



Health & Safety Policy

The Signify Sustainability Policy refers to our commitment to health and safety. This Health & Safety Policy is a further elaboration linked to our Sustainability Policy.

Signify is committed to a safe and healthy workplace. We care for our people. Each employee, contractor and visitor has the right to a safe working environment, whether on our company's premises or engaged externally in business activity under our supervision. We actively work toward a zero-injury workplace through injury prevention. We aim to recognize the potential of injury or illness before it occurs. We believe that injuries and occupational illnesses can be prevented through consistent and continuing efforts.

All individuals within our company share this responsibility and shall be concerned and engaged to prevent any harm to themselves, fellow employees, and any business partner, including public health. Management has a key role to drive safety throughout our organization. Occupational Health and Safety, driven by our General Business Principles and Company Values, is an integral part of our doing business, and must be incorporated into every action we undertake: there is no activity so important or urgent that cannot be done in a way which ensures personal health and safety. We do not accept any at-risk activity at any level of operations and we always adhere to all applicable national regulatory requirements in the countries we operate.

Signify is committed to do all that is reasonably feasible to:

- Implement preventive processes for the identification, and minimization of injury or illness risks;
- Implement preventive practices and responsive procedures with regard to accidents, near misses and emergencies;
- Meet or exceed requirements stated in applicable Occupational Health and Safety national regulations, as well as voluntary standards that Signify subscribed;
- Provide all employees with relevant information and regular training on Occupational Health and Safety aspects;
- Consult and cooperate with employees and/or their representatives and other stakeholders;
- Be fully transparent in the periodic reporting on Occupational Health and Safety performance;
- A systematic continuous improvement activity at all levels in the organization to achieve zero-injury workplace ambition

We have Health & Safety Management System in accordance with international standards. Our global multi-site certification program is based on OHSAS 18001. Our continuous improvement vehicle for the prevention is embedded in Lean framework and One Lighting System 18001. Audits resulting in a systematic and documented verification process ensure compliance and continuous improvement.

QS-000166



A handwritten signature in blue ink that reads 'Nicola Kimm'.

Nicola Kimm

Head of Sustainability, Environment, Health & Safety