

RESPECTFUL WORKPLACE POLICY



GE Vernova is committed to providing a safe, fair, and respectful work environment. GE Vernova prohibits discrimination or harassment against anyone based on 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.

The work environment includes all GE Vernova work sites as well as any setting where work-related business is being conducted, online and electronic interactions, GE Vernova -sponsored events, and activities on GE Vernova property.

WHAT TO KNOW

- GE Vernova does not tolerate any form of [Harassment](#), discrimination, or bullying.
- GE Vernova does not allow [Retaliation](#) against anyone for:
 - raising a good faith concern under this policy,
 - opposing this type of conduct in the workplace,
 - participating in any investigation (by GE Vernova or by a government agency) of this type of conduct, or
 - asserting their rights under this policy.
- GE Vernova is an equal opportunity employer and makes all employment decisions based on legitimate business considerations, such as experience, skills, education, performance, and the GE Vernova core values.
- GE Vernova protects its employees and members of its supply chain in accordance with the [GE Human Rights Policy](#).

HOW TO COMPLY

- Treat employees, applicants, customers, suppliers, contractors, anyone you interact with or anyone providing services to GE Vernova with fairness and respect.
- Create and foster a work environment free from discrimination, bullying and harassment.
- Do not refuse to work or cooperate with others because of protected characteristics.
- Never make an unwelcome sexual advance to anyone you interact with.
- Third parties such as customers, contractors, and suppliers who are present on GE Vernova property are expected to abide by this policy at all times and will be denied entry to GE Vernova sites should they fail to do so.

Related Policies, Procedures and Guidelines

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- If you believe you have experienced or observed bullying, consult the [GE Vernova Workplace Bullying Policy](#).
- If you plan to enter into a personal relationship with a colleague or employee of a GE Vernova supplier, customer or competitor, consult the [Guidance on Personal Relationships Impacting Work](#).
- To understand how we protect and support employees who are in the process of, or have completed the process of transitioning gender, consult the [Gender Transition Procedure](#).
- If you believe you, or someone you work with, may be the victim of [sexual harassment](#), consult the [Sexual Harassment FAQs](#) and raise a concern.
- Review the [Pay Transparency and Non-Discrimination Provision](#) for your rights related to inquiring about, discussing or disclosing your pay or that of your co-workers.

GET HELP

- Raise a concern right away if you believe you have witnessed or experienced any conduct that violates this policy. This applies to conduct by GE Vernova employees and others we do business or interact with. You can raise a concern through our [Open Reporting channels](#).
- If you need reasonable accommodations provided for pregnancy, disabilities or religious beliefs, contact your HR manager.
- In the U.S., the federal Equal Employment Opportunity Commission (EEOC) and other similar state agencies will accept and investigate charges of unlawful discrimination or harassment at no charge to the complaining party.
- Information may be found on the EEOC's website at www.eeoc.gov or the relevant state agency's website. [Click here](#) for additional state-specific resources.

PENALTIES FOR VIOLATION

Employees who violate this policy may be subject to disciplinary action, up to and including termination, and may be held personally liable for the behavior.

DEFINITIONS

- **Harassment** is unwanted verbal, physical, or visual conduct that is (i) based on a protected characteristic and (ii) creates an intimidating, offensive or hostile working environment, or unreasonably interferes with an employee's work performance.
 - Examples: epithets, derogatory comments or slurs based on protected characteristics, assault, derogatory posters, cartoons or emails based on protected characteristics, unwanted sexual advances, and offering employment benefits in exchange for sexual favors.

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- **Sexual harassment** is a type of harassment that includes unwanted conduct because of someone's sex or that is of a sexual nature when (i) submission to such conduct is made a term or condition of employment; or (ii) submission to, or rejection of, such conduct is used as a basis for employment decisions; or (iii) such conduct creates an intimidating, offensive or hostile work environment or unreasonably interferes with an employee's work performance.
 - Sexual harassment may include sexual advances, request for sexual favors, or visual, verbal or physical conduct.
- **Retaliation** involves engaging in any adverse action against an employee because they raised a concern, opposed inappropriate workplace conduct or participated in an investigation. The adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation. Such retaliation is unlawful under federal, state, and (where applicable) local law.