

Principles

Our Principles strategy

Our governance initiatives, programs, and policies drive a culture of integrity and transparency, ensuring that we do the right thing, beyond compliance.

We aim to take energy forward responsibly—with integrity and transparency.

OUR GOALS	HOW WE WILL DELIVER SUCCESS	HOW WE WILL MEASURE SUCCESS
Principles 1. Drive a culture of transparency and integrity - doing the right thing beyond compliance	<ul style="list-style-type: none"> Champion compliance and ethics Ensure sustainable governance 	<ul style="list-style-type: none"> 100% of targeted personnel training 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 Q1 2024 100% completion of annual Board training and select executive staff for ESG-related topics Align annual executive compensation to ESG outcomes by 2025 100% of employees including governance body members completed Code of Conduct training annually by 2024
	<ul style="list-style-type: none"> Uphold the highest health, safety, and environment standards Strive for principled, diverse, and inclusive supply chains 	<ul style="list-style-type: none"> Total Recordable Incident Rate <0.3 All Perfect HSE Days Active suppliers assessed for environmental criteria every three years 90% of SSRP audit red-flag findings closed within 90 days 90% completion rate for SSRP planned audits 80% of suppliers agreeing to BH Integrity Guide by 2030

What's New for 2023

- We established the global FRAME (Fit for Remote Assignment Medical Exam) and Malaria Prevention Program, which are designed to reduce risk by keeping our employees healthy and able to deliver our services and products for our customers.
- Our Supplier Social Responsibility Program exceeded 90% of our goal for completed planned audits.
- We enhanced existing processes for recording and monitoring the resolution of human rights grievances.

HSE Performance Snapshot

We saw progress on HSE engagement and training:

- Average hours of HSE training for employees increased by 16.2% YOY (5.3 to 6.2)
- Number of leadership engagements increased by 9.5% YOY (64,550 to 70,667)
- Number of sites certified to ISO 45001:2018 increased by four year-over-year (61 to 65)

Three of our HSE safety metrics varied modestly YOY due to increased operational activity for our customers:

- Total recordable incident rate increased slightly from 0.22 to 0.28—but still below our strategic threshold of 0.30
- Number of Perfect HSE days decreased by 18 YOY (217 to 199)
- Total Recordable Illnesses increased by 11 YOY (5 to 16)

Data at a glance

Achieved

199

Perfect HSE Days and over 1.4 million safety observations completed

641,248

HSE trainings completed by employees leveraging a total 230 course offerings.

97.5%

of entire employee population completed our annual Code of Conduct training



Our HSE Management System

Our HSE Management System is an enterprise-wide framework that drives continuous improvement in performance and compliance across our operations.

We take a multi-tiered approach that enables leadership at various levels to create localized and relevant procedures. This approach allows for more detailed task-level standards and compliance with applicable obligations, including regulatory and customer requirements. All employees, including directly supervised contractors, are covered by the Management System.

The management system is formally reviewed annually to identify any changes or improvements from relevant stakeholder groups, such as regulators, industry, public and business operations. Identified improvements are adopted and revisions are published and communicated to the organization. Employees are encouraged to provide feedback and request revisions or clarification at any time. If changes are made to documents, we follow a revision publication process and communicate the changes to employees.

87

sites were certified to **ISO 14001**, the international standard for environmental management systems

65

sites were certified to **ISO 45001**, the international standards for occupational health and safety management systems

238

sites were certified to **ISO 9001**, the international standard for quality management systems

1

site certified to **ISO 50001** standard, the international standard for Energy Management Systems in support of our energy-efficiency goals.

Our human rights pledge

A human rights program lead was appointed in 2023, adding leadership to our human rights governance. To aid in the operationalization of our human rights program, we also established a multifunctional human rights working group. Furthermore, we enhanced existing processes for recording and monitoring the resolution of human rights grievances.

Strive for principled, diverse, and inclusive supply chains

Our Supplier Social Responsibility Program (SSRP) ensures supplier integrity in HSE performance, ethical conduct relating to human rights, fair treatment of workers, security, and lawful operation. We screen all new direct-material suppliers for social risks and, if we find a supplier in violation of the responsibilities outlined in the Baker Hughes Supplier Integrity Guide, we immediately suspend business relationships with them. In Q3 of 2023, we launched a human rights survey with 92% of respondents so far aligning with Baker Hughes Supplier Integrity Guide—exceeding our 2050 goal. By the end of 2023, we achieved our goal to have 90% of SSRP red-flag findings closed within 90 days.

Global Occupational Health

The FRAME program provides a global standard process for employees who are assigned to work offshore, at onshore remote locations, or at customer sites that have a medical clearance requirement to undergo a comprehensive medical exam to determine their readiness to work in a remote environment. The program is administered by third party administrators who ensure quality medical providers are used, a standardized medical protocol is followed, results assessment is consistent with industry standards and medical data privacy is maintained.

Living Well and Headspace

We believe that prioritizing physical and mental wellbeing empowers us to be our best at work and at home. We understand that managing wellbeing is a personal process, so we aim to connect our employees with the resources they need, when they need them. For example, our Living Well program gives employees a limited number of premium subscriptions to Headspace, a leading wellbeing app. It provides content on stress management, sleep, focus, music, guided meditation, “wake up” videos, and short workouts. It also has content for our employees’ children.

Baker Hughes 

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Spotlights
on progress

