



2021 Citizenship Report



GE APPLIANCES
a Haier company

We come together to make good things, for life.

At GE Appliances, 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.



Contents

03	Introduction	09	We / Community Engagement
06	Our Approach	11	Come Together / Inclusion & Diversity
09	Our Progress	13	To Make / Operations Sustainability
		16	Good Things, / Product Sustainability
		18	For Life / Compliance & Ethics

2021 Report

This report is an update to GEA's 2020 Corporate Citizenship Report, reflecting the progress and continuous improvements we made to our business and citizenship strategies in 2021. 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 [here](#).



"Our work is centered around helping protect the planet, strengthening communities and driving business value."



Message from Kevin Nolan

Dear Owners, Customers, Employees and Stakeholders: At GE Appliances, we've been on a journey when it comes to our Corporate Citizenship work, and I appreciate this opportunity to share with you where we were, where we are and where we are going on our mission to be and be recognized as the number one appliance company in America.

Our work is centered around helping protect the planet, strengthening communities and driving business value. We've approached that work the way we approach any business priority — the GEA Way, which means we come together, we always look for a better way and we create possibilities.

We came together as a company to map out our Corporate Citizenship work into five pillars — community engagement, inclusion and diversity, operations sustainability, product sustainability, and ethics and compliance. We published our first Citizenship Report in 2021 utilizing our pillar framework. Because we're always looking for a better way, we joined the UN Global Compact and our work references the Global Reporting Initiative (GRI) standards. And we're creating possibilities by announcing in this year's report the five goals that will power our future work, which we're calling The GEA Way Forward.

We appreciate you going on this journey with us. This work is central to who we are as a business and what we hope to accomplish in the future. We know, now more than ever before, that our customers and our owners want to know they are doing business with a company that's not just focused on products, but on people and the planet, as well. I am fortunate to lead a company with products and people you can trust. We look forward to coming together 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, we're on a mission to be and be recognized as the number one appliance company in America. 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.



[Learn more](#) about how we formalized our partnership with the United Nations (UN) Global Compact on Earth Day 2021.



Our Corporate Citizenship Leaders

We've created a clear path of responsibility that starts at the top, enabling us to increase the value of our business while adhering to high ethical and environmental standards. The internal responsive governance of our Corporate Citizenship pillar management is composed of:

Advisory Board

Kevin Nolan, President & CEO
Rick Hasselbeck, Chief Commercial Officer
Marcia Brey, VP of Distribution
Jason L. Brown, VP of Legal
Rocki Rockingham, Chief Human Resources Officer
Antonio Boadas, VP of Communications
Marc Charnas, VP of Finance



Corporate Citizenship Team

Allison Martin, Senior Director of Citizenship & Digital Communications
Katina Whitlock, Senior Manager of Community Engagement
A.J. Hubbard, Global Senior Director, Inclusion & Diversity and HR
Shannon Fitzpatrick, Senior Sustainability Manager
Kyran Hoff, Executive Director and Chief Engineer
Jason L. Brown, VP of Legal



Learn how we celebrated the 5-year transformation of our business with the launch of [the GEA Way](#).

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 owners 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.

GEA Way Forward Goals

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

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.

Pillar 2 / Inclusion & Diversity



- ✓ Our employees reflect the diversity of our owners
- ✓ World-class inclusion



Reach 40% women and 40% people of color representation by 2025.

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.*

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.

Pillar 5 / Compliance & Ethics



- ✓ Trusted concern reporting
- ✓ Responsible sourcing







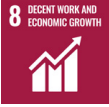






Spend \$1 billion with diverse suppliers by 2030.

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, owners, 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 will maximize our impact.

Goals	Our Approach	Key Activities	Pillar Alignment
 <p>4 QUALITY EDUCATION</p>	<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>Partner with educational institutions (e.g., schools, colleges and universities) to build the future workforce in the U.S. by providing scholarships, hands-on experiences (e.g., career exploration programs, mentorships, internships) and other resources for underserved students. We also offer scholarship opportunities to address gaps in the manufacturing and technology career pipeline.</p> <p>Advance inclusion and racial justice awareness in communities. This includes local partnerships with educational institutions and nonprofits, such as the Louisville Urban League, to address the effects of racism—as well as national partnerships like GEA's CEO Day of Understanding, which is part of our commitment to the CEO Action for Diversity and Inclusion Coalition.</p>	 <p>Community Engagement</p>  <p>Inclusion & Diversity</p>
 <p>5 GENDER EQUALITY</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>Hire and promote diverse talent through talent councils. GEA has a goal to reach 40% female representation by the end of 2025, and as of 2021, stands at 31%.</p> <p>Raise awareness and provide training, including unconscious bias training for all executives and mid-level managers.</p> <p>Offer relevant benefits, such as parental leave, which includes up to 12 weeks of leave for all new parents.</p> <p>Expand community outreach to open the door for future generations of women in STEAM (e.g., partnerships with public schools, connections to GEA Women's Network).</p> <p>Engage with trade associations and advocacy groups dedicated to increasing opportunities for women in our industry. GEA has and continues to serve on the board of directors for the Women in Manufacturing Association, a more than 11,000-member-strong organization dedicated to supporting, promoting and inspiring women who have chosen a career in the manufacturing industry.</p>	 <p>Community Engagement</p>  <p>Inclusion & Diversity</p>
 <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>Enable direct job creation by bringing manufacturing back to the U.S. and producing new products. From 2016 to 2021, investment and growth in the U.S. were responsible for creating more than 88,000 jobs across the country. In 2022, we set a new goal to create 10,000 additional jobs by 2027.</p> <p>Indirectly create jobs in adjacent sectors that provide goods and services to our business and employees, and support expanding our U.S. supply base of 5,400 suppliers and our domestic spend. We have committed to spend \$1 billion with diverse suppliers by 2030. This includes support for small, local, minority, veteran, disabled and LGBTQ-owned suppliers in the competitive acquisitions of services, material, equipment and tooling to meet the procurement needs of our business.</p> <p>Enhance health, safety and well-being by implementing protocols and initiatives to create safer workplaces. This includes Environmental, Health and Safety (EHS) management systems and programs like WellWithin, which was developed to focus on preventative measures employees can take to protect their physical and mental health.</p> <p>Drive a focus on inclusion and ethics through policies, education, affinity networks and training. We have adopted LGBTQ-inclusive policies, practices and benefits and facilitate workforce dialogue on racism and complex issues. Our employees are trained on anti-bribery, anti-corruption and conflict of interest. These measures support ethical and stable work environments for our employees.</p>	 <p>Community Engagement</p>  <p>Inclusion & Diversity</p>  <p>Operations Sustainability</p>  <p>Compliance & Ethics</p>

Continues on next page...

UN Goals in Action

Goals	Our Approach	Key Activities	Pillar Alignment
	<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 and secure products, GEA is leveraging technology for increased efficiency and environmental impact.</p>	<p>Expand innovation-focused partnerships, such as our multi-year initiative with Google to extend our current line of connected offerings. We also developed a water chlorination system for WaterStep, a Louisville-based organization dedicated to fighting waterborne diseases worldwide, that's helped hundreds of thousands of people around the world have access to clean and safe water—as well as Dig Deep, a nonprofit human rights organization working to ensure clean, running water is available and sustainable across the U.S.</p> <p>Develop innovative products and product features that advance our industry while benefiting consumers.</p>	 Community Engagement  Product Sustainability
	<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>Evaluate product impacts, including the impact of all phases of a product's life cycle to optimize resources used to manufacture, package, distribute, use, repair and recycle our appliances.</p> <p>Develop material selection processes to prioritize sustainable materials for use in products. In addition, we are examining sustainably sourced packaging solutions.</p> <p>Create efficient products and offer more than 550 ENERGY STAR® products across categories. In 2022, we set a new goal to transition 100% of our refrigeration-technology using products manufactured in North America to lower global warming potential refrigerants and foams.</p> <p>Upgrade infrastructure in operational facilities, including decreasing water usage and addressing end-of-life disposal to divert waste from landfills.</p>	 Operations Sustainability  Product Sustainability
	<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>Conduct environmental footprint evaluations with corresponding action plans, including establishing data management systems that allow GEA to measure and track greenhouse gas emissions and water consumption. In 2022, we set a new goal to use 15% less energy to make each product at our U.S. plants by 2026 (using a 2020 baseline).</p> <p>Examine product packaging, including pre- and post-consumer packaging architectures, to maximize recycling throughout our value chain.</p> <p>Evaluate other waste in operations (e.g., Styrofoam has been eliminated from all onsite cafes at Appliance Park)</p> <p>Improve logistics efficiency by optimizing shipping container routes, increasing the distribution warehouse network, and improving inbound parts and transportation efficiency through GEA's Southern Logistics Center.</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 2021 Progress

Strategically invest GEA 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 and responding to urgent needs of families impacted by the pandemic and natural disasters.
- ✓ More than \$2 million committed to nonprofit organizations by GEA employees through our Employee Giving Campaign.

Achieve 100% employee participation in community-building activities, with employees volunteering 20,000 hours to support the GEA community.

- ✓ Tracked nearly 15,000* employee volunteer hours including engagement with students and communities through virtual platforms; at home assembly, collection and donation activities; and outdoor activities that improved the curb appeal of schools and neighborhoods.

**As a result of the pandemic, in-person volunteer opportunities were limited.*

By the Numbers

\$2.5 Million+

invested in education and nonprofits

\$2 Million+

committed to nonprofit organizations

≈15,000*

employee volunteer hours tracked

88,000

additional jobs created in the U.S. from 2016–2021



Citizenship in Action: Marcia Brey

"Neighbor helping neighbor—no matter where you are from or what demographic you represent. Disasters like these strike everyone equally. And times like this bring out the best in people."

– Marcia Brey, Vice President of Distribution

- See how Marcia stepped up to support Western KY tornado relief efforts with the American Red Cross by reading [her volunteer story](#).

We came together to...



Kick off a year of service in our hometown of Louisville with 400+ GEA employees igniting "The Blue Wave."

[Read More](#)



Donate 421 appliances to organizations in the communities where we live and work.

Join the Everybody Counts program

to guarantee a job for every Jefferson County Public Schools graduate.

[Read More](#)



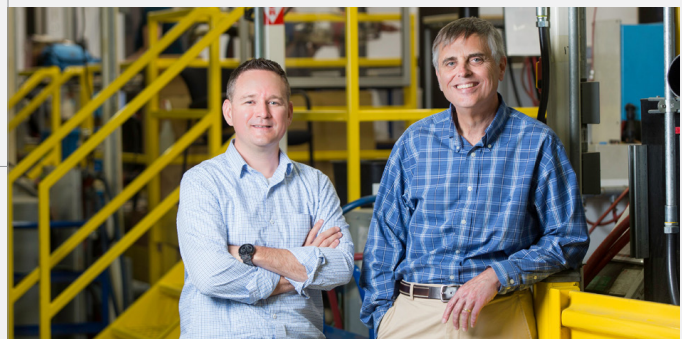
Increase our impact through 100 strong partnerships with schools, colleges and trade organizations across the U.S.

Raise \$152K for the American Red Cross to help our fellow Kentuckians when tornadoes devastated Western Kentucky.



Support families impacted by the wildfires in Oregon with a \$25K donation.

[Read More](#)



Create 88,000 additional jobs in the United States from 2016-2021.

[Read More](#)



Assemble and supply oxygen concentrators to local hospitals in India through our partnership with T-Works to address the shortage of oxygen tanks for COVID-19 patients.

[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, we're committed to making inclusion and diversity a part 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 owners 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

- ✓ Diverse representation
- ✓ World-class inclusion

Our Goals & Our 2021 Progress

Reach 40% female representation and 40% people of color representation by the end of 2025.

- ✓ Increased female representation from 30% to 31%.
- ✓ Increased people of color representation from 21% to 23%.

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 GEA employees, and encourage all employees to show up as their true and authentic selves each day.

By the Numbers

31%
female representation

23%
people of color representation

550
International Women's Day celebration participants

100%
score on the Human Rights Campaign's 2021 Corporate Equality Index



Citizenship in Action: Tia Benton

"I became a PRIDE Ally that day – both at work and in life. I pledged to myself that I would take an active stance to deepen my understanding of LGBTQ+-related issues and committed to supporting LGBTQ+-identified people throughout all walks of life."

- Tia Benton, Principal Design Engineer - RVAC

➤ Learn what inspired Tia, a member of the PRIDE Affinity Network's leadership team and co-chair for the Learning & Development subcommittee, to become a lifelong ally by reading her [Pride Month story](#).

We came together to...



Celebrate our people during Pride Month and beyond, the GEA Way.

[Read More](#)



Launch a University of Louisville scholarship fund to increase diverse talent in the engineering field of study.

[Read More](#)

Become known as one of the best companies for multicultural women.

[Read More](#)



Honor the outstanding achievements of YMCA Black Achievers.

[Read More](#)



Help create an inclusive kitchen for a preschool for visually impaired students.

[Read More](#)



Empower up-and-coming female chefs through Monogram's partnership with the Lee Initiative.

[Read More](#)

Strengthen our commitment to inclusion and diversity in the workplace by hosting a Day of Understanding.

[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 safety and health
- ✓ Environmental impact

Our Goals & Our 2021 Progress

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

10,312

hours of annual EHS training

14%

increase in hours worked

11%

reduction of the recordable injury rate

12,409

hours of specialized, high-risk EHS training

7,394

hours of EHS training for new hires

12%

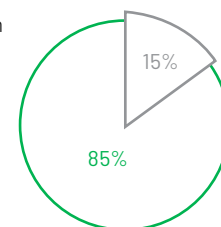
reduction in serious injury rate per 100 employees

Reduce our environmental impact throughout our business operations.

- ✓ Achieved 85% landfill diversion across all manufacturing sites, recycling over 134 million pounds of material, including more than 93 million pounds of metal and 20+ million pounds of cardboard.

GEA's Landfill Diversion vs. Disposal (2021)

■ Total Disposed
■ Total Diverted



See additional charts on the next page.



Citizenship in Action: Matt Potter

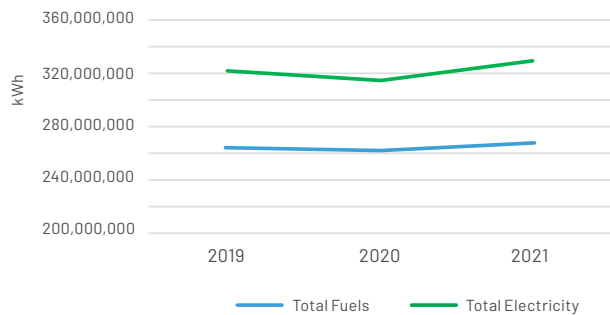
"At our Camden plant, we've worked with our suppliers to reduce excessive or unnecessary packaging and avoid using non-recyclable material where possible.. With our recycling partners, we've focused our efforts on segregating our waste streams to maximize recycling and increase overall plant landfill diversion."

- Matt Potter, Materials Manager at GEA's Camden, S.C. plant

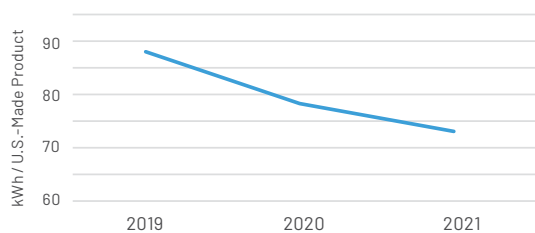
Operations Sustainability

These metrics show GEA's progress as production output increased by double digits from 2019 to 2021.

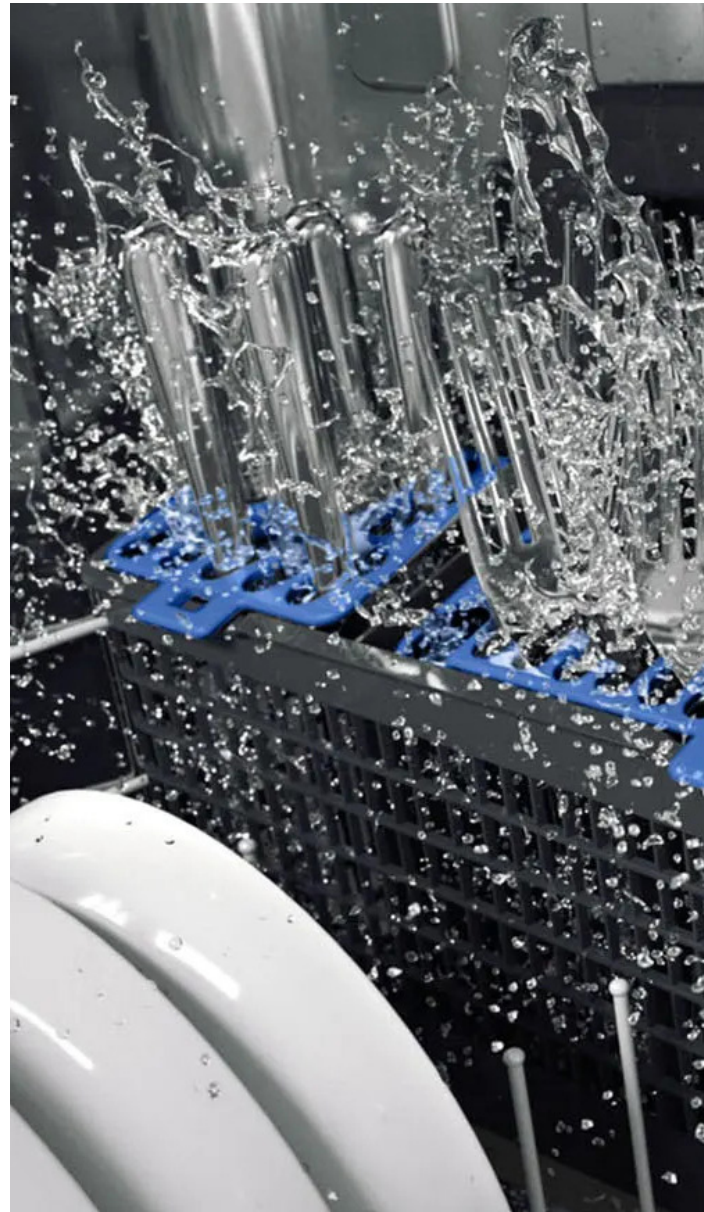
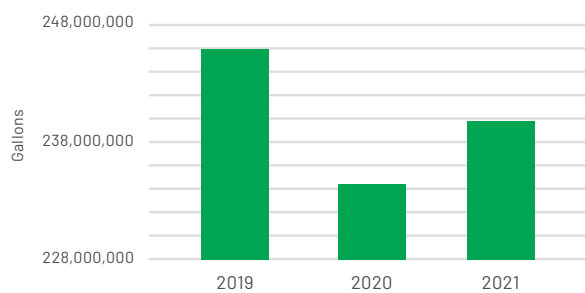
GE Appliances Total Energy Consumption 2019–2021



GE Appliances Manufacturing Energy Intensity 2019–2021



GE Appliances Total Water Withdrawal



Please see our [GRI Index](#) for more metrics and information relating to GEA's operations sustainability.

We came together to...



Make history through our partnership with Einride, which will bring the first fleet of autonomous, electric freight trucks to the U.S.

[Read More](#)



Power our Appliances Distribution Centers with electric forklifts, resulting in a total carbon savings of 6,500 metric tons of CO₂ equivalent.

[Read More](#)



Implement 11 sustainability features throughout our new Water Heater Manufacturing Center of Excellence in Camden, S.C.

Optimize material usage by incorporating scrap plastic regrind

in newly formed parts made at Appliance Park in Louisville, which is home to the largest injection molding facility in Kentucky.



Win an internationally recognized Ergo Cup Excellence Award when our team at Roper Corp. took workplace ergonomics innovation to the next level.

[Read More](#)



Rank among the top 20 of the Healthiest 100 Workplaces in America—for the fourth year in a row!

[Read More](#)

Transform our inbound transportation strategy with our Southern Logistics Center in Crandall, Georgia, resulting in a reduction of 3 million trucking miles.

[Read More](#)



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. We're putting power in our owners' hands by innovating to create more efficient products while delivering superior performance and an exceptional consumer experience.

Key Focus Areas

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

Our Goals & Our 2021 Progress

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

- ✓ Offered a large portfolio of more than 550 ENERGY STAR® certified appliances. To learn more, [click here](#).
- ✓ Introduced the most energy-efficient window air conditioning unit (AHTR10AC) in the industry, as well as the most energy-efficient 12,000 BTU window AC. These innovative products use adaptive air conditioner inverter technology to maximize energy efficiency.
- ✓ Transitioned all of our North America-produced refrigerators from R-134a to R-600a refrigerant, a reduction of over 460,000 CO₂ equivalent metric tons annually.

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

- ✓ Became the first appliance company to offer upgrades that create new modes of use through software enhancements, which give owners the ability to unlock newly created features that enhance performance and create efficiencies.
- ✓ Introduced the first-ever washer with built-in voice assistant to simplify the laundry chore.
- ✓ Introduced the first in-oven camera, the CookCam™, which lets the owner keep an eye on their dish without opening the oven door, which slows down the cooking process and releases valuable heat.
- ✓ Introduced the UltraFresh System™ Dishwasher with Microban® Antimicrobial Technology. Microban® Antimicrobial Technology is built into the high-contact touchpoints, which helps prevent 99% of bacteria on treated surfaces for the lifetime of the dishwasher. Additionally, this GE Profile™ dishwasher features a first-of-its-kind UltraFresh System™ for dishwashers that helps to stop the causes of odor by pulling in fresh air and water in between cycles when it detects the dishwasher needs a refresh.



Citizenship in Action: David Wilson

"It's amazing how vital laundry is to the care of animals. It was an honor to outfit the San Diego Zoo and Safari Park with over 30 washers and dryers from GEA's new commercial line of machines. This effort will help care for and clean the habitats of 12,000 rare and endangered animals, bringing us one step closer to creating a world where all life can thrive."

- David Wilson, Senior Commercial Director

> [Learn how](#) GEA helped bring laundry services on site to help care for the 950 species that call the San Diego Zoo and Safari Park home.

We came together to...



Embark on a multi-year partnership with Google to develop the next generation of smart appliances and innovative technologies.

[Read More](#)

Support research on economically-feasible energy conversion systems



that minimize environmental impact through our partnership with the University of Maryland's Center for Environmental Energy Engineering ([CEEE](#)).

Take the stress out of the most high-pressure meal of the year with GE Profile's™ first-of-its-kind Turkey Mode.

[Read More](#)



Introduce our CoCREATE concept in Stamford to bring small appliances manufacturing back to Connecticut and create an environment where ideas and innovation can thrive.

[Read More](#)

Sponsor a team of University of Louisville students to design and build

a 1,000-square-foot, fully functional, solar-powered home for the Solar Decathlon Middle East competition in Dubai.

[Read More](#)



Make healthy living easier and more luxurious by expanding our portfolio of Monogram® appliances to include expert baking, roasting and steam technology.

[Read More](#)



Create a new portfolio of commercial laundry appliances that brings the power of advanced technology solutions to business owners and property managers nationwide.

[Read More](#)

Upgrade more than 60 smart oven models

across Café™, GE Profile™ and Haier brands with new air fry technology.

Make air conditioning chassis installation 60% faster*

with the GE Zoneline® Ultimate V10™'s breakthrough innovation in VTAC technology.

[Read More](#)

*Compared to Friedrich Vert-I-Pak models or GEA AZ91 series models, including installing and building a platform.



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 owners.

Key Focus Areas

- ✓ Trusted concern reporting
- ✓ Responsible sourcing

Our Goals & Our 2021 Progress

Ensure an effective and well-resourced compliance program.

- ✓ Began internal review and assessment of GEA's Code of Conduct for a 2022 update.
- ✓ Strengthened employee accountability through increased, required 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 GEA's 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 GEA's auditing program for suppliers.



[Our Code, Our Promise](#) is the foundation for our longstanding commitments to these principles, which are reflected in our more than 100-year history.

By the Numbers

171

number of audits conducted with suppliers and action plans were developed for all suppliers that were out of compliance with GEA policies and/or procedures

2,817

GEA employees completed anti-bribery and anti-corruption training on topics central to how GE Appliances conducts business internally and externally



Citizenship in Action: Sierra Ashley

"At GEA, we're known for making innovative appliances that improve the lives of our owners. Yes, consumers want great products—but they also want to support companies where integrity matters. It's not just about what we do, it's about how we do it. From the choices we make to the products we build, we're committed to upholding a culture of compliance that's rooted in ethical decisions."

– Sierra Ashley, Director, Compliance & Integrity

We came together to...



Build a strong foundation for antitrust compliance with 1,904 GEA employees completing fair competition training.



Conduct Environmental, Health and Safety (EHS) and privacy audits, with reporting and management action plans currently underway.



3,583

GEA employees completed certified participation in the Risk Review.



Increase risk mitigation efforts with 779 GEA employees completing conflict of interest training.



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



Require a conflict of interest questionnaire

to be completed by all executive-level and sourcing employees.

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 GEA in 2021, which align with our Corporate Citizenship efforts.



2021 Great Place to Work Certification™

[Learn More](#)



Seramount's 2021 Best Companies for Multicultural Women

[Learn More](#)



IoT Breakthrough's 2021 "Smart Appliance Company of the Year" Award

[Learn More](#)



EPA's 2021 Responsible Appliance Disposal (RAD) Program Champion Award

[Learn More](#)



Achievers' 2021 50 Most Engaged Workplaces

[Learn More](#)



Partners in Performance Improvement & Government Innovation Award

[Learn More](#)



Metro United Way's 2021 Community Cornerstone Award

[Learn More](#)



Best Places to Work by Corporate Equality Index 2021

[Learn More](#)



Top 100 Internship Programs 2021

[Learn More](#)



GRI Index

About GE Appliances

We build the world's best appliances that are in half of all U.S. homes, and we contribute to local economies in every state. With our global headquarters located in Louisville, Kentucky, our 15,000 employees create, design, build, deliver and service the most trusted and innovative products that make life better for the owners, customers and communities we serve. At GE Appliances, we build 2,333 units per hour, deliver an appliance every 4.5 seconds and ship 28.1 million parts and accessories.

Resources

Follow Us on Social Media!

