

**BAKER  
HUGHES**  
a GE company



# SUPPLEMENTAL INFORMATION

GRI Index and Performance Data

# GRI Index

Our 2018 Report on People, Planet and Principles has been prepared using the guidance of the reporting principles of the Global Reporting Initiative (GRI). This material references the GRI Standards 2016 and selected reported content is set forth in the GRI Content Index below.

## GRI 102: General Disclosures

Disclosure Title	Disclosure Number	Disclosure Description	Response
Organizational Profile	102-1	Name of the organization	Baker Hughes, a GE company
	102-2	Activities, brands, products, and services	<a href="#">Form 10-K</a> , Business, pages 1-11
	102-3	Location of headquarters	17021 Aldine Westfield Road Houston, Texas 77073 The Ark, 201 Talgarth Road, London, W6 8BJ, United Kingdom
	102-4	Location of operations	The Communities We Call Home, pages 4-5
	102-5	Ownership and legal form	<a href="#">Form 10-K</a> , page 1
	102-6	Markets served	<a href="#">2018 Annual Report</a> <a href="#">Form 10-K</a> , Business, pages 1-11
	102-7	Scale of the organization	Communities We Call Home, page 22-23 <a href="#">Form 10-K</a> , Selected Financial Data, page 27 For beneficial ownership information, see our <a href="#">2019 Proxy Statement</a> , page 22-23
	102-8	Information on employees and other workers	64,196 (83% male, 17% female) part-time includes: effective employees but excludes disposed employees, those on separation agreements and those suspended on long-term leave of absences; Temporary includes Co-op/apprentices/interns; Data as of 31 Dec.2018
	102-9	Supply chain	Maintaining an Ethical Supply Chain, page 26 <a href="#">BHGE Ethical Supply Chain Program</a> <a href="#">California Transparency in Supply Chains Act BHGE Fact Sheet</a> Supply Chain and Sourcing: BHGE Conflict Minerals Report
	102-10	Significant changes to the organization and its supply chain	<a href="#">Form 10-K</a> , Business, pages 1-11
	102-11	Precautionary Principle or approach	<a href="#">Form 10-K</a> , pages 11-22
	102-12	External initiatives	We participate in select external initiatives that align with our strategic priorities. Please see UN Sustainable Development Goals, pages 4-5.
	102-13	Membership of associations	We are members of a variety of organizations and associations including (but not comprehensive) American Petroleum Institute, International Association of Oil & Gas Producers, International Gas Union, Interstate Natural Gas Pipeline Association Foundation, and the Petroleum Equipment Suppliers Association.
Strategy	102-14	Statement from senior decision-maker	Taking Energy Forward, page 1

Disclosure Title	Disclosure Number	Disclosure Description	Response
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	Taking Energy Forward, page 1 Principles, page 23
			Our Corporate Responsibility Framework, page 9 Compliance training is included in the code of conduct— <a href="#">The Spirit &amp; The Letter</a> —and required of all employees and establishes a foundation for being Completely Compliant in all activities, every day, without exception.
Governance	102-18	Governance structure	Our Foundation for a Sustainable Future, page 6 For further information on the BHGE Board and committees, including composition, structure and roles and responsibilities, please see our <a href="#">2019 Proxy Statement</a> , Election of Directors and Corporate Governance, pages 6-19, and our <a href="#">investor Relations, Corporate Governance, webpage</a>
Stakeholder Engagement	102-40	List of stakeholder groups	Engaging with Stakeholders, page 11
	102-41	Collective bargaining agreements	From the 2018 Form 10-K, approximately 11% of all employees are represented under collective bargaining agreements or similar-type labor arrangements.
	102-42	Identifying and selecting stakeholders	Engaging with Stakeholders, page 11
	102-43	Approach to stakeholder engagement	Engaging with Stakeholders, page 11
	102-44	Key topics and concerns raised	Engaging with Stakeholders, page 11
Reporting Practice	102-45	Entities included in the consolidated financial statements	<a href="#">Form 10-K</a> , Exhibit 21.1
	102-46	Defining report content and topic Boundaries	Our Corporate Responsibility Framework, pages 9-11 Our Corporate Responsibility Story, page 12
	102-47	List of material topics	Engaging with Stakeholders, page 11 Our strategic priorities are outlined in our People, Planet and Principles Framework. Our Corporate Responsibility Framework, pages 9-10 Engaging with Stakeholders, page 11
	102-49	Changes in reporting	Our Corporate Responsibility Framework, pages 9-11
	102-50	Reporting period	January 1, 2018 - December 31 2018
	102-51	Date of most recent report	2018, for FY 2017
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	<a href="https://www.bhge.com/contact-us">https://www.bhge.com/contact-us</a>
	102-54	Claims of reporting in accordance with the GRI Standards	Please see the beginning of this Index
	102-55	GRI content index	GRI Index, page 2

## GRI 103: Topics and Topic Boundaries

Disclosure Title	Disclosure Number	Disclosure Description	Response
Management Approach	103-1	Explanation of the material topic and its Boundary	Taking Energy Forward, pages 1-3 Our Corporate Responsibility Framework, pages 9-11
	103-2	The management approach and its components	Taking Energy Forward, pages 1-3 Our Corporate Responsibility Framework, pages 9-11
	103-3	Evaluation of the management approach	This report explores many of the considerations around management approach and its components. For further information on policies, commitments, goals and targets, grievance mechanisms and specific actions, such as processes, projects, programs and initiatives please visit: Taking Energy Forward, pages 1-3 Our Corporate Responsibility Framework, pages 9-11 Planet, page 13 Principles, page 23

## GRI 200: Economic

Disclosure Title	Disclosure Number	Disclosure Description	Response
Economic Performance	201-1	Direct economic value generated and distributed	<a href="#">Form 10-K</a> , page X
	202-2	Proportion of senior management hired from the local community	By region: APAC: 63% local Europe: 77% local Latam: 84% local India: 100% MENAT: 48% Russia/CIS: 82% Sub Saharan Africa: 80% Definition: only top 3-5 countries by headcount hires from each region, outside of US Percentage of snr management (Senior Professional Band); Local= a national working in his/her country;
Anti-corruption	205-1	Operations assessed for risks related to corruption	Principles, page 23 <a href="#">Form 10-K</a> , pages 11-22
	205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Spirit &amp; The Letter</a> BHGE covers this topic with courses such as Anti-Bribery, Working with Governments and Improper Payments. These courses help familiarize employees with the laws that criminalize bribery and corruption to help them recognize and avoid the risk.

## GRI 300: Environmental

Disclosure Title	Disclosure Number	Disclosure Description	Response
Energy	302-1	Energy consumption within the organization	555,783 MWh Non-Renewable Electricity 17,762 MWh Renewable Electricity 819,174 MWh Natural Gas 229,043 MWh other fossil fuels (excl. Fleet)
	302-3	Energy intensity	0.000071 MWh/\$
	302-4	Reduction of energy consumption	9.5%
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Ciudad del Carmen, Mexico; and Walpole, Massachusetts
Emissions	305-1	Direct (Scope 1) GHG emissions	353,303 Metric Ton CO <sub>2</sub> e
	305-2	Energy indirect (Scope 2) GHG emissions	274,935 Metric Ton CO <sub>2</sub> e
	305-3	Other indirect (Scope 3) GHG emissions	Pending
	305-4	GHG emissions intensity	0.0000275 Metric Ton / Revenue dollar (includes Scope 1 and 2 emissions)
	305-5	Reduction of GHG emissions	11% reduction year over year 34% reduction since 2012 baseline (includes Scope 1 and Scope 2)
	305-6	Emissions of ozone-depleting substances (ODS)	Negligible
	306-2	Waste by type and disposal method	Total Waste (Tonnes) 10,448,390 Hazardous Waste (Tonnes) 8,876 Non-Hazardous (Tonnes) 10,439,514 Recycled Waste (Tonnes) 57,580 Metals (Tonnes) 20,549 Solvents (Legacy BHGE Only) (Tonnes) 4,178
Environmental Compliance	306-3	Significant spills	Ensuring Sound Environmental Practices, page 16 Total Vol. of Spills – Oil and Chemicals (Barrels) 3,031 Total No. of Spills – Oil and Chemicals (#) 846 Volume of Spills > 1 barrel (42 G) (outside containment) (Barrels) 199 No. of Spills > 1 barrel (42 G) (outside containment) (#) 20
	306-4	Transport of hazardous waste	8,876 metric ton of hazardous waste transported
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	<a href="#">Form 10-K</a> , pages 9, 14, 102

## GRI 400: Social

Disclosure Title	Disclosure Number	Disclosure Description	Response
Employment	401-1	New employee hires and employee turnover	Total: 9,424 new hires (full-time and part-time) 17% female 82% male
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	BHGE offers competitive benefits packages to all our employees. A majority of our benefits are tailored by location to meet the specific needs of our people, their families and their communities. Healthcare plans and life insurance are a core benefit of the company and are provided in all our countries globally
Occupational Health and Safety	403-1	Occupational health and safety management system	<a href="#">HSE Management System</a>
	403-2	Hazard identification, risk assessment, and incident investigation	Principles, page 23 <a href="#">The Spirit and the Letter Form 10-K</a> , pages 11-22 BHGE Ethical Supply Chain Program <a href="#">BHGE Integrity Guide for Suppliers</a> <a href="#">California Transparency in Supply Chains Act BHGE Fact Sheet</a>
	403-3	Occupational health services	Principles, page 23 People, page 21 BHGE Ethical Supply Chain Program <a href="#">BHGE Integrity Guide for Suppliers</a> <a href="#">California Transparency in Supply Chains Act BHGE Fact Sheet</a>
	403-5	Worker training on occupational health and safety	BHGE employees completed over 650,000 HSE trainings that consisted of over 850 courses. Compressed Gas, Asbestos Awareness, Defensive Driving Training and Refresher, Emergency Operations Planning & Evacuation, Incident Reporting, Stop Work, Electrical Safety, Equipment and Hand Tools Safety, Explosion Protection Awareness, Heavy and Light- Vehicle Operation, Fire Prevention, Personal Protective Equipment, Bloodborne Pathogens and Water Quality Protection.
	403-6	Promotion of worker health	People, page 21
	404-2	Programs for upgrading employee skills and transition assistance programs	BHGE invests in skills development at all levels of the organization from executives to field employees to early career hires.  In 2018 over 5200 employees participated in leadership development training. Over 240 employees were nominated and participated in high-level, immersive management training designed for executives titled BMC (Business Management Course) and MDC (Management Development Course).
	404-3	Percentage of employees receiving regular performance and career development reviews	BHGE utilizes an online Performance Management Tool called PD, allowing for realtime 360 performance reviews and feedback channels, priority and goal-setting, as well as identifying development and training opportunities.

Disclosure Title	Disclosure Number	Disclosure Description	Response
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Our Foundation for a Sustainable Future, page 7 People, page 19 <a href="#">Proxy Statement</a>
	405-2	Ratio of basic salary and remuneration of women to men	<a href="#">UK - Gender Pay Gap Report</a>
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Non-retaliation commitment, page 7 Integrity + Ombuds process, page 8 Fair employment Policy, page 16 <a href="#">The Spirit &amp; the Letter</a> <a href="#">Human rights Policy</a>
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">The Spirit &amp; The Letter</a> , page 11, page 16 <a href="#">BHGE Integrity Guide for Suppliers, Contractors and Consultants</a> Ensuring Integrity, Compliance and Quality, page 25 Safeguarding Human Rights, page 25 Maintaining an Ethical Supply Chain, page 26 <a href="#">BHGE Human Rights Policy Statement</a>
	412-2	Employee training on human rights policies or procedures	Ensuring Integrity, Compliance and Quality, page 25 Safeguarding Human Rights, page 25 Maintaining an Ethical Supply Chain, page 26 <a href="#">BHGE Human Rights Policy Statement</a>
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">The Spirit and The Letter</a> , pages 5, 6, 7 and 16 All contracts include terms and conditions that abide by our human rights policies.
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Maintaining an Ethical Supply Chain, page 26
	414-2	Negative social impacts in the supply chain and actions taken	Maintaining an Ethical Supply Chain, page 26

# 2018 Corporate Responsibility Performance Data

Performance Metric	Units	BHGE 2018	BHGE 2017
<b>Perfect HSE Days*</b>	<b>#</b>	<b>153</b>	<b>128</b>
<b>LEADING INDICATORS</b>			
<b>HEALTH &amp; SAFETY</b>			
Leadership HSE Visits*	#	39,851	12,187
Total Observations	#	586,490	574,342
Total Stop Works	#	71,906	52,614
Stop Work Significant Events	%	31	59
Internal Audit Finding Closures	%	92.5	83
Near Miss Total	#	1841	2,191
Near Miss : Recordable Incident Ratio	ratio	6.02	6.1
Near Miss per employee (NM/HC)	%	0.02	0.03
OHSAS 18001:2007 – Certified	#	40	51
ISO 9001:2015 – Certified	#	290	332
ISO 45001:2018 Certified	#	12	—
<b>ENVIRONMENTAL</b>			
Environmental compliance and performance improvement activities	#	5383	1228
ISO 14001:2015 – Certified Sites	#	88	110
Environmental Reserves	USD Million	84	82
<b>LAGGING INDICATORS</b>			
<b>HEALTH &amp; SAFETY</b>			
Fatalities - Employees	#	1	1
Total Recordable (TRIR)	rate	0.32	0.39
Days Away from Work Rate (DAFWCR)	rate	0.14	0.14
Days Away from Work Cases	#	133	132
Medical Treatment, Restricted Duty, and Loss Consciousness	#	174	225
Health/Illness Cases	#	55	52
First Aid Cases	#	982	1,138
<b>TRANSPORTATION</b>			
Motor Vehicle Accident (MVA)	count	11	25
<b>ENVIRONMENTAL</b>			
<b>Spills</b>			
Total Vol. of Spills – Oil and Chemicals	Barrels	3031	5,343
Total No. of Spills – Oil and Chemicals	#	846	1,263
No. of Spills > 1 barrel (42 G) ( <i>outside containment</i> )	#	20	34
Volume of Spills > 1 barrel (42 G) ( <i>outside containment</i> )	Barrels	199	4,404
<b>Waste</b>			
Total Waste	Tonnes	10,448,390	11,282,941
Hazardous	Tonnes	8,876	12,329
Non-Hazardous	Tonnes	10,439,514	11,270,612
Recycled	Tonnes	57,580	72,615
Metals	Tonnes	20,549	21,799
Solvents**	Tonnes	4,178	—
<b>GHG Emissions</b>			
Scope 1	Metric Ton CO <sub>2</sub> e	353,303	388,161
Scope 2	Metric Ton CO <sub>2</sub> e	274,935	310,942
<b>SOCIAL</b>			
<b># of Employees at Year End</b>			
% women in executive management	%	18	17.6
% women in senior leadership	%	19	17.4
% Women in workforce	%	17	16.7
<b>Local Content</b>			
% employees in US	%	30	34.6
% employees international	%	70	65.5
<b>Training</b>			
Ethics and Compliance			
Completion rate for Compliance Leadership Training	%	100	—
Completed Antibribery Training	#	~50,000	—
HSE	Hrs.	~650,000	—
<b>Community</b>			
In-kind contribution	USD Million	\$13	\$15 million**
Community contributions	USD Million	\$2.2	\$2.6
Employee charitable contributions	USD Thousands	\$796	—

\* Perfect HSE Day  
A Perfect HSE Day means all employees go home safely to their families and the environment is not harmed.

- No recordable injuries/illnesses
- No significant motor vehicle accidents (MVA)
- No significant environmental spills/releases

We use the OSHA definition of recordable injury/illness.  
For vehicles, we include IOGP defined Motor Vehicle Crashes and Motor Vehicle Accidents comprised of leased/owned vehicles on business and non-company business and personal vehicles on company business.  
The definition of significant environmental spills/releases aligns with IOGP and industry practice and includes spills of 1 barrel or more under BHGE operational control occurring outside of secondary containment.

\*\* Updated since last year's Performance Data summary



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