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Ethical and Compliant Business

Boeing recognizes that the company’s long-term interests are advanced when employees are responsive to the concerns of employees, customers, public officials, investors, suppliers and the communities we serve. This starts with our Board who actively fosters a corporate culture that puts safety, quality, integrity and sustainability at the forefront of all that we do.

Board members commit to, and use, a Code of Ethics as guiding principles; the Code emphasizes the importance of compliance with all applicable laws, rules and regulations; maintaining confidentiality; avoiding any conflicts of interest; and reporting of illegal or unethical behavior.

The Audit Committee and the full Board oversee our compliance and ethics programs through close collaboration with Boeing’s Chief Compliance Officer and periodic reviews of program metrics. These touch points provide visibility to the Board of significant compliance and ethics risks, as well as specific cases that are identified through the company’s various reporting channels.

Learn more about our [Ethics and Compliance Program](#).

The Boeing Code of Conduct

At Boeing, our first commitment is to the people and customers who rely on our products and services to protect, connect and explore our world and beyond. Each Boeing employee has a personal responsibility to honor that promise and to serve as stewards of Boeing’s legacy of aerospace excellence and innovation. New employees sign the Code of Conduct and complete Recommitment training when they join the company — and we all reaffirm this commitment every year. Learn more about our [Code of Conduct and Recommitment](#).

Our annual Code of Conduct signing and Recommitment remind all of our employees of their obligation to speak up and be a voice for others when something does not align with our values.

Robust Anti-Corruption Program

Integrity is a core company value and Boeing strictly forbids bribery and corruption of any kind. Boeing’s robust anti-corruption program includes extensive controls, rigorous policies and procedures, and an annual risk assessment to ensure effectiveness and identify potential enhancement opportunities. Learn more about our [anti-corruption program](#).

Boeing publishes an internal policy that explains its anti-corruption and anti-bribery requirements and expectations for employees, while making its guidelines for ethical business conduct publicly available to employees and other stakeholders. The company also makes employees aware of their federally protected whistleblower rights, which are designed to protect employees against retaliation for reporting potential wrongdoing by a U.S. contractor or subcontractor.

Understanding Ethical Concerns: 2022 Data¹

2,405 inquiries²

2,120 conflict of interest determinations

3,132 investigative requests³

7,657 total contacts to Ethics and Business Conduct



1. Data reflects the reporting period of November 2021 through October 2022.
2. Inquiries comprise Requests for Guidance and Information Requests. Requests for Guidance are situations where employees are seeking guidance when facing ethical dilemmas or when they need assistance in understanding company policies or expected behaviors. Information Requests are situations where employees are seeking general information. Both demonstrate awareness of Boeing’s Compliance and Ethics program, but Requests for Guidance are viewed as the most positive types of contact.
3. Investigated matters are considered unsubstantiated when investigation findings demonstrate that no misconduct occurred or where there is a lack of evidence to support a finding of misconduct.
4. Ongoing evaluations demonstrate that Boeing’s substantiation rate is slightly higher than other published benchmarks, indicating an effective investigation process and informed reporting by company employees.

Contacting Ethics

Boeing encourages employees, subsidiaries, suppliers and external stakeholders to promptly raise concerns about safety, quality or potential violations of the law or Boeing policies. For more information, visit our [Boeing Ethics website](#).

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Commitments and Actions
on Human Rights

Boeing is committed to responsible business practices and promoting positive change while simultaneously creating value for our customers, shareholders and other stakeholders. In recognition of this commitment, the company has developed policies and practices designed to enforce our Code of Basic Working Conditions and Human Rights. [Learn more about our approach to human rights.](#)

Through our [Supplier Code of Conduct](#), we establish foundational expectations of prospective and active suppliers, including adherence to human rights standards.

Strengthening compliance engagement through localized support

In 2022, Boeing continued to make tangible improvements to its compliance program and meaningful progress toward strengthening its culture of compliance and safety at locations around the globe. The company deployed two localized teams — the Site Compliance and Ethics Officers (SCEOs) and the Ethics Ambassadors — both of which are embedded within the business and serve as amplifiers for the company’s compliance and ethics efforts, resulting in thousands of engagements with employees.

The SCEOs are physically deployed at 22 locations around the globe, leading localized and targeted compliance activities. SCEOs partner with company leaders, leveraging site-specific data to proactively address risks and foster a speak-up culture. SCEOs also serve as an on-site resource for employees, engaging through floor walks and team

meetings, new employee outreach, and manager trainings to answer questions, provide guidance, and help address compliance and ethics concerns.

The Ethics Ambassador Program, originally piloted in 2021, is currently deployed at sites including North Charleston, South Carolina; Mesa, Arizona; Michoud Assembly Facility in New Orleans; San Antonio; and St. Louis. Ambassadors are emerging leaders embedded within the business who extend the reach of the company’s compliance program by fostering a culture of compliance and integrity by amplifying our values, listening to teammate concerns and encouraging them to speak up. Ambassadors also work with their designated SCEO to promptly elevate local risks and issues to site leadership.

Mesa Ethics Ambassadors: SCEO Larry Thompson (left) joins Mesa Ethics Ambassadors, employees and community members to help assemble 1,200 meal packages for local families as part of a volunteer event for United Food Bank in Mesa. Thompson along with SCEOs across the Boeing enterprise work each day to positively influence our workplaces and communities. (Boeing photo)



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Reginald Douglas at St. Louis paint shop. (Boeing photo)

PEOPLE

Healthy and Empowered

Workplace Safety

Boeing knows that operating to keep ourselves and our teammates safe in the workplace is everyone's responsibility. Safety is central to everything we do for ourselves, those we care about and our communities. The Safety Guiding Principles provide a framework to achieve the goal of zero workplace injuries so every person who works at, or visits, a Boeing site leaves as safe and healthy as when they arrived. Boeing's workplace safety program, Go for Zero – One Day at a Time, takes a holistic approach to worker safety, striving for a goal of zero injuries, which is underpinned by the belief that every injury is preventable.

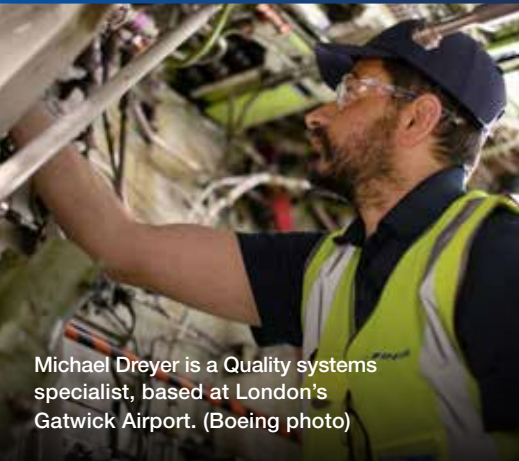
Our occupational health and safety management system is modeled after the International Organization for Standardization (ISO) 45001. As of 2022, four sites are certified to ISO 45001 with multiple sites conforming to ISO 45001 in support of our business objectives.

Celebrating 10 years of Go for Zero

Go for Zero was introduced to help increase safety in our workplaces. Today, we take a look at how our company has performed in workplace safety since 2013.



Alexa Callanan and Michael Douangdara at Renton factory in Washington. (Boeing photo)



Michael Dreyer is a Quality systems specialist, based at London's Gatwick Airport. (Boeing photo)



787 chief mechanic Kevin Landy inspects a forward pressure bulkhead join surface. (Boeing photo)



Continuous improvement
The goal of zero injuries **IS** possible

↓ **26%** decrease
in serious injuries
(since 2015)



↓ **39%** decrease
in recordable injuries
(since 2013)

↑ **31%** increase
in lost workday cases
(since 2013)

↓ **71%** decrease
in ergonomic injuries
(since 2013)



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Boeing's Lifesaving Rules

Safety is a core value at Boeing. Some operations performed at Boeing are recognized as High Hazard Processes due to their potential for a serious injury or fatality. Lifesaving Rules go beyond regulatory requirements and are intended to reduce or eliminate the risks created when around or performing these processes and prevent life-critical incidents by increasing accountability for following safety policies and procedures.



Pedestrian/Vehicle

Follow safe driving and walking rules.



Chemical Processing

Control sources of hazardous chemical exposure.



Crane Operations

Plan lifting operations and control the load path.



Machine Operations

Operate machines safely.



Aircraft Towing

Keep myself and others safe during aircraft towing operations.



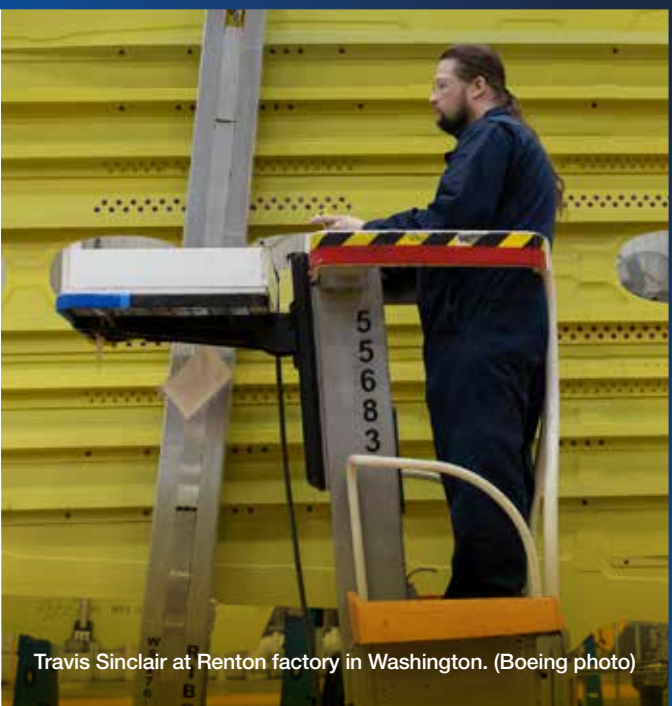
Hazardous Energy

Verify control of hazardous energy or a zero-energy state before work begins.



Working at Heights

Protect against falls and dropped objects while working at heights.



Travis Sinclair at Renton factory in Washington. (Boeing photo)



Mark Grenlund at Renton factory in Washington. (Boeing photo)

2022 Workplace Safety by the Numbers:

44:1

Near Miss to Hazard¹

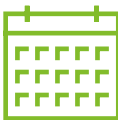
98%



Found/Fixed Metric²

1,096

Health and Safety Training Courses Available



1.2

Lost Workday³
(includes COVID-19 cases)

1. Represents global data.
2. Represents global data.
3. Represents U.S., Canada, Australia and UK data.