



## Diversity and Inclusion Policy

### Our commitment to diversity and inclusion

At Signify, we strive to make the world healthier and more sustainable through innovation. Only a deep understanding of the needs of customers and consumers around the world and the challenges they face enables us to provide meaningful solutions that best fit their needs.

That is why it is a strategic priority for Signify to increase the diversity of our workforce to better mirror our stakeholders and markets, which will positively impact our business performance in all the countries we do business. To benefit from the power of that diversity, we must provide an inclusive work environment in which every employee can contribute in full. Employees at all levels are expected to help build our growth and performance culture in Signify to enable everyone to give their best.

### What diversity and inclusion means for Signify

We are a global company. In every one of our geographies and every part of our business, we strive to create an inclusive culture in which differences are recognized and valued. By bringing together people from diverse backgrounds and giving each person the opportunity to contribute their skills, experiences and perspectives, we are able to deliver innovation that matters to our customers and consumers and thus to create value for Signify and its stakeholders. Specifically, that means:

- **Championing workforce diversity**

We embrace unique individuals regardless of race, color, age, gender, gender identity or expression, sexual orientation, language, religion, political or other opinion, disability, national or social origin, genetic predisposition, status as a veteran, or any other protected status or characteristic.

- **Valuing diverse perspectives**

We leverage the diverse thinking, skills, experience and working styles of everyone in our company.

- **Building a flexible organization**

We provide opportunities for work arrangements that accommodate the diverse needs of people at different career and life stages.

- **Respecting stakeholder diversity**

We develop strong and sustainable relationships with diverse stakeholders including customers, communities, governments, suppliers and shareholders.

### Why diversity and inclusion is important

We believe that having an inclusive culture and a diverse workforce at Signify positively impacts our business performance and helps us realize our vision to unlock the extraordinary potential of light for brighter lives and a better world. Only through a deep understanding of the needs and challenges of customers and consumers around the world, can we provide meaningful



solutions that meet their needs. Specifically, diversity and inclusion enable us to:

- Innovate by drawing on the diverse perspectives, skills and experience of our employees and other stakeholders.
- Deliver strong performance and growth by attracting, engaging and retaining diverse talent.
- Make good decisions about how we organize resources and tasks by eliminating structural and cultural barriers to effective collaboration.

### How we support diversity and inclusion at Signify

Providing an inclusive workplace where all employees can feel valued and respected is a central part of our culture. Our commitment to diversity and inclusion is reflected in our global business principles, our fair employment policy, and our people agenda.

Diversity and inclusion reinforces our Greater together value by nurturing an inclusive culture centered around Valuing diversity, listening to learn, and acting with care.

The Leadership Team sponsors diversity and inclusion at Signify. This policy has been established in order to guide the design and roll out of our key initiatives.

Leaders throughout Signify are expected to build diversity into their teams and to demonstrate, through their behaviors, a commitment to fostering a workplace where people feel included, valued and able to contribute their best. All employees are expected to demonstrate teamwork and respect for their colleagues.

We are an equal opportunity employer. We employ on the basis of role requirements and in keeping with local laws. We select people for roles in light of their qualifications, skills and experience. Activities are conducted without discrimination based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Our recruitment, employment, reward and development practices, and our approach to working arrangements, are designed to attract and retain diverse talent and to accommodate individual needs at different career and life stages.

We have a performance culture in which employees are evaluated on the basis of outcomes rather than time spent at the office. Leaders manage by results and act on underperformance. Agile working – with respect to both time and place – is the norm and available to all employees unless precluded by specific business requirements. Local policies translate our global aspirations into local solutions that best address the specific needs in different geographies.

This policy is an integral part of the [Signify Integrity Code](#).