



Human Rights Policy

At Signify, our people make the difference between good and great results, whether it is in day-to-day operations or year-to-year performance. We believe it is important to formalize our commitments and obligations with respect to making Signify not only a fair, safe, and respectful environment, but also an inspiring place to work and grow.

Providing an inclusive workplace where all employees can feel valued and respected is a central part of our culture. We want to benefit from the unique experiences and perspectives of our employees and leverage their diversity to enhance business performance. 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, valued and contribute to our success.

Further to the section on “Respecting Human Rights”, as specified in our Integrity Code section 2.1, the Signify Human Rights Policy details the most salient ethical and social principles that govern our relationship with employees worldwide. Addressed to employees, customers, suppliers, investors, and the communities in which we do business, the Policy supports our company’s purpose to create brighter lives and a better world by upholding human rights and by meeting or exceeding high workplace standards. This policy recognizes, at a minimum, the International Bill of Human Rights, the United Nations Global Compact norms regarding human rights, labor standards, environment, and anti-corruption; the International Labour Organization declaration on Fundamental Principles and Rights at work; and locally applicable laws and regulations.

To ensure implementation of these basic principles – in addition to more stringent requirements – across Signify worldwide, we have translated them into practical guidelines that are laid out in the Signify Business Process Framework (PBPF) and the Signify Integrated Quality System (PIQS). Employees are required to comply with all Signify policies and procedures in their dealings with other employees and external parties alike. If a Signify site does not meet our requirements, a remediation plan will be defined and implemented in a realistic timeline. In the case of new ventures and acquisitions, the same process applies, ensuring alignment to local regulations or practices.

Employees are urged to share their suggestions for improvement and concerns about possible violations of this policy directly with their direct line manager, their Integrity Code Compliance Officer, or the Integrity Code helpdesk. Employees can also contact the Signify Ethics Line to report violations or file a complaint, 24 hours a day, 7 days a week, confidentially, in those countries where this is allowed by law.

We will not tolerate retaliation against any employee who, in good faith, reports a possible violation of this Policy or who participates in an investigation under this Policy.

Human Rights and workplace standards

1.1 UN Global Compact

With its accession to the United Nations (UN) Global Compact in 2017, Signify committed itself to upholding the Compact’s ten principles governing human rights, labor standards, environmental responsibility, and anti-corruption. We have adopted internal procedures and guidelines in accordance with each of these principles, some of which are spelled out in this Policy.

1.2 ILO Conventions

In support of the International Labor Organization (ILO's) drive to establish universally accepted labor standards, we have adopted internal procedures and guidelines in accordance with its declaration on Fundamental Principles and Rights at Work, including amongst others the prohibition of forced labor, child labor, discrimination, and the protection of employees' right to organize.

1.3 Forced and child labor

In accordance with conventions of the International Labor Organization, we do not make use of forced, bonded or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

We do not make use of child labor to manufacture or assemble our products. In this context, a "child" is defined as a person younger than any of the following: the age of 15, the age for completing compulsory education in his/her country, or the minimum age for employment in his/her country.

Unless required by local law, Signify employees shall not be required to lodge financial deposits or to deposit original government-issued identification, passports or work permits as a condition of employment. Subject to local law requirements, employees will be free to terminate their employment with Signify with or without reasonable notice.

1.4 Safe & Healthy workplace

Signify is committed to a safe and healthy workplace. All employees, contractors, and visitors have the right to a safe working environment, whether on our company's premises or engaged externally in business activity under our supervision. 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. There is no activity so important or urgent that it cannot be done in a way which ensures personal health and safety. We do not accept any at-risk activity at any level of our operations and we always adhere to all applicable national regulatory requirements in the countries that we operate in.

1.5 Working hours

Working weeks are not to exceed the maximum set by local law. A typical working week should not exceed 48 hours. In any given week, working time should not exceed 60 hours, including overtime, except in emergency or exceptional circumstances with the employee's consent to meet short-term business demand. Overtime work shall be voluntary, unless agreed in a collective labor agreement or union contract, or in emergency or exceptional circumstances. All employees are granted at least one day off per seven-day period.

1.6 Equal employment opportunities and respect

We believe a diverse workforce is essential to a thriving, innovative business and strive to attract and retain employees from a wide range of backgrounds. We do not discriminate on the basis of race, color, age, gender, gender identity or expression, sexual orientation, language, religion, political or other opinions, disability, veteran status, genetic predisposition, national or social origin or birth, or any other protect class or characteristics, in our hiring, promotion, compensation or employment practices.

We promote a workplace that is free from physical and verbal harassment and abuse. We do not

tolerate any conduct that creates, encourages, or permits an offensive, humiliating, hostile or intimidating work environment. Harassment includes, but is not limited to, any offensive verbal, physical or visual behavior or action that fails to respect the dignity and feelings of any individual. Abuse includes any harsh or inhumane treatment of employees, including corporal punishment, mental or physical coercion, verbal abuse, or the threat of any such treatment.

Signify has no tolerance for sexual harassment. We consider any unwelcome sexual advance, request for sexual favors, display of sexually explicit images or other conduct of a sexual nature to be sexual harassment.

Signify has signed the United Nations Women's Empowerment Principles, reflecting our commitment to provide equal opportunities to men and women, as well as ensuring a safe and healthy workplace, free of harassment and discrimination. We have committed to publicly report on our progress on diversity, equity & inclusion.

1.7 Freedom of association and collective bargaining

We recognize and respect the freedom of employees to associate with any organization of their own choosing under local law without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized labor union or other employee organization, we establish a constructive dialogue and engage in negotiations or consultation as required with their freely chosen representatives.

No worker's employment will be made subject to the condition that he/she refrain from joining a union or that he/she relinquish trade union membership. Furthermore, we will not cause the dismissal of – or otherwise prejudice – a worker due to union membership. We will not interfere with or finance labor organizations or take other actions with the object of placing such organization under the control of Signify.

Signify respects – within the framework of law, regulations and prevailing labor relations and employment practices – the right of employees to be represented by labor unions and other employee organizations and ensures that managers are aware of those rights. Signify will engage in negotiations, either on its own behalf or through employers' associations, with a view to reaching agreement on employment conditions.

1.8 Recognition and reward

Remuneration must be consistent with the provisions of all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Disciplinary wage deductions are not permitted unless agreed in a collective labor agreement or union contract. The principle of equal pay for work of equal value is applied in all countries in which Signify operates.

1.9 Employee development

We see employee development as a two-way street. Signify and its workforce each owe it to the other to ensure high levels of performance, personal development, and employability over the long term. In this spirit, we provide all employees with relevant opportunities to add to and hone their skills and to realize their full potential through on-the-job training, learning from others (such as through coaching and mentoring) and virtual and classroom courses. This continuous learning approach both supports our growth strategy and performance and strengthens our relationship with employees.

This policy is an integral part of the [Signify Integrity Code](#)
Signify (Signify N.V.) www.signify.com

EDITION	Version	Main Changes
2017	1.0	First issue
2019	2.0	Update with new branding
2019	2.1	Alignment of 1.3 with Signify Child Labor Policy
2021	2.2	Review performed, unchanged
2022	2.3	Update to reflect section 1.2 of Integrity Code Added approach towards new ventures and acquisitions Added statement on modern slavery and human trafficking Added statement on commitment to non-discrimination of women