we work—unlocking innovation by aligning people with passion.

We're not an average company making products for average people because we see what makes you unique and we're here to design products with you, not for you. We're committed to making products as close to you as possible, because when we invest in people and communities, we make the American Dream a reality.

See how we've adopted a mindset of innovation, inclusivity and infinite possibilities, fueling our ambition to create what's next in our [GE Appliances 2022 Report](#).



We come together to make good things, for life.

At GE Appliances, a Haier Company, we're powered by inspiration, innovation and a vision to not just build the world's best appliances, but to build stronger communities. Through our Corporate Citizenship efforts, we come together to make and deliver good things that people need in the places where we live and work.

Our values demonstrate and reflect our desire to help protect the planet, strengthen communities and drive business value.



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2022 Report

This report is an update to GE Appliances' 2021 Corporate Citizenship Report, reflecting the progress and continuous improvements we made to our business and citizenship strategies in 2022. It references the Global Reporting Initiative (GRI) Standards and aligns with the United Nations Global Compact Principles and Sustainable Development Goals (SDGs).

Review our complete [GRI Index](#).

Message from Kevin Nolan

At GE Appliances, a Haier Company, we're on a journey to be the number one home ecosystem company in America. Our work is centered around helping protect the planet, strengthening communities and driving business value.

The GE Appliances Forward encompasses five pillars that make up our Corporate Citizenship framework—community engagement, inclusion and diversity, operations sustainability, product sustainability, and ethics and compliance—with each pillar having its own goal. Our work references the Global Reporting Initiatives (GRI) standards and supports the 10 Principles of the United Nations Global Compact.

In community engagement, our work is centered on moving from transactional to transformational investments in the communities we serve. In inclusion and diversity, we're striving to have our workforce

represent our users and the communities where we live and work. In operations sustainability, we're focused on helping protect the planet by reducing our environmental impact throughout our state-of-the-art supply chain. In product sustainability, we're designing our products with consumer and planet driven innovation. And in ethics and compliance, we're committed to doing business the right way.

At GE Appliances, we come together, we always look for a better way, and we create possibilities. This work is central to who we are as a business and what we hope to accomplish in the future. We look forward to continuing this journey with you to make good things, for life.



Kevin Nolan, President & CEO
GE Appliances, a Haier Company



Guided by the UN Global Compact

At GE Appliances, a Haier Company, we're on a mission to be the number one home ecosystem company in the U.S. Corporate Citizenship is central to who we are as a business, empowering us to make a difference through our people, our products and our communities.

Our Corporate Citizenship efforts fall within five pillars, which connect the UN Sustainable Development Goals (SDGs) with our top priorities as a business.



Our Corporate Citizenship Strategy



Key Focus Areas

Through each of our five pillars, we aim to increase business value and build stronger connections with the users and communities we serve.

The key focus areas below provide a foundation for how we set our goals and reflect the top priorities of our business.

GE Appliances Forward Goals

Our goals were developed in concert with our business, our customers and our users. They underpin the philosophy that's driving the future of our business.

2022 Progress

As we work toward reaching our GEA Way Forward goals, we're monitoring our progress closely and initiating improvements to maximize our impact across key focus areas.

Pillar 1 / Community Engagement



- ✓ Community equity, education and workforce development
- ✓ Moving from transactional to transformational investments in the communities we serve



Create 10,000 U.S. jobs by 2027.*

Between Y/E 2020 and Y/E 2022, an additional 14,700 jobs were added to the U.S. economy as a result of GE Appliances, exceeding our goal.

Pillar 2 / Inclusion & Diversity



- ✓ World-class inclusion
- ✓ Data driven retention strategies
- ✓ Effective recruitment approach
- ✓ Career development through promotion



Among professional and managerial employees, reach 40% women and 40% people of color representation by 2025.

Increased female representation in our full-time salary workforce to 33%.
23% people of color representation in our full-time salary workforce.

Pillar 3 / Operations Sustainability



- ✓ Improving the health and safety of our employees
- ✓ Reducing our environmental impact



By 2026, use 15% less energy to make each product at our U.S. plants.*

We saw an 8% rise in energy intensity in 2022 due to increasing production across all shifts, while managing fewer units as facility upgrades took place. Upgrades such as installing air rotation units in our factories are being completed to support increased capacity in the longer term.

Pillar 4 / Product Sustainability



- ✓ Sustainable design practices
- ✓ Consumer- and planet-friendly innovation



By 2025, transition 100% of our products produced in North America to use refrigerants and foams with lower global-warming potential.

In addition to transitioning Portable Air Conditioners to low GWP refrigerant in 2022, we stopped production of Room Air Conditioners and Dehumidifiers that did not contain low GWP refrigerants. In 2023, 100% of window ACs and Dehumidifiers will be transitioned.

Pillar 5 / Compliance & Ethics



- ✓ Trusted concern reporting
- ✓ Responsible sourcing



Spend \$1 billion cumulatively with diverse suppliers by 2030.

\$82 million spent with diverse suppliers in 2022.

Our Corporate Citizenship Leaders

Our commitment to Citizenship starts at the top, with our President & CEO working with a dedicated committee to increase business value—while holding GE Appliances to the highest standards.

Members of our Corporate Citizenship Committee, led by our Senior Director of Corporate Citizenship, hold positions in Communications, HR, Technology, Legal and Supply Chain teams, bringing their diverse skills, perspectives and experiences to the table.

Corporate Citizenship Team

Kevin Nolan, President & CEO

Allison Martin, Senior Director of Citizenship & Digital Communications

Katina Whitlock, Senior Manager of Community Engagement

Eric Stallworth, Senior Director, Inclusion & Diversity and HR

Grace Edelen, Sustainability Specialist

Kyran Hoff, Executive Director and Chief Engineer







Jason L. Brown, VP of Legal



UN Goals in Action

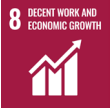










By aligning our Corporate Citizenship strategy with the UN Sustainable Development Goals, we believe we can make a difference in the world around us. The UN SDGs are a universal call to end poverty, protect the planet, and ensure that by 2030, all people enjoy peace and prosperity.

SDGs provide a global vision for driving change in the areas that impact our employees, users, customers, stakeholders and communities – guiding the way we do business every day. Of the 17 SDGs, we've identified the six SDGs below where we aim to maximize our impact.




Goals	Our Approach	Key Activities	Pillar Alignment
	<p>Education is at the forefront of our strategic community investments, providing a path to employment and promoting equity within our communities and our future workforce.</p> <p>Through our educational partnerships and investments, we help connect people with the opportunities and resources they need to be successful.</p>	<p>Continue to partner with educational institutions (e.g. K-12 school systems, technical colleges and 4-year institutions) across the U.S. to help inspire, support, and build the future advanced manufacturing workforce.</p> <p>Provide scholarships, hands-on experiences (e.g. career exploration programs, mentorships, internships) and other resources for underserved students.</p> <p>Extend our partnership with Junior Achievement by serving as a corporate partner of The Academy of Shawnee's 3DE! program in Louisville, Kentucky, which provides mentorship on public presentation, business literacy, and marketing strategies for 9th grade students.</p> <p>Partner with Bullitt County Public Schools (BCPS) in Kentucky and the University of Louisville (UofL) to develop a guaranteed admissions program with UofL's Speed School of Engineering for qualifying BCPS students who have completed the GE Appliances Principles of Engineering program.</p> <p>Extend workforce opportunities and certification programs to students at high schools, technical schools and colleges in rural communities through our partnership with Walker County Public Schools in Georgia, and Kershaw County Public Schools in South Carolina.</p>	 <p>Community Engagement</p>  <p>Inclusion & Diversity</p>
	<p>At GE Appliances, we know that women are vital to the future of innovation and technology. We're committed to recruiting, retaining and advancing women, by providing fulfilling careers in our industry. Through policies, professional development, mentoring and leadership, as well as by building an inclusive culture, we're increasing opportunities for the next generation of leaders in manufacturing.</p>	<p>Expand our partnership with the Grace M. James Academy of Excellence for girls by funding a new STEM Lab where Engineering and Technology professionals provide onsite training and curriculum for teachers and students. In addition, with the absence of COVID-19 restrictions, Academy students toured our facilities during 8 onsite field trips during the school year.</p> <p>Host 20 university students onsite at our headquarters as a corporate sponsor of Delta Sigma Theta Sorority's Leadership Delta Fellows program, providing panel discussions and presentations from members of the executive leadership team. In addition, students engage in mentorship, resume writing workshops and interview training with our employees. Through this partnership, four Leadership Delta Fellows accept positions in our co-op/intern development programs.</p> <p>Award a record number of scholarships to women attending UofL's Speed School of Engineering through our Empower Women Employee Resource Group, creating possibilities for the next generation of female engineers.</p> <p>Establish the Renee Story Scholarship in partnership with the Women in Manufacturing (WiM) Education Foundation in memory of our former executive director of plant management. The scholarship allows women at GE Appliances to participate in and attend WiM's Empowering Women in Production (EWIP) program, a 20-week virtual program that pairs participants with an accountability partner and coach to provide provide core professional skills for success in manufacturing and inspire women to explore job opportunities in manufacturing.</p>	 <p>Community Engagement</p>  <p>Inclusion & Diversity</p>

Continues on next page...

UN Goals in Action

Goals	Our Approach	Key Activities	Pillar Alignment
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>We're increasing our economic impact by creating U.S. jobs and investing in new technology. By purchasing raw materials and components from other businesses, we support economic growth in adjacent sectors.</p> <p>We also support decent work with a strong focus on inclusion, ethics, health, safety and well-being.</p>	<p>Continue to enable direct job creation by bringing manufacturing back to the U.S. and producing new products. From 2016 to 2022, our investment and growth in the U.S. helped create and support more than 89,000 additional jobs across the country.</p> <p>Continue to strengthen diversity within our supply chain by spending \$1 billion with diverse suppliers by 2030. Our annual Launchpad for Diverse-Owned Suppliers program helps 10 certified, diverse-owned suppliers learn how to navigate their way through our organization and prepares them for additional business opportunities.</p> <p>Launch the Every Voice Campaign, which offers initial new hire training to new employees in a language other than English. This allows employees to receive instructions in their native language to safely complete their jobs and includes onsite translators as an additional resource.</p> <p>Widen communications on employee mental health to include trauma-led leadership training for managers and increase access to EAP benefits, both onsite and virtually.</p> <p>Continue to focus on inclusion and ethical conduct by updating our policies, refreshing our Employee Resource Groups and improving training strategies. We encourage and facilitate workforce dialogue on complex issues facing our employees. We have increased and improved upon the training our employees receive in the areas of anticompetitive behavior, conflict of interest and maintaining a diverse and respectful workplace. These measures aim to support ethical and stable work environments for our employees.</p>	 Community Engagement  Inclusion & Diversity  Operations Sustainability  Compliance & Ethics
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>GEA's focus on innovation drives research, development and manufacturing of more customized and convenient home appliances for consumers. As the first manufacturer to offer a full suite of connected appliances that secure user's data, GEA is leveraging technology for increased efficiency and environmental impact.</p>	<p>Strengthen our partnership with WaterStep, a Louisville-based organization dedicated to fighting waterborne diseases worldwide. Improving upon the M100 Water Chlorinator we helped create over a decade ago, GE Appliances engineers are now innovating for a greater purpose to design a new model of the chlorinator that allows for more water filtration per unit, while lowering the cost of production. In addition, our Recreational Living team is partnering with WaterStep to design a mobile response unit.</p> <p>Continue to develop innovative products and new product features that both advance our industry and broaden customer capabilities, such as the GE Profile™ Smart Mixer, GE Profile™ Smart Oven, GE Profile™ ClearView™ and GE Profile™ UltraFast Combo.</p>	 Community Engagement  Product Sustainability
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>We design products with people and the planet in mind. We aim to reduce the environmental impact of our product life cycle through responsible design practices, while developing innovative appliances, saving you time and money, decreasing food waste, and conserving water and energy.</p>	<p>Continue to identify on-site waste segregation improvements and review projects to reduce incoming parts packaging and increasing the use of returnable containers. In 2022, our manufacturing sites diverted 139 million pounds of waste.</p> <p>Offer nearly 500 ENERGY STAR® products. As part of our efforts to transition refrigeration-technology to lower global warming potential refrigerants and foams, for our portable AC products, we transitioned from R-410a to R-32 in 2022. In 2023, we will continue these transitions across our window AC and Dehumidifier products. Production has been paused on these product lines until new refrigerant is introduced.</p> <p>Continue to publish an annual Citizenship report that showcases our efforts to adopt sustainable practices and to integrate sustainability into our reporting cycle.</p>	 Operations Sustainability  Product Sustainability

UN Goals in Action

Goals	Our Approach	Key Activities	Pillar Alignment
	<p>Our sustainability programs aim to maximize the efficiency of our operations and minimize our impact on the planet. From sourcing to manufacturing and distribution, we're taking steps to reduce our environmental footprint.</p>	<p>Launch first fleet of electric trucks as part of our incoming supply chain network that is projected to reduce greenhouse gas emissions by ~210 metrics tons of CO₂equiv within 2022, its first year of use.</p> <p>Actively identify manufacturing facility projects that involve equipment replacements or upgrades to measure impact on energy consumption.</p> <p>Examine product packaging, including pre- and post-consumer packaging architectures, to maximize recycling throughout our value chain, as well as control dunnage coming into our facilities. Because of this, we are working to identify viable alternatives to EPS.</p>	 Operations Sustainability  Product Sustainability





Community Engagement



Overview

Our volunteer efforts and investments with community partners help connect people with the resources they need to be successful. Whether we're mentoring students, investing in manufacturing career pathway programs, or revitalizing entire neighborhoods, our employees and our company show how much we value our communities by sharing our time, our talents and our resources. Our focus is moving our efforts from transactional to transformational.

Key Focus Areas

- ✓ Community equity, education and workforce development
- ✓ Moving from transactional to transformational investments in the communities we serve

Our Goals & Our 2022 Progress

Strategically invest our resources in building stronger communities with a focus on equity, education and workforce development.

- ✓ Invested more than \$2.5 million in education and nonprofit organizations across the country, supporting their missions of helping communities reach their greatest potential.
- ✓ Inspired 1,500 employees to raise nearly \$2 million benefiting 550+ nonprofits through our Blue Wave initiative.

Achieve 100% employee participation in community-building activities, with employees volunteering 18,000 hours to support the community.

- ✓ Tracked nearly 18,000 employee volunteer hours including engagement with students and communities; at home assembly, collection and donation activities; and outdoor activities that improved the curb appeal of schools and neighborhoods.

By the Numbers

\$2.5 Million+

invested in education and nonprofits

\$2 Million+

committed to nonprofit organizations

≈18,000

employee volunteer hours tracked

14,700

additional jobs created in the U.S.*



Citizenship in Action: Jaekeia Flakes, MEng

"Being present and intentional in my profession and community is a personal goal that GE Appliances encourages and supports. From Leadership Delta to the Society of Women Engineers, I've had the opportunity to learn from experienced professionals while also mentoring the next generation."

- Jaekeia Flakes, MEng, Principal DT Program Manager, Air & Water

We came together to...



Go global with “The Blue Wave” initiative, bringing nearly 500 of our employees together to complete 18,000 volunteer hours with projects across our plant communities, 17 states, India and Korea.

[Watch Here](#)



Donate 732 appliances to nonprofits, helping them serve more people meals and wash more loads of clothes in the communities they serve.

Help families thrive by transforming a vacant property in an underserved community in Louisville, Ky., to a vibrant community asset made possible through our Partnership with YouthBuild Louisville.

[Read More](#)



Build and maintain 100 strong partnerships with schools, colleges and trade organizations across the U.S.



Raise \$118,000 in donations for disaster relief and two shipping containers of supplies and clothing for impacted families.



Helped create and support 89,000 additional jobs in the United States from 2016-2022.

[Read More](#)



Help visually impaired students learn valuable independent living skills for their future by volunteering at the Louisville Central High School Vision Resource Center.

[Read More](#)

Inspire 1,500 GEA employees to raise nearly \$2 million benefiting 550+ nonprofits through our Employee Giving Campaign.



Inclusion & Diversity



Overview

At GE Appliances, inclusion and diversity are at the core of our culture. From the employees we hire to our supplier partners, we're taking active steps to build a more inclusive company that is reflective of our users and the communities where we live and work. Our commitment to ensuring a safe and inclusive workplace allows innovation to come to life because our employees can come to work, every day, and be their true and authentic selves.

Key Focus Areas

- ✓ World-class inclusion
- ✓ Data driven retention strategies
- ✓ Effective recruitment
- ✓ Career development & promotion

Our Goals & Our 2022 Progress

Among professional and managerial employees, reach 40% female representation and 40% people of color representation by the end of 2025.

- ✓ Increased female representation in our full-time salary workforce to 33%.
- ✓ 23% people of color representation in our full-time salary workforce.

Reach world-class inclusion via our inclusion index by the end of 2025.

- ✓ Conducted unconscious bias training for our mid-level managers, implemented talent councils for hiring diverse talent, intentionally recruited through Historically Black Colleges and Universities, and provided scholarships to increase minority STEAM talent.
- ✓ Hosted annual Inclusion and Diversity week to promote training, discuss timely topics affecting our employees.

By the Numbers

33%
female representation*

23%
people of color representation*

\$1 Billion
committed to spend with diverse suppliers by 2030

100%
score on the Human Rights Campaign's 2022 Corporate Equality Index



Citizenship in Action: James Stanley

"I thought, 'How awesome would it be to work for a company that supports and values diversity and inclusion?' and I made it my goal to work at GE Appliances. Being able to be yourself, and being able to express yourself—those benefits alone are priceless."

— James Stanley, Area Business Leader, AP1

- Learn why working for a company that puts inclusion and diversity at the center of everything it does has made James the happiest he's ever been.

[Watch the Video](#)

We came together to...



Encourage more than 400 employees to show their support by marching in the Kentuckiana Pride Festival Parade for the fifth consecutive year.

[Watch the Video](#)



Create possibilities for refugees to thrive through a new workforce initiative.

[Watch Here](#)



Donate appliances to Operation Victory coalition, which rebuilds abandoned homes for homeless veterans.

[Read More](#)

Earn a perfect score for the fifth year in a row on the 2022 HRC Corporate Equality Index.

[Read More](#)



Make headlines with our partnership to spend \$1 billion cumulatively with minority-owned suppliers by 2030.

[Watch Here](#)



Help strengthen the infrastructure of a school in rural Bangalore through GEA India's partnership with the Rotary Club.

[Read More](#)



Create culinary classrooms that are truly inclusive of students with cognitive and physical disabilities through our partnership with Bullitt County Public Schools.

[Read More](#)

Celebrate 20 years of partnership with Leadership DELTA, a program empowering collegiate members of Delta Sigma Theta.

[Read More](#)



Operations Sustainability



Overview

Our operations sustainability program is designed to ensure the safety and well-being of our employees, while maximizing the efficiency of our operations and minimizing our impact on the planet. From sourcing to manufacturing and distribution, we're taking active strides to reduce our environmental footprint throughout our state-of-the-art supply chain.

Key Focus Areas

- ✓ Occupational Health and Safety
- ✓ Environmental impact

Our Goals & Our 2022 Progress

Develop and maintain world-class occupational safety and health programs.

7,600

hours of annual EHS training

6%

increase in hours worked

20%

reduction of the recordable injury rate

14,621

hours of specialized, high-risk EHS training

9,556

hours of EHS training for new hires

9%

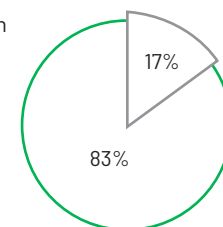
decrease in serious injury rate per 100 employees

Reduce our environmental impact throughout our business operations.

- ✓ Achieved 83% landfill diversion across all manufacturing sites, diverting over 139 million pounds of waste. We're on our way to achieving our goal of an 87% landfill diversion rate by 2025.

GEA's Landfill Diversion vs. Disposal (2022)

- Total Disposed
- Total Diverted



See additional charts on the next page.



Citizenship in Action: Harry Chase

"We've adopted many environmentally sustainable manufacturing practices to reduce the carbon footprint of our operations. As we invest and expand our U.S. manufacturing to better serve our customers, we will deploy Einride's EV technology on routes we frequently use to move materials."

- Harry Chase, Senior Director for Central Materials, GE Appliances

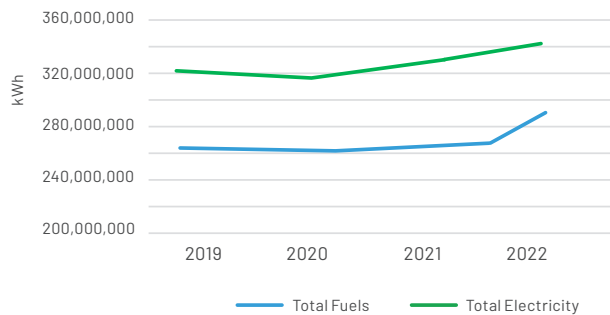
- Hear more from Harry on how GEA is leading the charge to a sustainable future with Einride:

[Watch the Video](#)

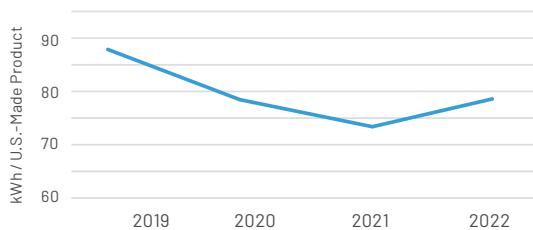
Operations Sustainability

These metrics show our results while production output increased by double digits from 2019 to 2022.

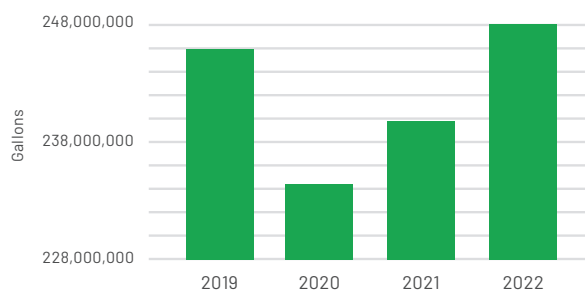
GE Appliances Total Energy Consumption 2019–2022



GE Appliances Manufacturing Energy Intensity 2019–2022



GE Appliances Total Water Withdrawal



See our [2022 GRI Index](#) for more metrics and information relating to our operations sustainability.

We came together to...



Drive operational sustainability with a new fleet of electric trucks en route between Kentucky, Georgia and Tennessee.

[Read More](#)



Educate and support employees to successfully execute their individual EHS responsibilities through effective training programs.



Win an internationally recognized Ergo Cup Excellence Award for Innovation with our Roper team's "Parts Treadmill - Running to Success."

[Watch the Video](#)



Be recognized with a 2022 Responsible Appliance Disposal (RAD) Champion Award from the U.S. Environmental Protection Agency.

[Read More](#)



Divert more than 204,000 pounds of waste at our AP4 facility in Louisville, which indirectly eliminated 134 metric tons of CO2 equivalent.

[Read More](#)



Win an annual Workplace Wellness Award from the Worksite Wellness Council of Louisville in honor of our innovative health and wellbeing programs.

[Read More](#)

Recycle ~450,000 pounds of lead acid batteries used in distribution, while converting the fleet to Lithium-ion batteries.





Product Sustainability



Overview

At GE Appliances, we design and build the world's best appliances with people and the planet in mind. From design to production to service to helping consumers responsibly dispose of products at the end of their life cycles, our goal is to help provide people with exceptional experiences and improve their lives at home.

Key Focus Areas

- ✓ Sustainable design practices
- ✓ Consumer- and planet-driven innovation

Our Goals & Our 2022 Progress

Reduce our product life cycle environmental impact through sustainable design practices.

- ✓ Offered a large portfolio of nearly 500 ENERGY STAR® certified appliances. To learn more, [click here](#).
- ✓ Transitioned Portable Air Conditioners to low GWP refrigerant.
- ✓ Stopped production of Room Air Conditioners and Dehumidifiers that did not contain low GWP refrigerants.
- ✓ 100% of Window ACs and Dehumidifiers that did not contain low GWP refrigerants will be transitioned in 2023.

Innovate to introduce environmentally responsible features while allowing consumers to spend more time doing what they love.

- ✓ Paved the way for more energy-efficient connected home solutions with the release of the HCA Interface Specification 1.0, making key data from devices that consume the most energy—including how much energy they use and how to optimize it—even more accessible.
- ✓ Offered greater energy savings with the GE Profile™ UltraEfficient drying** with Ventless Heat Pump.
- ✓ Incorporated accessibility into GE Profile™ product design and connected technology to meet the needs of older individuals, those living with a disability, and multigenerational households.

****Efficiency rating as compared to the requirements for ENERGY STAR qualification for standard electric dryers.**



Citizenship in Action: Silvia Prajescu

"At GE Appliances, we put our users at the center of any new product development. Before starting a new design we conduct extensive consumer research to understand the evolving needs, preferences and the pain points of laundry users and then, we incorporate this feedback into the new products. One great example of this process is the GE Profile™ UltraFast Combo Laundry Machine, which aligns with consumer demands for environmentally conscious solutions."

- Silvia Prajescu, Director Engineering, Clothes Care COE at GE Appliances

- Learn how the UltraFast Laundry Combo Machine is revolutionizing laundry with its smart, connected features:

[Visit Our Website](#)

We came together to...



Disrupt the baking industry by making it possible for everyone to be an expert baker with the first-of-its-kind GE Profile™ Smart Mixer, a 2022 CES Innovations Award Honoree.

[Read More](#)

*Help busy at-home chefs save time with the GE Profile™ Smart Oven, the first and only countertop over with no preheat for all modes.**

[Read More](#)



Raise the bar in energy efficient window air conditioner innovation with GE Profile™ ClearView™ so you can cool your room without compromising the scenery.

[Read More](#)

Provide fully connected rooms in senior living environments

by deploying SmartHQ technology through Lumentant's service to save energy, cut costs and better manage 4,000 PTAC units.

[Read More](#)



Help home cooks create restaurant-style steaks from the convenience of their kitchen with GE Profile™'s Steakhouse Mode.

[Read More](#)



Make laundry simpler and more energy efficient with the GE Profile™ UltraFast Combo—named a Sustainable Product of the Year by Green Builder Media.

[Read More](#)



Introduce 14 new induction cooktops

across Café™, GE Profile™ and Monogram brands to make cooking easier with features like Precision Temperature Control and Guided Cooking.

[Read More](#)



Compliance & Ethics



Overview

At GE Appliances, we strive to continually improve our legacy of integrity and foster a culture of compliance and ethics in all of our business dealings. We recognize our responsibility to deepen our commitment to operating with integrity and realize that our relationships with third parties can impact our reputation with our stakeholders, partners and users.

Key Focus Areas

- ✓ Trusted concern reporting
- ✓ Responsible sourcing

Our Goals & Our 2022 Progress

Ensure an effective and well-resourced compliance program.

- ✓ Launched the GE Appliances Code of Ethics, a guiding resource for our employees, subsidiaries, suppliers and customers, created to uphold our commitment to operating with the highest ethical standards.
- ✓ Strengthened employee accountability through increased, mandatory compliance trainings and education.
- ✓ Further managed third-party risks through internal audits, screenings and other major compliance processes.

Continue to hold suppliers and other third parties accountable to our integrity requirements.

- ✓ Strengthened our commitment to responsible sourcing through surveys, audits and the continual assessment of [supplier integrity](#).
- ✓ Surveyed and audited suppliers to assess their capabilities and commitment to maintaining lawful and fair business practices that meet our expectations.

Please see our [GRI Index](#) for more information on GE Appliances' auditing program for suppliers.

By the Numbers

181

Supplier Responsibility Guideline (SRG) audits

3,289

Anti-bribery and anti-corruption trainings completed

4,977

Code of Ethics trainings completed



[Our Code of Ethics](#) is a guiding resource created to ensure that our employees and anyone we do business with is empowered to always make good decisions.



Citizenship in Action: Caitlin Winegeart

"A company cannot stand the test of time if it's not built on a foundation of integrity. GE Appliances understands that compliance is so much more than a 'check-the-box' activity, it's our culture—who we are. How we achieve our goals is just as important as the achievement itself. It's a privilege to work alongside leaders and coworkers who live out our company's commitment to integrity every day."

– Caitlin Winegeart, Director, Compliance & Integrity

We came together to...



Build a strong foundation for antitrust compliance with 1,849 GE Appliances employees completing fair competition training.



Increase risk mitigation efforts with 2,910 GEA employees completing conflict of interest training.



3,706

GE Appliances employees completed certified participation in the Risk Review.



Empower our teams to uphold our more than 100-year legacy of integrity with a brand new Code of Ethics.



Complete anti-bribery and anti-corruption audits, implementing action plans for employee training.



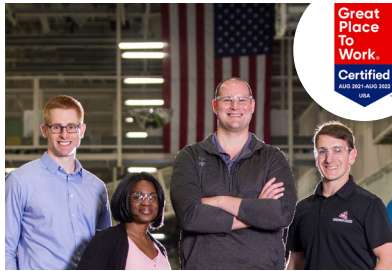
Take action to filter out counterfeiters in a joint lawsuit filed by Amazon, GE and GE Appliances to protect customers and the authenticity of GE-branded water filters.

[Read More](#)

Awards & Recognitions

We value the feedback of third-party organizations, whose ratings and rankings help us drive continuous improvement over time.

Below is a selection of honors awarded to GE Appliances in 2022, which align with our Corporate Citizenship efforts.



2022 Great Place to Work® Certification™

[Learn More](#)



The 20 Best Places to Work in Manufacturing & Production 2022

[Learn More](#)



IoT Breakthrough's 2022 "IoT Device Security Solution of the Year"

[Learn More](#)



EPA's 2022 Responsible Appliance Disposal (RAD) Program Champion Award

[Learn More](#)



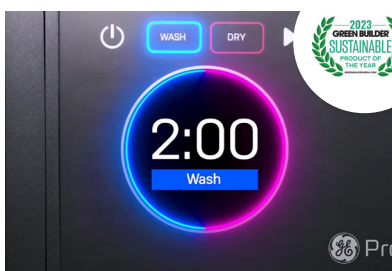
Top 100 Internship Programs 2022

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