



## Signify Health & Safety Policy

The Signify Health & Safety Policy refers to our commitment to Health and Safety and is a further elaboration linked to our Sustainability Policy. Signify is committed to a safe and healthy workplace. Each employee, contractor and visitor has the right to a safe working environment, whether on our company's premises, in field installations and servicing projects or in business activities under our supervision. We actively work toward a zero-injury workplace through injury prevention, aim to recognize the potential of injury or illness before it occurs, and 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. Health and Safety, driven by our Integrity Code and Company Values, is an integral part of 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.

Signify is committed to:

- Ensure all leaders lead by example to create a safe and healthy environment
- Implement preventive processes for the identification and minimization of injury or illness risks and opportunities
- 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
- 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 internal and external stakeholders
- Be fully transparent in the periodic reporting on Occupational Health and Safety performance
- Apply systematic continuous improvement activities at all levels in the organization to achieve a zero-injury workplace

Our Health & Safety Management System is in accordance with international standards and our global multi-site certification program is based on ISO 45001. Audits are part of our systematic and documented verification process to ensure compliance and continuous improvement. Our continuous improvement vehicle for prevention is embedded in the Signify Lean framework and One single management system.



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QS-000166