



GE Aerospace

# 2025 UK & Australia Modern Slavery Act Statement

## Introduction

This Statement is made voluntarily pursuant to the United Kingdom's Section 54(1) of the Modern Slavery Act 2015, and the Australian Commonwealth Modern Slavery Act 2018 by General Electric Company, which operates as GE Aerospace, on behalf of its affiliates conducting business in Canada and covered by the Act (as listed in Appendix A herein referred to as "GE Aerospace Reporting Entities"), (together "GE Aerospace" or the "Company"). The Statement discusses actions GE Aerospace took in fiscal year 2024 to address risks of modern slavery in its own operations and value chain, and which the Reporting Entities participated in as part of GE Aerospace's human rights program.

This statement aims to demonstrate GE Aerospace's continued commitment to address modern slavery and other human rights risks throughout our global operations and value chain. As we detail below, we implement extensive efforts to prevent forced and child labor in the Company's supply chain through due diligence on-site audits, employee training, supplier monitoring, and supplier pre-qualification and education. We view multi-stakeholder collaboration as critical to addressing this important issue, and in 2024 we continued to engage in joint efforts to identify and drive change within our operations and business relationships.



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## Our Structure, Operations & Supply Chain

### Structure and Operations

GE Aerospace is a global aerospace leader with the industry's largest and growing commercial propulsion fleet. Our global team is building on more than a century of innovation and learning, as we invent the future of flight, lift people up and bring them home safely. On January 3, 2023, the Company completed the separation of its healthcare business into an independent publicly traded company, GE HealthCare Technologies Inc. (GE HealthCare), and on April 2, 2024, the Company completed the separation of its GE Vernova business into an independent publicly traded company, GE Vernova, Inc. (GE Vernova). Accordingly, this Statement discusses the policies, actions and programs in 2024 pertaining only to GE Aerospace.

At year-end 2024, GE Aerospace and consolidated affiliates employed approximately 53,000<sup>1</sup> employees, of whom approximately 4,100 were employed in UK and 100 in Australia. A more detailed description of GE Aerospace's business operations can be found in our [2024 Annual Report](#).

In 2024, GE Aerospace served customers in approximately 120 countries. Manufacturing and service operations are carried out at 67 facilities located in 22 states in the United States and Puerto Rico, of which 24 are owned, and at 67 facilities located in 24 other countries, of which 34 are owned.

In 2024, GE Aerospace owned and controlled the Reporting Entities included in Appendix A. GE Aerospace is incorporated in New York, and maintains executive offices in Evendale, Ohio, USA.

### Supply Chain

GE Aerospace's supply chain is expansive and global, capturing a wide variety of raw materials and components that are incorporated into the products and services that GE Aerospace sells. GE Aerospace also buys products and services to support our business operations, which are used to develop or create, but are not incorporated into, GE Aerospace's products or services.

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## Our Commitments & Programs

Our commitment to human rights is grounded in 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 dignity of everyone we might affect—directly or indirectly—through our operations, products, services, and business relationships across the globe. Our policies and commitment to human rights stem from the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the Sustainable Development Goals. Using those as our foundation, we address modern slavery risks through specific policies, training and awareness, due diligence and remediation efforts.

### Policies & Standards

The Company's [Human Rights Statement of Principles](#) (applicable across GE Aerospace, including the Reporting Entities) is the cornerstone of our global program, emphasizing the importance of "respect for fundamental human rights." The Statement specifically prohibits reliance on any form of forced, child, prison or indentured labor and is embedded in expectations of all businesses and personnel through our code of conduct, The Spirit & The Letter.

[The Spirit & The Letter](#) ("S&L") sets the Company's expectations regarding ethics & compliance and applies to all GE Aerospace directors, officers and employees, including those working for our subsidiaries and affiliates. The S&L and its accompanying policies, including a [policy dedicated exclusively to human rights](#), address the full spectrum of integrity and compliance issues across GE Aerospace's global value chain. GE Aerospace expressly prohibits the types of actions associated with the most common forms of modern slavery, including the charging of recruitment fees, the withholding of immigration documents, and the use of misleading recruitment tactics. Violations of this policy can result in disciplinary action, up to and including termination. Salaried

employees are asked to acknowledge their understanding and their willingness to comply with the S&L every year.

The **Human Rights Enterprise Standard** (applicable across GE Aerospace, including the Reporting Entities) is intended specifically for GE Aerospace compliance professionals and supplements the S&L Human Rights Policy by setting forth the core human rights expectations of the businesses. More specifically, the standard sets out minimum requirements regarding risk assessment and identification, the due diligence of third parties, and the escalation and remediation of any human rights concerns. Other related policies and procedures, such as the S&L Environment, Health, and Safety Policy and the S&L Respectful Workplace Policy, are also embedded through GE Aerospace's business enterprise through similar enterprise standard and policy documents.

The Company's [Integrity Guide for Suppliers, Contractors and Consultants](#) ("Integrity Guide") (which is applied by all GE Aerospace businesses, including the Reporting Entities, when applicable) extends the reach of our Code of Conduct and its requirement of "unyielding integrity and high standards of business conduct" to our suppliers and their subcontractors, including labor providers. Beyond compliance with all applicable local laws and regulations, the Integrity Guide mandates third-party adherence to GE Aerospace standards in areas including respectful workplace, environment, health and safety, and human rights. In the area of forced labor, the Integrity Guide expressly prohibits child labor and any form of compulsion, coercion or human trafficking; lists prohibited activities associated with trafficking, such as withholding passports, charging recruitment fees, and misleading recruitment; and imposes affirmative obligations on suppliers in certain circumstances such as reimbursement of return transportation costs and providing workers with written contracts in a language they understand. The Integrity Guide also encourages reports of violations of the policy through telephone, email and in-person channels by employees and third parties.

<sup>1</sup>The global number of people employed by GE Aerospace and consolidated affiliates

## **Governance**

GE Aerospace has embedded respect for human rights throughout our global organization with a multi-layered approach with engagement from the most senior levels of the Company and execution driven by functional leaders within our businesses. The GE Aerospace Board of Directors (the Board) oversees the Company's sustainability priorities and initiatives as an integrated part of our overall strategy and risk management. The Board's Governance & Public Affairs Committee has primary oversight of our priorities and external reporting related to sustainability matters, including human rights. This includes supporting the full Board's oversight of strategy, risks, and opportunities related to sustainability. The Company's senior leadership team is responsible for developing our sustainability strategy, focusing on priorities, and for the Company's sustainability performance—and reports to the Board and its committees on GE Aerospace's sustainability activities and progress.

As part of our Risk Focal program, GE Aerospace has a designated Human Rights Risk Focal who is responsible for actively managing the risk associated with this area, including modern slavery and forced labor, in close partnership with relevant business leaders and the Company's central compliance team. This risk management responsibility includes understanding how the risk is manifesting itself within the Company and ensuring that the risk is adequately controlled across the enterprise, including at our sites.

## **Training & Awareness**

GE Aerospace's human rights program depends on the practical understanding of our people and business partners. We provide employees with training and communication materials focused on respect for human rights and our prohibition on forced labor; our relevant company-wide policies and programs on these topics; and, most importantly, how they can serve a role in identifying and reporting possible signs of human rights issues when they are at GE Aerospace operations, supplier facilities, or customer sites.

To keep awareness fresh, our employees receive regular targeted training and communications designed to keep them knowledgeable on S&L policies, including human rights. At their discretion, businesses may host human rights-related awareness campaigns in which we remind and reinforce our principles to our employees and provide them with relevant learning resources and materials on their role.

We provide our suppliers an online compliance video, which includes a module explaining GE Aerospace's position on human rights, with a more in-depth focus on forced and child labor—what it is, how extensive the problem is globally, and what suppliers must do or avoid doing to comply with GE Aerospace's forced and child labor prohibitions. Suppliers can view this video as part of their commitment to abide by GE Aerospace's Integrity Guide.

In 2024, our Human Rights Risk Focal also hosted regional human rights-focused capacity building sessions. Employees from various functions participated in these interactive sessions covering GE Aerospace's human rights program and expectations, examples of forced labor indicators and available channels for escalating potential concerns.

## **Process & Risks: Due Diligence & On-Site Suppliers Assessments**

GE Aerospace strives to ensure compliance with these policies through a rigorous due diligence program reaching throughout our value chain. One significant way GE Aerospace advances respect for human rights, in the area of forced and child labor, is through our well-established, multifaceted ethical supply chain program. Under this program, GE Aerospace businesses (of which the Reporting Entities are a part) conduct due diligence on their suppliers, known as the Know Your Supplier ("KYS") process, where, based upon the location and type of service engagement, GE Aerospace will research and review the third party for human rights risks. As a part of our Supplier Responsibility Governance (SRG) Program, suppliers in high-risk countries will undergo an in-depth, on-site assessment of their manufacturing site, both before they are approved for onboarding and periodically thereafter, to ensure supplier compliance with GE Aerospace's principles on fundamental human rights. Among other things, these assessments inquire specifically into how workers are recruited into their jobs and treated by their employers to detect any conditions of modern slavery.

The human rights portion of the assessment focuses significantly on forced and child labor indicators, such as wage practices, recruitment efforts, and passport handling, and documented policies and procedures addressing these topics. The questionnaire and indicators provide GE Aerospace with a way to assess potential suppliers on their human rights programs, educate them as to the nature of forced and child labor and explain what is needed to prevent it.

We record, track and monitor results with a third-party reporting tool. When issues are identified, our goal is to work with and coach the suppliers to bring their practices into compliance with our requirements as this is in the best interest of the workers. However, we will suspend or terminate our relationship with a supplier if the supplier is uncooperative or findings are not promptly addressed. Additional information regarding our SRG Program can be found in our [Sustainability Report](#).

## **Pre-Qualification**

GE Aerospace is attuned to the risk of forced labor in other operations and business relationships. Accordingly, businesses supplement the KYS due diligence process with an additional contractor pre-qualification program used for specific labor service providers. The program requires labor contractors to provide upfront information on worker safety and human rights policies and programs as part of the assessment. The human rights portion of this process emphasizes forced labor indicators, such as wage practices, recruitment efforts, and passport handling. This process provides GE Aerospace businesses with a way to both assess potential contractors on their human rights programs and educate contractors as to the nature of forced labor and what is needed to prevent it. Businesses have also been posting at many sites around the globe a human trafficking education and hotline notice to alert employees and contract workers of GE Aerospace's prohibition on forced labor and how to report any suspicion of such actions. The notice makes clear that complaints of such behavior can be reported to the internal ombudsperson network without fear of retaliation.

In 2024, we continued to conduct due diligence on high-risk supply chain partners, train our auditors and other employees in how vulnerable populations end up in forced labor, and engage with internal and external stakeholders to identify opportunities for improvement within our human rights risk management practices globally.

## Modern Slavery Risks

Based on our due diligence and risk assessments, we have identified the following general types of modern slavery risks that may be present in our operations and supply chains:

1. Operations – In our operations, modern slavery risks may exist within the population of contingent workers that support GE Aerospace facilities and manufacturing sites. These workers provide janitorial, food/beverage, security and other facility support services. Where reasonable, GE Aerospace will partner with the vendors who provide us with our contingent workers and conduct periodic assessments to verify and validate that our vendors are respecting human rights and complying with our standards and expectations.

2. Supply Chain – Due to the nature of GE Aerospace's products and services, potential sources of modern slavery risks include manufacturing sites in higher risk countries; mineral sourcing deep in our supply chain; and use of low-skilled and/or migrant workers from subcontractors. Our modern slavery risks are most acute in those parts of our supply chain where we have limited or no visibility, such as subcontractors using seasonal, low-skilled, and/or migrant labor and pre-smelter mineral sourcing. GE Aerospace is dedicated to respecting human rights through responsible sourcing practices, particularly for products containing tin, tantalum, tungsten, and gold (collectively known as 3TG). More information on our responsible mineral sourcing program can be found in our [Responsible Mineral Sourcing Principles](#).

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## Continuous Improvement

GE Aerospace assesses the effectiveness of actions through the Human Rights Risk Focal and accompanying Risk Focal program, review and analysis of its supply chain audit results, and learnings from the Open Reporting program.

### Cross-Functional Collaboration

In 2024, our Human Rights Risk Focal met regularly with cross-functional stakeholders to review key findings, share important legal and regulatory alerts, operationalize requirements in the Human Rights Enterprise Standard, and discuss trends identified through our various due diligence and investigative processes. As deemed necessary, the Human Rights Risk Focal will partner with local business and regional teams to engage both employees and suppliers on their compliance and human rights-related obligations.

### Ongoing Assessment & Effectiveness Review

GE Aerospace strives for continuous improvement in all aspects of its operations. GE Aerospace's central compliance team runs an annual assessment that focuses on evaluating the inherent risks and the strength of our internal controls across all our businesses. The assessment process asks each business to benchmark its own compliance programs against the Human Rights Enterprise Standard (among others), which the central compliance team includes in an overall assessment as to how GE Aerospace performs in this key policy area. Insights from this process are used in many aspects of the compliance program including by identifying additional training needs, control improvements, and other areas that may need remediation efforts. GE Aerospace also actively engages with external stakeholders such as the Global Business Initiative and the Leadership Group for Responsible Recruitment (see Our Partnerships), to benchmark our program's practices and identify ways to improve effectiveness.

In 2024, GE Aerospace took proactive steps to implement program improvements identified through external benchmarking and internal program assessment. Examples of program improvements included enhancing our visibility and standardization of risk area controls as well as increased collaboration with procurement and key suppliers to strengthen our management of responsible mineral sourcing, among others.

### Global Open Reporting Program

Through our Open Reporting program, employees are obligated to promptly report any concerns they have about compliance with applicable laws or the Company's Code of Conduct, including those relating to respect for human rights. Concerns can be raised without fear of retaliation and anonymously if preferred. Consistent with our Human Rights Statement of Principles, and in the spirit of "Eyes Always Open," employees are expected to report unfair employment practices and human rights concerns they observe at GE Aerospace operations, supplier facilities or customer sites. GE Aerospace employees, suppliers and customers can report concerns through our Open Reporting program.

### Remediation

The Human Rights Enterprise Standard outlines remediation measures based upon the type of issue identified and provides guidance on how to adequately remediate those findings. In the Standard, there are specific guidelines provided for issues identified during the Know Your Customer and Know Your Supplier processes as well as for SRG audits. Identification of human rights-related issues and closure of remediation measures are tracked in the appropriate internal systems based upon where the issue was identified.

Human rights-related concerns raised through Open Reporting follow GE Aerospace's rigorous investigation process and, if confirmed, appropriate remedial action is taken. Every integrity concern including those related to human rights and labor issues, is assigned an independent and objective investigator, who obtains the facts through interviews and document review and consults with the Human Rights Risk Focal as appropriate. We strive to uphold the highest standards of confidentiality, ensuring that sensitive information is protected to the fullest extent possible. The person who raised the original concern (if that person is known) is provided with feedback on the outcome, while maintaining the confidentiality and privacy of all involved (to the fullest extent possible).

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## Our Partnerships

Beyond our own workers and suppliers, GE Aerospace engages with external stakeholders to identify human rights risks throughout our value chain and to collaborate with peers, experts, and civil society groups to seek practical solutions.

1. As a founding member of **Global Business Initiative on Human Rights**, GE Aerospace is committed, along with other member multinational corporations, to embed respect for human rights into our business operations. Peer learning and benchmarking enables GE Aerospace to determine the right strategy and process to address human rights risk in our businesses. By connecting with industry leaders and engaging with this business-led group, GE Aerospace gains insights into emerging trends and issues, and examines challenges and potential solutions that other members have experienced.

2. GE Aerospace provides financial support to the **Institute for Human Rights and Business' Leadership Group for Responsible Recruitment**, a collaboration between leading companies and expert organizations to drive positive change in the way that migrant workers are recruited, with a focus on eliminating fees being charged to workers to secure employment. The aims of this initiative are to:

i. Create demand for responsible recruitment by raising awareness about the benefits of ethical practices and developing tools to help companies implement the Employer Pays Principle.

ii. Increase the supply of ethically sourced labor by creating an enabling environment and supporting the development and implementation of systems to identify and use ethical recruitment agencies.

iii. Advocate for improved protection for migrant workers by brokering dialogue to promote the effective regulation and enforcement of the recruitment industry.

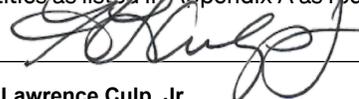
3. GE Aerospace is also a Signatory and Participant in the **UN Global Compact**.

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## Consultation Process

As set out above, GE Aerospace owns and controls the Reporting Entities listed in Appendix A, with company-wide policies and processes embedded throughout our global organization. The office of our Human Rights Risk Focal prepared this statement through close collaboration across various internal functions such as human resources, procurement, **Customer**, legal and compliance. GE Aerospace's 2025 Modern Slavery Statement has been approved and adopted by way of resolution by the various Boards prior to publication, following briefing to the directors by the local legal and compliance teams.

This statement was approved by the Boards of the Reporting Entities as listed in Appendix A as required by law.



**H. Lawrence Culp, Jr.**  
Chairman of the Board and Chief Executive Officer, GE Aerospace

## Conclusion

The UK and Australia Modern Slavery Acts serve a significant role in driving transparency in global efforts to address the problem of modern slavery. As discussed above, GE Aerospace and its businesses, including the Reporting Entities, continue to build on the Company's longstanding human rights program to better identify and prevent forced labor in their own operations and those of their suppliers and business partners. This global scourge can only be overcome by a joint effort of states, private enterprises, and civil society. We have been and remain committed to upholding our fundamental role in this critical effort.

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## Appendix A

### UK Entities

G.E. C.I.F. Trustees Ltd.  
GE (Holdings)  
GE Aerospace Pension Trustees Limited  
GE Aircraft Engine Services Limited  
GE Aviation Systems Group Limited  
GE Aviation Systems Limited  
GE Aviation UK  
GE Caledonian Limited  
GE Capital EMEA Services Limited  
GE Capital Europe Limited  
GE Capital International Holdings Limited  
GE Capital Sigma Holding Ltd  
GE CIF Property Nominee Company No 1 Limited  
GE CIF Property Nominee Company No 2 Limited  
GE Financial Investments  
GE Industrial Consolidation Limited  
GE Infrastructure Aviation  
GE Infrastructure UK Limited  
GE Money Consumer Lending Limited  
GE Money Home Finance Limited  
GE Money Mortgages Limited  
GE Money Secured Loans Limited  
GE Money Servicing Limited  
GE UK Group  
GEH Holdings  
IGE Dollar Treasury Services  
IGE USA Holdings  
IGE USA Investments Limited  
iGroup 8 Limited  
Key Leasing Limited  
NORDAM Europe Limited  
Oliver Crispin Robotics Limited  
Satavia Ltd

### Australia Entities

GE Aviation Systems Australia Pty Ltd