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# INTEGRITY IN ACTION

ANNUAL GULFSTREAM CITIZENSHIP REPORT

2017 Year In Review



Gulfstream



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## THE GULFSTREAM WAY

Integrity in action. As the core value of our company, integrity is what drives us to create and support the best business jets in the industry. We also conduct business with integrity and leverage our international corporate citizenship efforts to make a positive impact on the world.

In this report, you will find an overview of our commitment to corporate citizenship and sustainability in the communities we serve and the aircraft we manufacture.

However, the numbers and information provided here are just the beginning of the story. From our comprehensive sustainability strategy to our culture of continuous improvement and safety, there is so much more that goes into delivering on our promises and serving as a steward of our resources and a good corporate citizen in our communities.

Every Gulfstream employee—whether they're determined to find a better, more efficient way to build aircraft or committed to mentoring our future workforce—is apt to contribute to a better tomorrow. It's who we are as individuals—and as a company.

Finally, we are grateful for the support provided by our parent company, General Dynamics. It is their continued investment in the work we do that enables us to strengthen the communities in which our employees live and work.

To learn more about our priorities as good neighbors, please visit [gulfstream.com/citizenship](http://gulfstream.com/citizenship).

Sincerely,

A handwritten signature in black ink, which reads "Mark Burns". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Mark Burns  
President  
Gulfstream Aerospace Corporation



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## VISION AND VALUES

**Our Vision:** Create and deliver the world's finest aviation experience

**Our Value:** Integrity

For Gulfstream, achieving our ambitious vision is possible with the company's ongoing commitment to attract, train, retain and advance the brightest individuals to develop and build the products, services and experiences that make traveling in a Gulfstream second to none.

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## OUR COMPANY

- Leading manufacturer of the world's most advanced business aircraft
- Approximately 17,000 employees worldwide
- Headquartered in Savannah, Georgia, United States
- Facilities in 14 major locations across four continents
- Veterans compose nearly 30 percent of U.S. workforce
- A wholly owned subsidiary of General Dynamics since 1999



## COMMUNITY INVESTMENT

**Together we fly.** Gulfstream is committed to strengthening the communities where we live, work and play. In 2017, Gulfstream’s international community investments included:



100+ nonprofits supported around the world



1,000 students enrolled in the Student Leadership Program



25,000 employee volunteer hours



\$2,000,000 United Way donation\*

### A Global—Yet Local—Effort

Gulfstream’s community investment initiatives span the globe. Some of our efforts in 2017 included:

#### **Family Promise of Effingham; Effingham County, Georgia, United States**

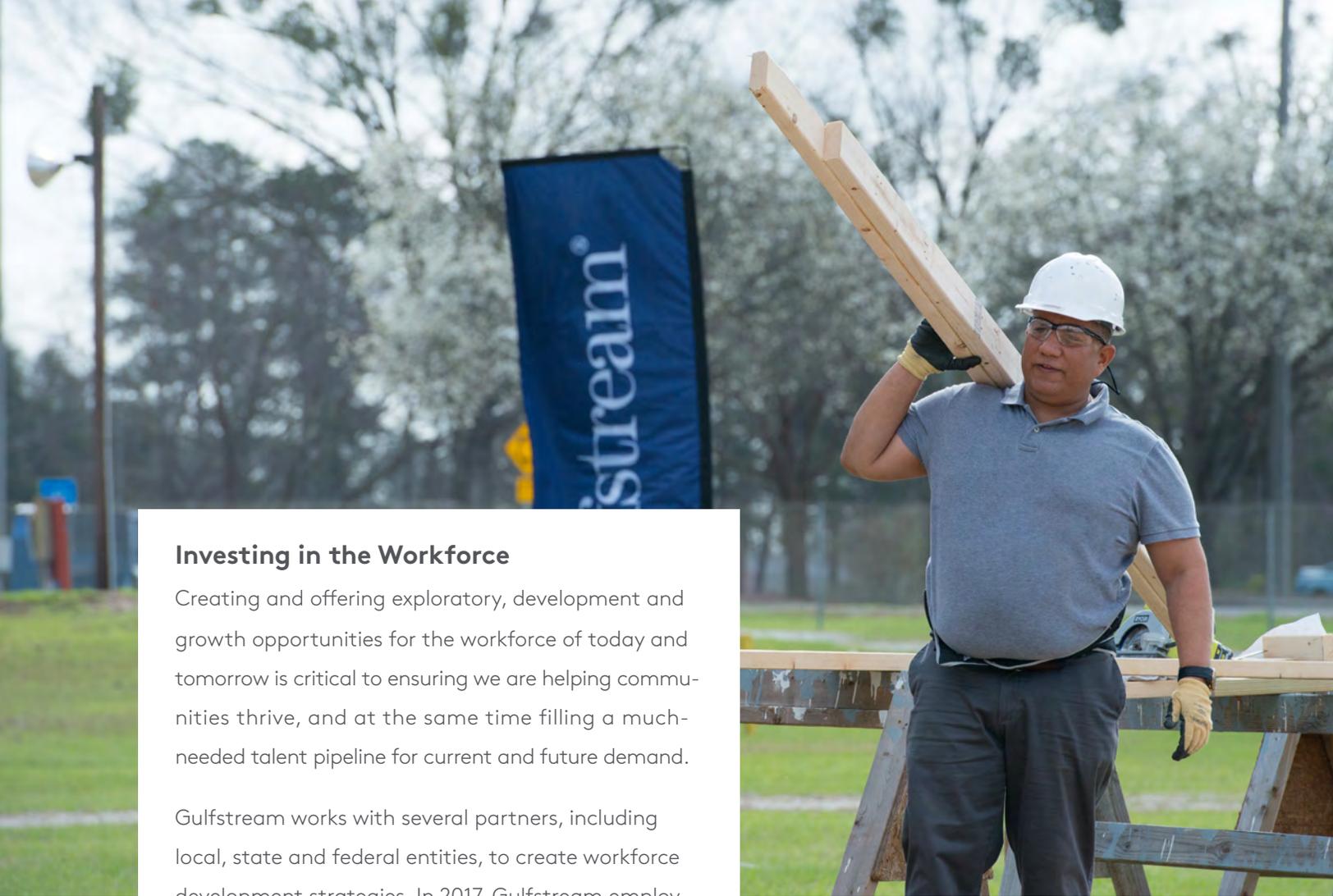
Employees from Gulfstream Savannah volunteered to renovate a duplex for homeless and low-income families to achieve sustainable independence.

#### **People Helping People; Dallas, Texas, United States**

Employees at Gulfstream Dallas, along with the People Helping People Program, assisted a senior citizen by making some much-needed repairs to her home.

#### **Children’s Day at Tesoros Escondidos; Mexicali, Mexico**

Employees from Gulfstream Mexicali held a children’s day and installed a new air conditioner at Tesoros Escondidos, a local orphanage.



### Investing in the Workforce

Creating and offering exploratory, development and growth opportunities for the workforce of today and tomorrow is critical to ensuring we are helping communities thrive, and at the same time filling a much-needed talent pipeline for current and future demand.

Gulfstream works with several partners, including local, state and federal entities, to create workforce development strategies. In 2017, Gulfstream employees served as mentors and worked with universities and K-12 schools to promote workforce development.

### Student Leadership Program

In 2018, Gulfstream will celebrate 10 years since the launch of the Student Leadership Program. Designed to equip students with tangible skills to explore options beyond the classroom, including the development of leadership and lifelong learning, the community partnership now includes more than 40 businesses and hundreds of business representatives working to make a difference. The program's student retention rate stands at 96 percent.

Since its inception in Savannah, Georgia, the program has expanded to Brunswick, Georgia; Appleton, Wisconsin; and in 2018, will expand to Dallas.

#### In 2017:

25%

increase in Youth Apprenticeship Program participation

500

Junior Achievement students were mentored by Gulfstream employees

500

students toured Gulfstream facilities



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## SUSTAINABILITY AT GULFSTREAM

Gulfstream's sustainability strategy originated with a mandate from the company's senior leadership for Gulfstream and its employees to act as stewards of the environment for their communities and the health and well-being of future generations.

Gulfstream's sustainability strategy supports industry goals toward reducing emissions.

**Aircraft Sustainability:** Gulfstream's research and development teams are dedicated to designing new aircraft to decrease their environmental impact through reductions in noise, emissions and fuel consumption.

**G650/G650ER:** Equipped with Rolls-Royce BR725 A1-12 engines, the G650 and G650ER emit 30 percent fewer nitrogen oxides (NOx) than outlined by the International Civil Aviation Organization's Committee on Aviation Environmental Protection Tier 6 standards.

**G500/G600:** Gulfstream's newest family of aircraft, the G500 and G600, offer best-in-class fuel efficiency, fewer emissions and less engine noise with Gulfstream-designed wings and versions of the new Pratt & Whitney Canada PW800 series engine. Additionally, for the first time in company history, Gulfstream is manufacturing the wing and empennage of the G500 and G600 on-site, resulting in decreased transportation emissions and packaging.

**G280:** The G280 was designed to offer improved fuel efficiency and go farther at faster speeds. The aircraft is up to 12 percent more fuel-efficient than other aircraft in its class.

“We are committed to the business aviation industry’s sustainability goals for carbon-neutral growth, fuel efficiency and carbon dioxide emissions reductions.”

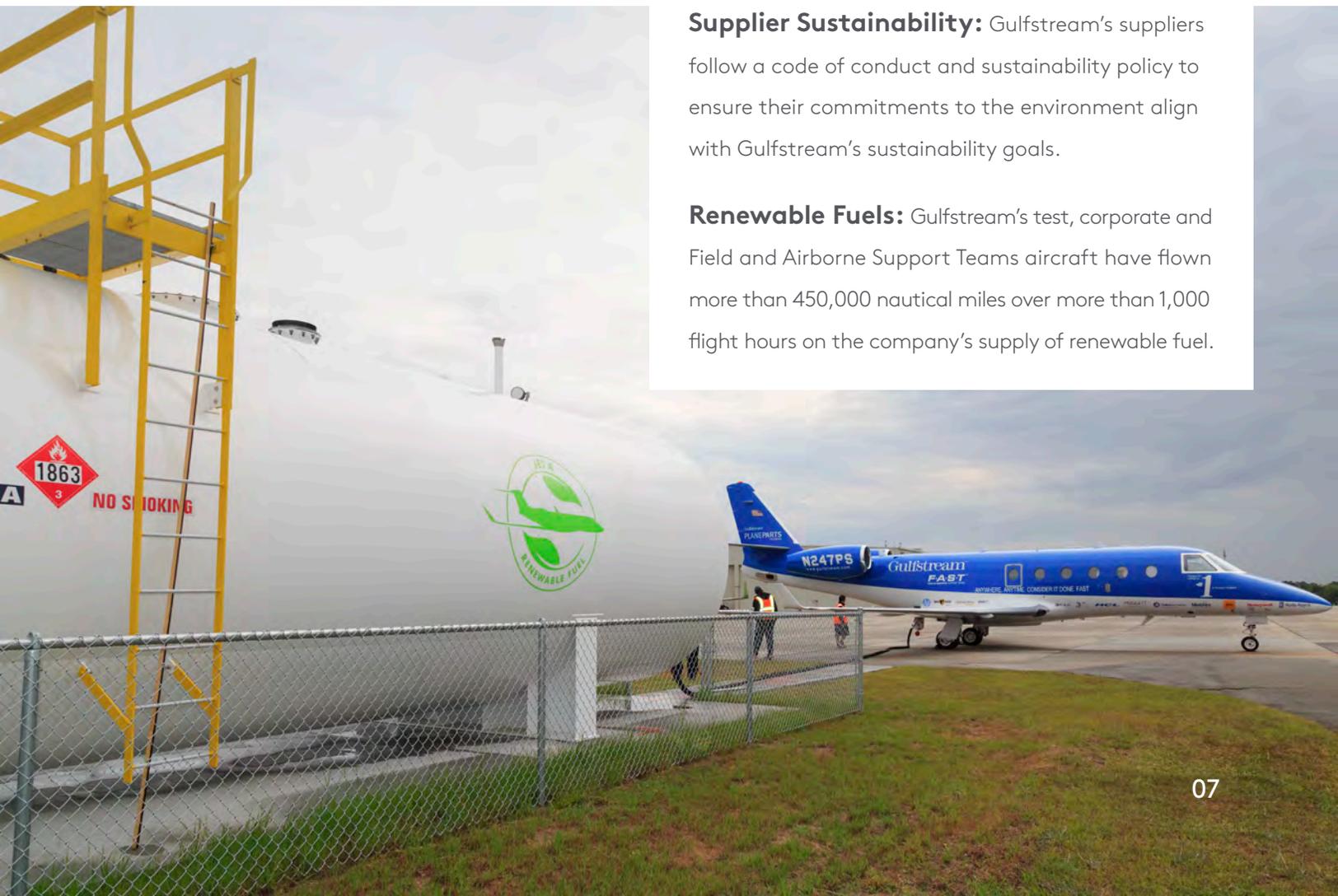
— Mark Burns, president Gulfstream Aerospace Corp.

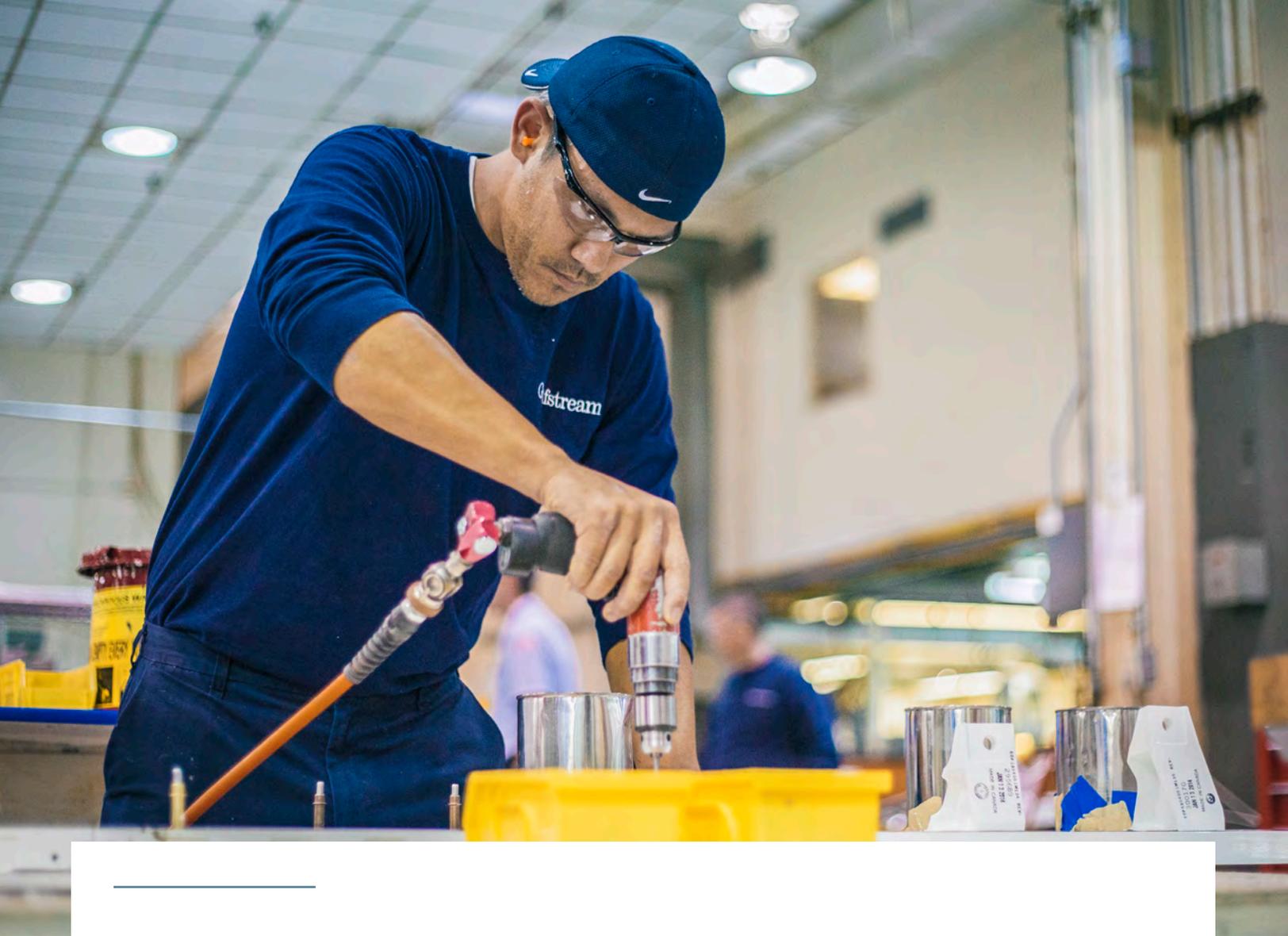
**Green Teams:** Gulfstream empowered employees to act as stewards of the company’s sustainability practices by establishing employee-led Green Teams across sites around the world. Green Teams focus on infrastructure, behavior and engagement activities intended to improve green performance, including green aircraft design, green supply chain and green product support and services.

**Green Buildings:** In Savannah alone, Gulfstream has six green facilities. Shared environmentally friendly principles incorporated into these buildings include sustainable site development, low-flow plumbing features, highly efficient HVAC systems, energy-saving lighting and lighting control sensors, and drought-tolerant and native plants requiring little or no irrigation.

**Supplier Sustainability:** Gulfstream’s suppliers follow a code of conduct and sustainability policy to ensure their commitments to the environment align with Gulfstream’s sustainability goals.

**Renewable Fuels:** Gulfstream’s test, corporate and Field and Airborne Support Teams aircraft have flown more than 450,000 nautical miles over more than 1,000 flight hours on the company’s supply of renewable fuel.





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## COMMITMENT TO EMPLOYEES

### **Diversity and Inclusion**

With people and facilities located throughout the world, Gulfstream's employees celebrate a vast number of cultures and traditions. More than 50 languages are spoken among employees across Gulfstream's facilities.

As a result, Gulfstream's Diversity and Inclusion Council was established to encourage and maintain a diverse, fully engaged and inclusive workplace where all employees are empowered to celebrate their diversity and flourish in their careers.

In 2017, the council hosted a variety of programs

and events to promote Gulfstream's commitment to diversity and inclusion, including a pilot program structured to encourage appreciation for diversity and inclusion.

### **Military Veterans**

Military veterans come to Gulfstream tested; through their service, they have demonstrated a commitment to integrity, accomplishment, teamwork—and getting the job done.

In 2017, the company added to its already-extensive military outreach efforts a focus on transition assistance programs and transition readiness



seminars and providing direct employment information to service members within 120 days of their transition period from military to civilian life. Today, nearly 30 percent of Gulfstream's workforce self-identifies as a veteran of the armed forces.

### **Military Spouses**

Gulfstream recognizes the significant challenges military spouses often face—especially when it's time to move to a new duty station and find new employment. Gulfstream is proud to support our military families as a preferred employer for military spouses.

### **Continuous Improvement**

As part of Gulfstream's continuous improvement initiatives, more than 47,000 improvements were implemented across the company in 2017, resulting in major workplace and safety accomplishments.

### **Employee Professional Development**

Gulfstream offers various training and development programs designed to enable our employees to grow and thrive throughout the many stages of their careers. Employees are also offered tuition assistance to begin or continue their formal education outside of the workplace.

TOGETHER WE FLY.

For more information, please visit [gulfstream.com/citizenship](http://gulfstream.com/citizenship).



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**Gulfstream**<sup>TM</sup>  
A GENERAL DYNAMICS COMPANY

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