



# Signify Human Rights Policy

## **Introduction**

Signify is committed to upholding and respecting human rights in all aspects of its own internal operations and across the value chain, which includes procurement, supplier sustainability, and supply chain activities. Signify recognizes that its business activities and those of its suppliers can impact the well-being and dignity of individuals and communities and is dedicated to promoting and protecting human rights in line with applicable laws, regulations, and international standards, as well as making a positive contribution to promote and advance human rights. This commitment is an integral part of Signify Integrity Code and internal due diligence process and connected to the following separate policies and statements: Signify Diversity and Inclusion Policy, Anti-harassment & Anti-discrimination Policy, Environment, Health and Safety Policy, Signify Forced and Child Labor Due Diligence Statement, and Supplier Sustainability Declaration.

This policy is aligned with the International Bill of Rights, the ILO's Declaration on the Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights (UNGPs), ILO conventions, and the OECD Guidelines for Multinational Enterprises. Signify has signed the Ten Principles of the UN Global Compact. Signify complies with locally applicable laws and regulations and is supportive of relevant voluntary agreements. We expect our suppliers, customers and business partners to uphold a similar standard. Where national laws and international human rights standards differ, the company strives to apply the higher standard. In situations where national law conflicts with international human rights principles, the company complies with national law while seeking ways to respect and uphold internationally recognized human rights to the greatest extent possible.

The following human rights issues have been identified as the salient rights across our value chain, potentially impacting our own workforce, workers in the value chain, consumers and communities: Health and safety, working hours, equal employment opportunities, freedom of association and collective bargaining, recognition, reward and living wage, modern slavery and trafficking, forced and child labor, and privacy.

## **Principles of conduct**

Our principles of conduct for the respect of human rights follow the due diligence process which consists of identifying, preventing, mitigating, and accounting for potential adverse impacts. Findings are integrated into decision-making, monitored and reported annually. This policy applies to all employees, contractors, suppliers, customers, and business partners associated with Signify and adherence to Signify Integrity Code principles is expected. In addition, we require our suppliers to commit to our Supplier Sustainability Declaration which is based on the Responsible Business Alliance (RBA) Code of Conduct.

### **1. Assessment**

Signify conducts risk assessments to identify potential adverse impacts across the value chain and prioritize the salient issues. This includes evaluating our own operations, suppliers, customers and business partners on compliance with international standards, which include provisions on fair labor practices, human rights, environmental protection, and anti-

corruption measures. These assessments cover the potential impacts and salient issues to consider for our own workforce, workers in the value chain, consumers and affected communities. The process includes the identification of risk areas, consideration of vulnerable groups, new operation assessments, stakeholder consultation and annual audits.

## **2. Prevention, mitigation and remediation**

Identified salient issues are addressed through prevention and mitigation actions. For cases of non-compliance in our own operations, with suppliers or business partners; remediation and corrective actions plans are defined. As a last resort, termination of the relationship or limitation of the engagement is considered. Signify also carries out due diligence assessments for new ventures and acquisitions which consider human rights risks.

### **Grievance mechanism**

Signify provides for and cooperates in remedying adverse human rights situations that the company has caused or contributed to through legitimate processes, including establishing or participating in effective operational-level grievance mechanisms for individuals that may be adversely affected by the company's activities. The mechanism ensures remediation and restoration in case of actual violation of rights.

The Integrity Code and Reporting Policy set the standard for business conduct and provide information on the central grievance mechanism. Translation of our Integrity Code is available in 26 languages. Our Ethics Line is available to all stakeholders for complaints or concerns to be raised. Concerns raised are regularly reviewed, assessed and answered by the Business Integrity Office. Signify has a strict non-retaliation policy to protect whistleblowers and any stakeholders submitting a concern or complaint.

## **3. Implementation and monitoring**

The implementation of prevention, mitigation and remediation actions are managed through the Due Diligence Working Group coordinating with the relevant departments depending on the type of stakeholders affected. The principles of effectiveness are considered as part of the process. The Human Rights Committee oversees the progress and provides advice.

This Policy and its principles are integrated throughout the company with trainings, communication, and management systems. Signify delivers training and awareness programs to ensure the Integrity Code and human rights-related policies are well understood and known across the company.

Signify publishes information about the risk assessments, outcomes and mitigation measures in its Annual Report in accordance with applicable reporting rules and standards, including those under the EU Corporate Sustainability Reporting Directive. These human rights related disclosures are audited by our external auditor.

## **4. Governance**

The Board of Management is accountable for the implementation of this Policy, and the Human Rights Committee oversees the Policy's implementation. The Due Diligence Working



Group with representative members of the Legal Compliance, Human Resources, Sustainability and Procurement teams is responsible for ensuring the implementation of the prevention and mitigation actions and for conducting the annual risk assessments.

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

**Alice Steenland** –  
Chief Strategy, Sustainability & Marketing Officer



### About this policy

Document Name	Signify Human Rights Policy
Document ID	QS-001089
Document version	2
Document owner	Maurice Loosschilder
LT Executive owner	Alice Steenland
Total number of pages	4
Start Date Valid	July 15, 2025
Date for Next Review	July 15, 2028
Related document	Signify Integrity Code Signify Diversity and Inclusion Policy Anti-harassment & anti-discrimination Policy Environment, Health and Safety Policy Signify Forced and Child Labor Due Diligence Statement Supplier Sustainability Declaration

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 non-discrimination
2025	3.0	Extended scope covering the entire value chain