



Energizing sustainable change

Spotlight on Progress

Employees donated 320 million steps and raised 120,000 RMB in Beijing, China

Business need

Baker Hughes China's commitment to corporate citizenship shines through in our 2023 volunteer campaign. Five impactful volunteer events took place in 2023, with a special emphasis on our collaboration with Beijing Daxing Hope School.

Impact

One of the five events took place on World Earth Day, where Baker Hughes China launched the second "Walk for Love" online walk donation campaign, rallying employees to contribute steps towards building new toilets for the Beijing Daxing Hope School. The school serves migrant children in Beijing.

In 66 days, 907 employees from 17 teams spanning locations from China and Malaysia donated 320 million steps, covering 200,000 kilometers and successfully raising 120,000 RMB (~\$17,000 USD). The team recorded 6,200 volunteer hours, the highest number of hours logged globally for one campaign.

Project team

Baker Hughes China

Strategic outcome

YOY increase in employee volunteer hours

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Bringing DEI to the forefront with a dedicated week of events

Business need

Spending dedicated time to focus on DEI priorities gives employees the opportunity to drive an inclusive culture.

Impact

Employees in the Europe, North Sea and Caspian region highlighted our efforts as part of a dedicated Diversity, Equity and Inclusion (DEI) week. A series of virtual and in-person events were organized by volunteers throughout the region, including:

- A customer panel session featuring representatives from Equinor, Total Energies and Shell discussing how they are driving DEI in their own organizations
- In-region ERGs hosted several sessions focused on prominent issues including inclusive leadership, supplier diversity and mental health
- People leader training on supporting new parents returning to the workplace from The Parenting Tribe employee group

With over 900 virtual attendees participating in the opening event, the week promoted the region's initiatives, providing information on how to volunteer and creating thought-provoking conversations about the many aspects of DEI.

Project team

OFSE DEI Ambassadors

Strategic outcome

Achieve top quartile inclusion index rating annually

Supporting the UN's Sustainable Development Goals (SDGs)





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Spotlight on Progress

Building leadership capabilities inside our OFSE business

Business need

People leadership skills are a critical enabler of business success. Investing in the professional development of leadership skills equips people leaders to make better informed decisions.

Impact

Seeing the desire from employees to provide tailored leadership development, the OFSE talent team revitalized a leadership academy to build skills in leadership, financials, strategic thinking, emotional intelligence and project management.

In 2023, approximately 1,570 employees received over 45,000 hours of face-to-face training in seven different regions enabling critical skill development.

Project team

OFSE HR – Training and Competency team

Strategic outcome

Best-in-class talent management and acquisition best practices

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Connecting employees to benefits information online

Business need

We needed to provide our employees with readily available access to a centralized platform for streamlined benefits transactions and that ensures transparency, clarity and a user-friendly experience

Impact

We implemented our digital benefits platform for an additional 4,800 employees across seven countries (Hungary, Malaysia, UAE, Oman, Qatar, Kuwait and Bahrain). This was an expansion on our existing solutions in United States, Canada and the United Kingdom.

As a result, approximately 40% of our employees globally now have digitally-enabled benefits communication and delivery making it easier to access their benefits information on demand.

Project team

Total Rewards team

Strategic outcome

Best-in-class talent management and acquisition practices

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Launched CORE Strengths Sustainability learning path

Business need

Learning requires continuous effort and engagement. To fully embed sustainability, we needed a learning path to enable true development.

Impact

In October 2023, we launched the Sustainability learning path to give employees access to additional curated content to develop their sustainability capabilities. This learning path is based on a three-prong approach of employees learning, engaging and applying their knowledge through an activity of their choosing, such as leading a team discussion or delivering a project. When an employee successfully completes the learning path requirements, they are awarded a virtual badge that can be shared externally on LinkedIn in recognition of their effort.

This learning path content is continuously being refreshed and allows employees an opportunity for specially curated online learning sessions on sustainability, deep dives with sustainability experts on topics, discussion with peers and to apply what they learn.

Project team

Sustainability team and Enterprise Talent & Learning

Strategic outcome

Company-wide plan aimed at driving habits of sustainability

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 4.7: By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development



Energizing sustainable change

Spotlight on Progress

Deploying our Global Parental Leave policy

Business need

Working across several geographies requires us to take into consideration many aspects of our total reward strategies. Not all countries we operate in offer fully paid time off for new parents. Our commitment to offering inclusive time off policies led us to the decision to establish a global parental leave policy paid at full base pay regardless of gender identity in 2022.

Impact

We approved a minimum parental leave of 18 weeks for a primary parent and two weeks for a secondary parent at full base pay in all countries where we have employees in 2022. In 2023 we began the phased implementation of our Global Parental Leave policy and the systems to enable those policies. As of the end of 2023, we had completed implementation in 42 countries, providing new coverage to more than 50% of employees. These expanded global coverage and leave benefits improved protections and ease of utilization for our employees at a pivotal moment in their lives.

Project team

Total Rewards team

Strategic outcome

Increase women and people of color representation; retention parity of under-represented groups

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 3.1: By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births. In support of UN SDG target 5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.



Energizing sustainable change

Spotlight on Progress

Volunteers fundraise and donate desks and chairs for schools in Nigeria

Business need

During an outreach visit, a Baker Hughes team observed that pupils were sitting on the bare floor to learn in their classroom. Given the importance of conducive learning environments on good education and our belief to support communities, we took action.

Impact

The employee team organized a charity golf tournament with over 50 golfers from the Bonny Island neighborhood. Proceeds were used to purchase 100 classroom desks and chairs for two community elementary schools in Bonny Island, Nigeria. Exemplifying care, we also prioritize the health and well-being of our people in the communities where we live and operate.

Project team

Baker Hughes Foundation and employee volunteers

Strategic outcome

YOY increase in employee volunteer hours

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 4.a: Build and upgrade education facilities that are child, disability and gender-sensitive and provide safe, non-violent, inclusive and effective learning environments for all.



Energizing sustainable change

Spotlight on Progress

Donations to employee-nominated charities

Business need

We engage employees to help identify the causes most impactful to their local communities.

Impact

The Baker Hughes Foundation teamed up with our eight ERGs again to identify which nonprofit organizations (NPOs) would be the recipients of \$750,000. While this is the third consecutive year the ERGs have nominated NPOs, this year represents a ~275% increase in the amount that was given to nominated charities.

ERGs have built strong partnerships with many nonprofits across the globe to drive social change for some of the world's toughest challenges. Collectively, these grants will support an array of causes in North America, Europe, Asia-Pacific, Middle East, United Kingdom and sub-Saharan Africa.

ERGs are one of the many ways we are able to cultivate an inclusive culture and address the diverse needs within communities. [Read more here.](#)

Project team

Baker Hughes Foundation

Strategic outcome

Invest to support global communities

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Empowering employees to grow their careers

Business need

We want to help employees take ownership of their own career development.

Impact

Identifying the need to help employees take ownership of their career development while giving them the tools to achieve their unique career goals, the talent leaders in the OFSE business developed a framework that empowers employees to focus on growing their careers through five critical steps. Throughout the year, employees can participate in information sessions about career development, learn about resources for career paths and leverage additional resources discussed in connection to the framework.

Started in 2019 in the OFSE business, this career development framework has since been leveraged across multiple functions and teams within Baker Hughes.

Project team

OFSE HR – Talent Management team

Strategic outcome

Best-in-class talent management and acquisition best practices

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Engaging employees through sustainability speaker series

Business need

We utilize our existing stakeholder partnerships to bring relevant insights directly to employees. By doing so, employees can identify ways to make an impact in their roles.

Impact

The Let's Talk Sustainability speaker series provides insights and enhances knowledge sharing by presenting a diverse offering of content from internal and external subject matter experts.

Of the four sessions hosted in 2023, three were with external speakers and had employees from all over the world joining these sessions. Our customers, partners and other stakeholders covered key topics affecting Baker Hughes including Just Transition, carbon border adjustment mechanisms and more.

The series presents an opportunity for employees to engage with global thought leaders and gain valuable insights into current sustainability topics, issues and trends shaping the future of energy.

Project team

Sustainability team

Strategic outcome

Company-wide plan aimed at driving habits of sustainability

Supporting the UN's Sustainable Development Goals (SDGs)

Not Applicable



Energizing sustainable change

Spotlight on Progress

Expanding our Supplier Diversity Champions base

Business need

We promote and encourage the utilization of qualified diverse suppliers and small businesses. This increases competition in the supplier base and ultimately enables innovation and competitive advantage.

Impact

Our Supplier Diversity Program hosted three Supplier Diversity Days to spread awareness, engage with employees and educate them on the steps we have embedded within our supply chain process to identify the use of diverse suppliers and small businesses.

This knowledge empowers employees to be champions for our Supplier Diversity Program and promote utilization of these suppliers. These champions often participate at supplier diversity events that enable us to further expand our diverse supplier partners, act as key information partners and promote our culture of inclusion.

Project team

Supplier Diversity Team

Strategic outcome

Track spend with diverse suppliers

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Grants to support supplier diversity around the world

Business need

We are committed to becoming an industry leader with a diverse and inclusive supply chain that creates value for our customers and is reflective of the communities in which we operate. Ensuring a diverse supply chain results in more resilient communities and stronger business solutions.

Impact

In partnership with the Baker Hughes Foundation, we announced two grants focused on supplier diversity: a \$75,000 grant to Houston Minority Supplier Development Council (HMSDC) and a \$100,000 grant to WEConnect International.

The HMSDC grant will support the implementation of a training program to help entrepreneurs in the Houston area build the skills necessary to grow their business so companies like Baker Hughes are aware of them and use them as suppliers.

WEConnect International is a global network that connects women-owned businesses to companies like Baker Hughes and other qualified buyers around the world. The grant will help them expand their reach and grow their network of women-owned businesses.

Project team

Baker Hughes Enterprise Excellence Team and Baker Hughes Foundation

Strategic outcome

Track spend with diverse suppliers; track spend to support global communities

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Hiring in an inclusive way

Business need

In 2019 the IET Talent Acquisition team identified a gap that neurodiverse talent had unmet needs in the hiring process while roles were going unfilled.

Impact

In partnership with Potentia (in North America) and Specialisterne (in Italy), we launched an autistic designed and led program, intentionally focused on hiring neurodiverse talent using a strengths-based approach. The program has expanded globally with the central goal of hiring neurodiverse talent and providing holistic support across those teams. In 2023, we have trained hiring managers on best practices to be more inclusive and effective at hiring neurodiverse individuals. In addition, in North America, we developed guidelines that support hiring managers, buddies, mentors and extended teams in the hiring process, while supporting new team members for a strong onboarding experience. In Italy, we have successfully placed the first employee with Down syndrome into a program cohort. These efforts show that, by leading with a strengths-based approach and the right support, we enable critical business roles to be filled with skilled and diverse talent of all neurotypes.

Project team

IET Talent Acquisition Team

Strategic outcome

Best-in-class talent management and acquisition best practices

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



Energizing sustainable change

Spotlight on Progress

Developing the skills to lead inclusively

Business need

Giving employees the skills to lead inclusively requires continuous, active learning at all levels of the organization.

Impact

In partnership with our Learning and Development team, the Diversity, Equity, and Inclusion (DEI) team launched three new courses on Leading Inclusively, Cultural Intelligence and Unconscious Bias. They conducted 32 sessions globally to equip employees with the tools that are essential for an inclusive culture. Inclusive leadership shapes the employee experience and workplace culture, creates spaces where employees can bring their authentic selves to work, encourages voicing opinions, invites different perspectives and supports well-being.

Project team

DEI and Learning and Development Teams

Strategic outcome

Achieve top quartile inclusion index rating annually

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Improving our candidate experience in India

Business need

Attracting diverse digital expertise in India was an important differentiator against a competitive landscape.

Impact

In India, we hosted a session for 15 women candidates alongside eight women leaders and senior engineers of Baker Hughes. This session focused on helping the candidates network with each other and the women leaders at Baker Hughes, while getting to know the Company.

As a result of the engagement and best practices, we saw significant improvement in the candidate experience and a higher offer acceptance rate.

Project team

Baker Hughes Talent Acquisition Team

Strategic outcome

Increase women and people of color representation

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



Energizing sustainable change

Spotlight on Progress

Introducing The Parenting Tribe, a new employee group

Business need

Working parents face unique situations while trying to navigate work-life balance, mental well-being and other challenges. Employee communities bring together colleagues to share information, ideas and experiences while providing a sense of connection and community.

Impact

In 2023, we launched The Parenting Tribe, a community of working parents who want to support each other. The group hosts monthly sessions, allowing members to engage on parent-related topics and share local resources.

The mission of The Parenting Tribe is to ensure no parent feels alone as they navigate work-life balance within Baker Hughes. These employee groups further our commitment to an inclusive workplace and ensure all employees have a community.

Project team

The Parenting Tribe – Employee community of interest

Strategic outcome

Achieve top quartile inclusion index rating annually

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Investing in a new training facility in Italy

Business need

We aim to provide a top-tier learning experience that is sustainable, accessible and inclusive to all internal and external stakeholders participating in our learning programs.

Impact

We invested in the latest equipment and tools aligned with our strategic focus on emerging technologies, sustainability and inclusion. Our new training facility is nearly 100% self-sustaining from an energy perspective, leveraging photovoltaic panels, heat pumps and smart lighting systems. Through a "Design for All" approach, we collaborated with four associations representing diverse abilities ensuring an accessible and inclusive campus, implementing gender-neutral restrooms to high-contrast signage and tactile pavements.

The facility will house an All-Inclusive Room designed to provide an immersive DEI experience across multiple dimensions. Our goals are to:

- Provide 850+ field service engineers (FSEs) with career paths, thus enhancing talent attraction and retention.
- Expand training to include scenario planning and project management and other soft skills.
- Extend structured technical training to other roles (project managers, sales and commercial operations) as they serve new energy transition technologies.

Project team

IET Gas Technology Services

Strategic outcome

Best-in-class talent management and acquisition best practices; achieve top quartile inclusion index rating annually

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Funding one million trees to be planted in support of global reforestation

Business need

We partner with non-profits to advance environmental quality outcomes, such as supporting global reforestation and promoting biodiversity efforts globally.

Impact

By issuing our third grant to One Tree Planted, it enabled the non-profit organization to achieve a total of one million trees planted across 17 countries from the Foundation's contributions. In 2021, the grant helped plant 268,000 trees; in 2022, 350,000 trees were planted.

The 2023 award will promote global reforestation efforts, in the amount of 382,000 trees, in several areas where Baker Hughes conducts business: the Andes region of South America, British Columbia in Canada, China, France, Germany, Scotland, Texas in United States and Italy. [Read more here.](#)

Project team

Baker Hughes Foundation

Strategic outcome

Invest to support global communities

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Turning plastic waste into funding for cancer patients in Ciudad del Carmen, Mexico

Business need

Local employees organized a local beach cleanup, where volunteers prevented debris from reaching oceans and aquatic ecosystems.

Impact

The volunteering activity was part of an initiative organized by our Talent Acquisition team with 59 students from local universities. An additional 22 Baker Hughes interns volunteered for this initiative, mobilizing a total of 78 people for this cleanup. They collected 32 kilos of waste from a local beach and separated the plastic to be donated to a local organization, Fundación AYABS, who then sells the plastics and donate the proceeds to their Cancer Patients Fund.

This event not only helped clean up a local beach but transformed the waste into support for childhood cancer research.

Project team

Baker Hughes volunteers

Strategic outcome

YOY increase in employee volunteer hours

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Recruiting women in engineering

Business need

We needed to identify key skills to fill hiring plans while encouraging more diversity in a predominately male field.

Impact

The Baker Hughes Talent Acquisition team held women-only hiring campaigns for mechanical design engineers in India and field engineers in the United States. These hiring events enabled us to target specialized skill sets and focus on increasing women representation, one of our strategic outcomes. At our women-only candidate events, candidates could learn more about Baker Hughes as a company and our career opportunities. These events showcased our focus on diversity, inclusion and equity in our opportunities.

As a result of these campaigns, five women mechanical design engineers were hired in India and 21 women field engineers in the United States were made offers with a 75% acceptance rate.

Project team

Baker Hughes Talent Acquisition Team

Strategic outcome

Increase women representation; best-in-class talent management and acquisition best practices

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Removing talent mobility barriers

Business need

We needed to fill open roles and create opportunities that promote career development opportunities for employees.

Impact

To address and fill changing roles in our Oilfield Service and Equipment and Industrial Energy Technology segments, the talent leaders identified an opportunity to better align the open roles and employees that could benefit from a rotation.

In 2023, both OFSE and IET began a talent exchange council to share information about development opportunities and available or potential open roles. By intentionally matching this information, it encouraged cross-business and cross-functional moves, promoting internal talent sharing and removing barriers for internal role mobility.

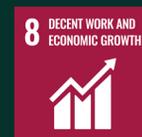
Project team

OFSE and IET HR – Talent Management Teams

Strategic outcome

Best-in-class talent management and acquisition best practices

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Accelerating change – 2023 Earth Day Challenge

Business need

Our annual Earth Day Challenge demonstrates how we can collectively have a large impact on the planet, no matter how small our individual or team’s actions are.

Impact

With over 80+ submitted Earth Day events, more than 1,000+ employees from around the globe came together to celebrate Earth Day throughout the month of April showing how Baker Hughes employees and teams are being sustainable. The 2023 annual event proved to be the biggest sustainability-focused event yet bringing together participation from all eight employee resource groups.

In recognition of their commitment to operating sustainably and for exemplifying our Company values, employees were awarded volunteer recognition grants by the Baker Hughes Foundation, which they can use to donate to an eligible charity of their choice.

Project team

Renew Community of Interest

Strategic outcome

Company-wide plan aimed at driving habits of sustainability

Supporting the UN’s Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Baker Hughes proudly joins the Tent Coalition for Refugees

Business need

We seek to attract prospective talent from diverse backgrounds based on our differentiating capabilities for a competitive talent advantage.

Impact

Baker Hughes became a formal member of the Tent Partnership for Refugees (“Tent”) in September 2023.

Tent is a non-profit organization that mobilizes businesses to connect refugees to work through hiring, training and mentorship. The coalition is made up of more than 350 companies committed to integrating and supporting refugees. Our membership marks our commitment to inclusive employment practices and aligns closely with our core values.

As part of our refugee hiring program, we have placed several talented individuals in roles across our organization in the United States and Canada in 2023. Because of Tent’s international reach we have been able to further our refugee hiring strategy and are committed to expanding the program to other countries.

Project team

North America Talent Acquisition Team

Strategic outcome

Retention parity across underrepresented groups;
Best-in-class talent management and acquisition

Supporting the UN’s Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Investing ~\$50 million in Unity Bank, Texas' sole Black-owned banking institution

Business need

We aim to enable and support diverse suppliers through purchases and community support.

Impact

In 2023, Baker Hughes announced an approximately \$50 million investment in support of Minority Depository Institutions to help promote the growth of Black-, Hispanic- and Latino-owned small businesses.

With our corporate headquarters in Houston, Texas, we are proud to support Unity National Bank of Houston, the only Black-owned banking institution in Texas as part of our commitment to increase supplier diversity and create lasting and sustainable change. This investment will enable Unity Bank to increase its offerings and drive meaningful impact within the communities it serves. [Read more here.](#)

Project team

Diversity, Equity and Inclusion (DEI), Treasury and Supplier Diversity Teams

Strategic outcome

Track spend with diverse suppliers

Supporting the UN's Sustainable Development Goals (SDGs)



Energizing sustainable change

Spotlight on Progress

Biodiversity risk assessments

Business need

We have an obligation to limit the impact that our operations have on the wildlife and biodiversity around them. To accomplish this, we require assessments of all of our sites and processes to limit exposure to at-risk sites

Impact

In 2023, we started developing a comprehensive risk assessment program based on our current annual biodiversity survey. It will serve as the backbone for measuring the level of biodiversity and environmental risk at each of our locations. Laying the groundwork and defining these reporting parameters prepares the sites with the knowledge to assess and understand the requirements for upcoming biodiversity regulations accurately.

Project team

Health, Safety and Environment teams

Strategic outcome

Assess 100% of sites for biodiversity risk by 2030 and implement risk management programs for high-risk sites

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 15.4



Spotlight on Progress



Blue Marlin ‘rides the waves’ in Brazil

Business need

Dynamic positioning is a method by which a vessel remains stationary in the ocean without physically attaching itself to the oil rig or dropping anchor. Although this method provides more flexibility and efficiency in operations, it burns more fuel.

In our Pressure Pumping business, there is a high reliance on diesel to fuel the marine vessels utilized for operations. This high reliance on diesel heightened the need to improve the efficiency of our fuel usage related to marine vessels. Combined, our marine vessels produced ~26,275 MT CO₂e in 2023.

Impact

In Brazil, our assembly, maintenance and overhaul team led a project to decrease our emissions on our Blue Marlin vessel utilizing variable frequency. Variable frequency is a new technology designed to maximize fuel efficiency during dynamic position operations by rotating the propeller at a slower, variable rate, thereby burning less fuel.

The upgrade provided significant fuel savings and emissions reduction, leading to an approximately 30% reduction in fuel consumption and approximately 14% emissions reduction when the vessel was stationary to the rig.

Project team

Carbon Out – OFSE

Strategic outcome

Reduce scope 1 and 2 greenhouse gas emissions by 50% by 2030

Supporting the UN’s Sustainable Development Goals (SDGs)



In support of UN SDG **target 9.4**: upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies. Through our Carbon Out program, we have implemented new technology designed to maximize the fuel efficiency during vessel dynamic position operations.

Energizing sustainable change

Spotlight on Progress

Circularity through additive manufacturing

Business need

At Baker Hughes, contributing to a circular economy means producing in a sustainable way from the early stages of product development through project completion or material disposal. We identified that many older or obsolete parts could have their service life extended or features enhanced through additive manufacturing. We evaluate environmental requirements in our additive products and processes and eco-design principles are applied from the beginning of development through a comprehensive approach to predict lifecycle impact.

Impact

We utilize additive manufacturing to reduce material consumption and shipping distances, improving the overall efficiency of production and the supply-chain process. Moreover, additive manufacturing gives us the possibility to extend the life of obsolete products and even to upgrade old products' features. A case study performed on a first stage gas turbine nozzle resulted in a ~26% reduction of energy consumption and a ~42% reduction in raw materials. This not only resulted in a decrease of waste to landfill, but it also improved efficiency and reduced scope 3 category 5 waste generated in operations.

Project team

Additive Manufacturing team

Strategic outcome

Reduce waste to landfill by 2030

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 12.5: By 2023, substantially reduce waste generation through prevention, reduction, recycling and reuse. We are committed to reducing our volume of waste, by using resources wisely, increasing the recycling of materials within our business and reducing waste going to landfills.



Spotlight on Progress

Diesel fuel transformation to electrical grid – Saudi Arabia



Business need

A Baker Hughes manufacturing facility in Dammam, Saudi Arabia was utilizing three diesel-powered generators to power site operations.

Impact

A new high voltage electrical system was installed at our Dammam site in Saudi Arabia and connected to the electrical grid. The facility required a power supply of approximately 3,300 MWhs, which were previously provided by generators consuming approximately 365,000 gallons of diesel fuel.

Since making the switch, this power is now supplied by the electrical grid providing a significant emissions reduction for the facility as well as operational cost savings.

Project team

Carbon Out- OFSE

Strategic outcome

Reduce scope 1 and 2 greenhouse gas emissions by 50% by 2030

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 13.2: Integrate climate change measures into policy and planning, we have implemented projects at various sites through our Carbon Out program, thereby improving our energy efficiency and reducing our emissions.

Spotlight on Progress

Providing an employee shuttle service in Italy

Business need

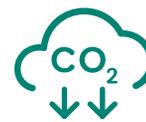
Italy is home to one of our largest centers of operations globally. Approximately 6,000 of our employees commute regularly between our sites in Avenza, Massa and Florence in Tuscany.

The round-trip distance of these commutes is approximately 150 miles, an emissions impact that compounds significantly when multiplied by the large employee base.

Impact

In September 2023, we began operating a shuttle service for our employees with professional drivers to transport employees more efficiently at these locations. The shuttle operates three times per day Monday through Thursday and twice on Friday.

Since the inception, there have been 1,000+ reservations made in the first 90+ days of operation. This service furthers our emissions reduction goals by consolidating emissions produced by daily commutes and elevates employee well-being by providing an efficient and comfortable option to safely return home from work each day.



ALL IN.
CARBON OUT.

Project team

Carbon Out - IET

Strategic outcome

Reduce scope 1 and 2 greenhouse gas emissions by 50% by 2030

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 13.2: Integrate climate change measures into policy and planning, we have implemented projects at various sites through our Carbon Out program, thereby improving our energy efficiency and reducing our emissions.

Spotlight on Progress

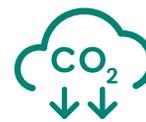
Energy conservation at United Arab Emirates (UAE) facilities

Business need

Training our employees in the processes of emission reduction is a huge part of our Carbon Out program. Our UAE HSE team and the real estate facilities team actively conducted Carbon Out training for UAE HSE and facility team members, empowering them to identify opportunities to eliminate energy waste.

Impact

One opportunity identified through this training was emissions reductions through minimization of compressed air leaks. A team in Dubai implemented a system to detect compressed air leaks and optimize compressors, reducing energy consumption. The knowledge and best practices have been shared across the region to further expand our energy reduction efforts.



ALL IN.
CARBON OUT.

Project team

Carbon Out – OFSE

Strategic outcome

Reduce scope 1 and 2 greenhouse gas emissions by 50% by 2030

Supporting the UN's Sustainable Development Goals (SDGs)



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Spotlight on Progress

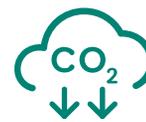
Partnering for a renewable future with Shell Energy Italia

Business need

In 2023, we continued our transition away from grid electricity powered by fossil fuels to renewable and non-emissive energy, where possible. We work across all regions, prioritizing sites based on the impact of renewable sourcing and the cost-effectiveness of the projects that are part of our 2030 roadmap.

Impact

In September 2023, Baker Hughes announced a new agreement with Shell Energy Italia – an eight-year power purchase agreement to supply seven of Baker Hughes’ Italian facilities with renewable energy. This energy is sourced from Shell’s solar photovoltaic farm currently under construction in the Apulia region in southern Italy.



ALL IN.
CARBON OUT.

Project team

Carbon Out – IET

Strategic outcome

Reduce scope 1 and 2 greenhouse gas emissions by 50% by 2030

Supporting the UN’s Sustainable Development Goals (SDGs)



In support of UN SDG target 13.2: Integrate climate change measures into policy and planning, we have implemented projects at various sites through our Carbon Out program, thereby improving our energy efficiency and reducing our emissions.

Energizing sustainable change

Spotlight on Progress

Reducing spills at our sites

Business need

There is a need to reduce the number and volume of spills at our sites and operations to protect the health and safety of our employees, communities and the environment through routine inspections and maintenance.

Impact

In 2023, we inspected ~98% of the tanks at our sites and took action to repair all deficiencies found. We also performed preventative maintenance where necessary. These routine inspections serve a vital role as they protect our employees, sites and communities from possible water contamination and the release of hazardous substances. Through diligence in our commitment to inspect and repair tanks, we have seen a reduction in significant spills of 35.3% from 2022.

Project team

Health, Safety and Environment teams

Strategic outcome

Reducing spills at our sites by 2035

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 6.3: By 2023, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. Through our tank inspections and spill prevention and reporting processes we aim improve water quality and reduce pollution.

Spotlight on Progress

Reduction of Natural Gas for Heating – Argentina



Business need

A Baker Hughes site at Comodoro Rivadavia in Argentina was using high volumes of natural gas to heat the facility due to the poor state of the facility roof, liners and doors.

Impact

The OFSE assembly, maintenance and overhaul field activity team collaborated across their facility to implement projects to increase energy efficiency and reduce emissions. The team worked to repair the roof, liners and doors to better insulate the building and improve the overall facility.

As a result of this, natural gas consumption for the site was reduced by ~27% and emissions were reduced by ~28%.

Project team

Carbon Out – OFSE

Strategic outcome

Reduce scope 1 and 2 greenhouse gas emissions by 50% by 2030

Supporting the UN's Sustainable Development Goals (SDGs)



In support of UN SDG target 13.2: Integrate climate change measures into policy and planning, we have implemented projects at various sites through our Carbon Out program, thereby improving our energy efficiency and reducing our emissions.



Energizing sustainable change

Spotlight on Progress

Cybersecurity awareness campaigns

Business need

We need to have cyber-conscious employees to make our organization more secure and protect us from cyber attacks.

Impact

The Cyber Security Awareness Champions Program is a group of coworker ambassadors dedicated to bringing valuable information, knowledge and tips to their respective departments to ensure our organization is cyber secure. This program is centered around the organization's awareness theme of: Know. Do. Share. These ambassadors share best practices throughout the organization to help ensure that our employees know how to spot cybersecurity risks and the best ways to protect themselves.

Project team

Cybersecurity

Strategic outcome

Not applicable

Supporting the UN's Sustainable Development Goals (SDGs)

Not applicable



Energizing sustainable change

Spotlight on Progress

Indoor drone technology

Business need

The Enterprise Security team seeks to align with Baker Hughes' sustainability goals by utilizing innovative, cost-effective solutions that decrease carbon emissions while improving efficiencies.

Impact

One area currently being assessed and trialed is the use of indoor drone technology inside some of our sites. Drone technology, which harnesses the power of robotics paired with artificial intelligence, will be utilized for intelligent monitoring of smart buildings while providing near real-time insight into security and emergency situations for improved management, control, accurate intelligence gathering, comprehensive situational awareness and more informed decision making. Subject to the trial's success, we intend to deploy additional drone technology to some of our mission-critical and higher-risk locations to protect our people.

Project team

Enterprise Security

Strategic outcome

All Perfect HSE Days

Supporting the UN's Sustainable Development Goals (SDGs)

Not applicable

Energizing sustainable change

Spotlight on Progress

Responsibilities of Baker Hughes Suppliers

Business need

Our Supplier Social Responsibility Program (SSRP) helps us monitor our supply chain and address concerns in a timely manner. Ensuring integrity within our supply chain helps our business maintain a high level of accountability for our stakeholders. Governments across the world are beginning to implement new policies requiring companies to identify, prevent and address the adverse impacts of their activities on human rights, the environment and good governance throughout their supply chains. These types of policies aim to promote responsible business conduct and contribute to sustainable development goals.



Impact

As a part of the SSRP, all new direct material suppliers are screened and assessed for social risks. Suppliers flagged as “high-risk” are further audited. If we find a supplier in violation of the responsibilities outlined in the Baker Hughes [Supplier Integrity Guide](#), we suspend business relationships with the supplier immediately. As of December 31, 2023, we achieved our goal to have a 90.0% of SSRP audit red-flag findings closed within 90 days.

It is our goal to do business in the communities where we operate. Our local spend is the procurement dollar amount spent with suppliers local to the operation. During the calendar year, our annual local spend with Tier 1 suppliers was steady at 80.0%.

As a major equipment manufacturer and service provider, we continue to raise the bar of our industry & supply chain through our policies and programs. Our [Supplier Integrity Guide](#) governs key aspects of our relationships with suppliers, contractors, consortium partners and consultants.

Project team

Supplier Social Responsibility team

Strategic outcomes

-Active suppliers assessed for environmental criteria every three years.

-90% of Supplier Social Responsibility audit red-flag findings closed within 90 days

-90% completion rate for SSRP planned audits

-80% suppliers agreeing to BH Integrity Guide by 2030

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Supply chain and human rights

Business need

Several jurisdictions increased mandatory reporting requirements for human rights due diligence. Within our Supplier Social Responsibility Program (SSRP), we took steps to further clarify our human rights expectations for our direct suppliers in the Supplier Integrity Guide and enhanced our own due diligence assessments to further explore specific human rights risks.

Impact

In 2023, we continued to enhance our human rights program governance with the identification of a human rights program lead and a multifunctional human rights working group to guide the operationalization of our human rights program. We further developed processes for recording and monitoring the resolution of human rights grievances.

We provided our direct suppliers training on human rights issues and the process of conducting due diligence within their own supply chains. We also engaged with the [Responsible Minerals Initiative](#) to address the potential for systemic human rights issues further up the supply chain.

Project team

SSRP team
Legal team

Strategic outcome

- 100% of targeted personnel trained annually on human rights policies and procedures
- Specialized human rights training completed for >80% SSRP auditors and sourcing by 2025
- Process to record track and monitor human rights grievances in place in Q1 2024

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Supporting workers' health

Business need

We need to ensure our employees have mental health and well-being resources to keep them healthy and happy.

Impact

The Living Well program, aligned with our value of care, focuses on mental wellbeing. We believe that prioritizing our physical and mental well-being empowers us to be our best at work and at home. We understand that managing well-being is a personal process, so we aim to connect our employees with the resources they need, when they need them.

To support our employees' well-being, we offer employees free access to a limited number of premium subscriptions for Headspace, a wellbeing app, which is available in many languages for our workforce across the globe. Headspace provides access to content on stress management, sleep, focus, music, guided meditation, "wake up" videos and short workouts. It also has child-friendly content available to the children of our employees. A workforce with a strong well-being provides more stability for our Company and our customers.

Project team

Global Health and Wellbeing

Strategic outcome

All Perfect HSE Days

Supporting the UN's Sustainable Development Goals (SDGs)





Energizing sustainable change

Spotlight on Progress

Upholding the highest HSE standards

Business need

We must continuously maintain a safe working environment for our employees and our customers.

Impact

Our HSE training helps to educate and maintain our employees' knowledge of safe working practices and procedures, increase awareness of risks and lower our incident rate. Measuring and analyzing impacts that reduce our perfect days enables us to reflect and improve.

We are committed to acting responsibly and promoting a healthy, secure and respectful environment for our people, customers, partners and communities in which we operate. Our HSE Management System is an enterprise-wide framework that drives continuous improvement in our performance and legal compliance across our operations globally. It includes more than 50 global operational control procedures that detail minimum requirements for managing HSE risk in our operations, which apply to all our employees, sites and operations globally, including contractors and third parties working on behalf of Baker Hughes. These policies and procedures conform to recognized ISO requirements.

Project team

Health, Safety and Environment teams

Strategic outcome

All Perfect HSE Days

Supporting the UN's Sustainable Development Goals (SDGs)

