GE Vernova Human Rights Principles



For more than 130 years, General Electric Company ("GE") has led the electrification revolution. On April 2, 2024, GE completed the separation of its portfolio of energy businesses through the spin-off of GE Vernova as an independent, publicly traded company. GE Vernova created a Sustainability Framework comprised of four pillars – Electrify, Decarbonize, Conserve, and Thrive – where the ***Thrive*** *pillar focuses and commits a pathway to continuously improving our impacts on our people, communities, and the planet including promoting and upholding human rights in operations and value chain.*

Updated May 2025

The Thrive Pillar in our Sustainability Framework prioritizes human rights by setting the ambition to advance safe, responsible, and equitable working conditions in our operations and across our value chain.

Human rights at GE Vernova

GE Vernova's culture is founded on integrity. We commit to respecting human rights in line with 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 principles are grounded in the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the Sustainable Development Goals.

At GE Vernova, we are committed to working with all our business partners and entities throughout our value chain, including agents, suppliers, and vendors, to align their policies and practices with the expectations set in this document.

Commitment

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. We endeavor to develop and continuously improve our procedures to identify, prevent, mitigate, and remedy our salient human rights impacts.

GE Vernova Human Rights Principles

The following principles are foundational to the way we conduct our business and to our expectations of business partners, suppliers, agents, and vendors:

Decent work: We provide all workers a safe and healthy work environment. We observe all applicable laws and regulations governing wages and hours, recruitment, and employment contracts. Workers receive wages at least in line with minimum legal standards and adequate rest time.

Culture and inclusion: We provide equal employment opportunities to all and do not discriminate based on protected characteristics. Protected characteristics under GE Vernova policy include race, color, religion, national or ethnic origin, ancestry, sex (including pregnancy and related conditions), gender (including gender identity and expression), sexual orientation, marital status, genetic information, age, disability, military and veteran status or any other characteristic protected by law.

Freedom of association: We allow workers to choose freely whether to organize or join associations of their own choosing for the purpose of collective bargaining as provided by local law or regulation. Where national law does not align with ILO standards on freedom of association, we will encourage other trusted mechanisms for worker engagement and collective input, while supporting independent unions to the best of our ability.

Forced labor: We prohibit reliance on forced, prison or indentured labor, or workers subject to any form of physical, sexual, or psychological compulsion, exploitation, or coercion. We take all reasonable measures to avoid being complicit in modern slavery and trafficking in persons and to prevent workers being charged recruitment fees and expenses.

Child labor: We prohibit employing workers younger than sixteen (16) years of age or below the applicable minimum age, whichever is higher, and we prohibit employing workers younger than eighteen (18) for any hazardous tasks.

Responsible Mineral Sourcing: We are committed to responsible sourcing of tantalum, tin, tungsten, and gold and other minerals found in conflict-affected and high-risk areas in line with our *Responsible Mineral Sourcing Principles*.

Privacy: We respect the confidential information with which we are trusted. We set clear expectations for all employees and business partners about collecting, sharing, storing, transferring, and disposing of personal data to protect privacy.

Security: We strive to ensure a safe environment for all workers and do not tolerate harassment, violence, or intimidation. Our security operations are carried out with respect for the dignity and privacy of GE Vernova workers and the communities in which we operate.

Community rights: We respect the dignity of communities affected by our operations, products, and services. We implement strict protocols to protect the local environment from pollution and waste, and we strive continuously to optimize consumption of natural resources.

Governance

Responsibility for implementing this Policy is integrated within the GE Vernova businesses and appropriate functions through relevant policies, processes, and reporting lines.

The Board of Directors and its committees oversee the execution of the company's Sustainability strategies and initiatives where the Safety & Sustainability Committee has oversight of corporate social responsibilities and protection of human rights among other responsibilities.

The Compliance function and the Sustainability teams work together to issue enterprise-wide standards which set forth the Company's expectations for the businesses. Each Enterprise Standard, including the Human Rights Enterprise Standard, defines the specific risks for which the businesses need to have documented, auditable controls, and requires, among other things, that businesses have appropriate mechanisms in place to monitor those controls. Businesses must adhere to the requirements set forth in the standard around risk assessment, due diligence of third parties, and escalation and remediation of human rights concerns to address GE Vernova's most salient human rights risks.

GE Vernova Human Rights Principles

Governance (cont.)

Our Executive Human Rights Counsel, business-level human rights champions, and the cross-functional Sustainability Steering Committee meet regularly to discuss the implementation of the enterprise standard and other human rights matters as it relates to our businesses and communities we serve. Implementation measures include, without limitation:

Human rights risk and impact assessments globally, by country or region, by business or function, or by product line throughout our value chain. Such assessments may be standalone or integrated in existing protocols and processes. Where reasonable, we will seek to engage with stakeholders affected by our activities to understand and address their concerns in good faith and in line with our human rights commitment.

Integration of impact and risk assessment findings in GE Vernova operations, and to the extent possible, where relevant in our value chain. Integration will include the development and implementation of practical guidance, training, process improvements, discrete programs, and other reasonable measures to address salient human rights risks.

Monitoring of the effectiveness of integration measures to address human rights risk. Such monitoring may be conducted by third parties, by GE Vernova personnel, or by any combination of the two.

Human rights capacity building for our employees, contractors, and business partners to understand our expectations and their rights and responsibilities. This training will be fit to purpose and regularly updated.

Public reporting on the measures taken by GE to respect human rights in line with this Policy.

Related policies

GE Vernova's *The Spirit and The Letter*, our code of conduct, details GE Vernova's human rights expectations of all company directors, officers, and employees, including subsidiaries and affiliates. GE Vernova maintains policies and procedures as required by the Federal Acquisition Regulation (FAR) 52.222-50, Combating Trafficking in Persons, and flows down those requirements to suppliers and subcontractors as required.

GE Vernova also requires all suppliers and subcontractors to sign on to minimum standards set out in *GE Vernova's Integrity Guide for Suppliers, Contractors, and Consultants: Code of Conduct*. Other related enterprise-wide policies and requirements, such as those related to Environmental, Health and Safety Policy ("EHS"), and Respectful Workplace Policy, are similarly embedded throughout GE Vernova through similar enterprise standards and policy documents.

Grievance process

GE Vernova manages concern reporting through its Global Ombuds Program ("OMB"). Under the OMB, employees are required to submit concerns regarding potential violations of law including human rights concerns. GE Vernova understands that it can be difficult for some employees to come forward with their concerns and the anonymous reporting channel is a critical pillar of the reporting program. Each business has one full-time dedicated ombudsperson and, in addition, a network of part-time employees across the globe to whom concerns can be raised. Both employees and contractors can raise a concern through any of the available Open Reporting Channels including:

- Managers
- Human Resources
- Legal
- Compliance
- Audit
- Ombuds (business or regional)
- The integrity helpline
- The online reporting channel (offers anonymous reporting)
- The GE Vernova Corporate ombudsperson; or
- The GE Vernova Board of Directors.

Retaliation for raising a concern, or participating in an integrity investigation, is strictly prohibited, and violations are dealt with seriously and swiftly. The OMB allows employees to voice their integrity questions and concerns anonymously if they prefer.

GE Vernova Corporate Ombuds Person
58 Charles Street
Cambridge, MA 02141
USA

+1 833 – 955 – 4949
+1 617 – 674 – 7569

Corporate.Ombuds@gevernova.com