

Human Rights Policy Statement

At Baker Hughes, we promote a culture of responsibility, and we do so with a foundation of integrity and ethical conduct. Human rights are fundamental rights and freedoms to which every individual is equally and inalienably entitled. While governments have the duty to protect the rights of citizens, we recognize human rights as a universal obligation to which we are all expected to uphold – and core to Baker Hughes business practices everywhere we operate. As a participant in the UN Global Compact, we are committed to communicating progress toward the Ten Principles on human rights, labour, environment, and anti-corruption and partnering across sectors to advance sustainable development priorities.

Approach

The Baker Hughes Human Rights Policy applies to all employees, business partners, vendors, suppliers, and contractors and is informed by the UN Guiding Principles on Business and Human Rights. The Baker Hughes Code of Conduct, supported by a framework of policies and guidelines, sets forth the expectations that we do what is right and safe, and that we consider the well-being of our people, customers, communities, and the environment. We integrate rigorous onboarding, training, management, due diligence and reporting systems to identify, prevent, mitigate, and take prompt corrective action to address compliance issues. Due diligence tools we rely on include, but are not limited to, legal and regulatory compliance reviews, and supplier social audits. When adverse human rights impacts are uncovered due to our business activities or from linkages to our operations, we are committed to taking timely and transparent action to remediate in a fair and equitable manner. Grievance mechanisms are available for all individuals across our value chain, including our Ombuds process and our Baker Hughes Help Line, which is operated by an independent third party.

Commitment

We commit to responsible business practices, high standards of integrity and ethical conduct, compliance with all applicable laws, and respect for the rights and dignity of all people. We respect internationally recognized human rights as expressed in the International Bill of Human Rights and the fundamental conventions of the International Labour Organization Declaration on Fundamental Principles and Rights at Work. If there is a conflict between internationally recognized human rights and national laws, the company will follow processes that seek ways to honor the principles of international human rights.

- We prohibit slavery, servitude, forced and compulsory labour, human trafficking, and child labour – collectively “modern slavery” (see our UK Modern Slavery Act Statement).
- We prohibit discrimination or harassment against any employee or applicant based on race, color, religion, national or ethnic origin, sex (including pregnancy), sexual orientation, gender identity or expression, age, disability, veteran status, or other characteristics protected by law (see our Fair Employment Practices Statement).

- We are committed to providing a work environment free from all unlawful forms of harassment and bullying, including sexual harassment; and furthering workplace health and safety.
- We respect the freedom of association and right to collective bargaining.
- We respect individual privacy rights and commit to processing, collecting, handling, protecting personal information responsibly, in compliance with applicable privacy and information security laws, the Baker Hughes Data Privacy Policy, and related policies, guidelines and notices.
- We commit to ensuring we are not complicit in human rights abuses or violations.

Business partners, vendors and suppliers

As part of our Ethical Supply Chain Program, we engage with businesses that share our high standards of integrity and compliance and respect for human rights. The Supplier Integrity Guide governs all aspects of our relationships with suppliers, contractors, consortium partners and consultants (collectively “suppliers”). We require suppliers ensure that they and their employees, workers, representatives, suppliers, and subcontractors comply with the standards of conduct set out in the guide and in other contractual obligations to Baker Hughes. This is integral to our supply chain management.

Security

Baker Hughes Enterprise Security & Risk Management (ESRM) team is committed to achieving security excellence, through the security and safety of our people, assets, operations, and reputation while ensuring all business activities are conducted in a manner that avoids adverse impact. ESRM adopts risk-based methodology to safeguard Baker Hughes assets globally, including assessing and mitigating human rights risks when working with public and private security contractors. Our security personnel are trained in human rights policies or procedures.

Communities

We strengthen communities and contribute to the realization of human rights around the world by fulfilling our purpose, values, and commitment to Corporate Responsibility. We respect the human rights of local communities, including vulnerable, marginalized and indigenous groups. Our businesses engage with communities, customers, government officials, and other key stakeholders to integrate local considerations into operational plans. In instances where local communities may be adversely impacted by our activities, our businesses are supported by functional teams and processes to manage and mitigate potential impacts on public wellbeing (see our Health, Safety & Environment Policy). We contribute to causes that support the development of human rights through direct philanthropy, volunteerism and in-kind donations through The Baker Hughes Foundation.

Reporting concerns without retaliation

We are expected to promptly report any concerns about compliance with laws, the Code of Conduct, and company policies. Confidentiality is respected and individuals may choose to remain anonymous. Baker Hughes provides several channels for raising concerns including a Baker Hughes Help Line, a multilingual, 24-hour service operated by an independent third party, and an Ombuds process. We do not tolerate retaliation.

- Baker Hughes Help Line
 - +1 800 288 8475 (U.S. Toll Free)
 - +1 713 626 0521 (Collect)
- Ombuds Process
 - Baker Hughes Ombudsperson, Baker Hughes Company, 17021 Aldine Westfield Road, Houston, Texas 77073
 - Bakerhughes.ombuds@bakerhughes.com

Governance

Respect for human rights is required of all who work for and represent Baker Hughes. The Chairman of the Board & CEO affirms our commitment as part of the UN Global Compact. The Governance & Corporate Responsibility Committee provides Board-level oversight of Corporate Responsibility. The Chief Legal Officer serves as the executive sponsor on human rights. The Environmental, Social & Governance (ESG) Executive Sponsors Committee provides functional leadership. This policy is periodically updated by the ESG Executive Sponsors in consultation with functional experts and external advisors.