

GE Aerospace's Commitment to Fair Employment/Respectful Workplace Equal Opportunity & Affirmative Action

GE Aerospace is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. The details of this commitment and the related expectations of managers and employees are outlined in GE's Respectful Workplace policy, endorsed by GE Aerospace's CEO, Larry Culp and our Board of Directors. It is thereby the company's policy to prohibit discrimination and harassment against any applicant, employee, vendor, contractor, or customer on the basis of race, color, religion, sex, national or ethnic origin, age, disability, pregnancy, veteran status, genetic information, sexual orientation, gender identity and expression, citizenship status, or any other basis prohibited by law. It is also the company's policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct, or participated in a company or agency investigation into such complaints.

Affirmative Action Policy

As a U.S. federal contractor, GE Aerospace is subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended and Section 503 of the Rehabilitation Act of 1973, as amended. A written Affirmative Action Program is in place for all GE Aerospace U.S. facilities, as required by law. The non-confidential portions of the Affirmative Action Plans for Veterans and People with Disabilities will be made available to employees or applicants for review upon receipt of a written request to the Human Resources Manager.

It is GE Aerospace's policy to take affirmative action to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race/ ethnicity, sex, veteran status, or physical or mental disability. Under this policy, GE Aerospace also will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of the business.

Company policy prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of any Federal, state or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by any Federal, state or local law requiring equal opportunity; or (4) exercising any other right protected by Section 503 or Section 4212 or their implementing regulations.

Any employee who suffers or observes harassment or any other violation of this policy is strongly encouraged to report this through GE's open reporting program. GE Aerospace will promptly and thoroughly investigate the alleged misconduct and, if a violation of the policy is found, will take immediate and appropriate corrective action.

Responsibility for Implementation

We, along with our delegates, are responsible for the implementation of the company's equal opportunity and affirmative action policies. Each site manager is responsible for implementing and auditing these policies, with assistance from the Human Resources Managers and Respectful Workplace Leader.



H. Lawrence Culp, Jr.
Chairman & CEO, GE
CEO, GE Aerospace