



Signify Supplier Sustainability Declaration

Policy
2026

Dear supplier,

At Signify, we believe that all businesses have a vital role to play in building a better and more sustainable world. Through our Brighter Lives, Better World 2030 program, Signify aims to deliver lighting that improves lives, saves energy, and makes better use of resources while addressing rising electricity demand, resource scarcity, climate change, and the need for healthier, safer, more resilient, and more livable environments.

We are committed to reducing energy usage, greenhouse gas emission, waste, and virgin material consumption across our value chain, while driving innovation that improves safety, security, health, and well-being. Built on responsible business, the program also advances low-nature-impact manufacturing, inclusive workplaces, fair working conditions, and access to lighting for underserved communities.

These commitments reflect our conviction that long-term success must be grounded in transparency, inclusiveness, and respect for human rights.

As a valued partner in our supply network, your collaboration is essential to achieving this ambition. We appreciate your continued support and the important role you play in extending responsible business practices beyond our own operations and throughout the broader value chain. We count on you to provide safe working conditions, treat workers with dignity and respect, and operate in an environmentally responsible and ethical manner. We expect you to implement a risk-based due diligence process across all your operations and facilities to identify, prevent, and mitigate potential adverse impacts. Equally important is your commitment to cascading these principles and expectations on to your own suppliers.

This Supplier Sustainability Declaration sets out the standards and behaviors that we follow at Signify and expect you and your supply chain to uphold as well. The Declaration aligns with the due diligence framework established by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and is guided by Environmental, Social, and Governance (ESG) expectations. As a supplier of products, components, materials, packaging, services, or solutions to or on behalf of Signify, compliance with this Declaration is required.

We consider these commitments fundamental to building a resilient, responsible, and future ready supply chain. Your acknowledgment of and active engagement with these expectations is a prerequisite for doing business with Signify.

Together, through shared commitment and strong partnership, we can further strengthen responsible practices across the value chain, contribute to improved working conditions, and support the transition toward a more sustainable world.



Guido Born

Chief Procurement Officer



Maurice Loosschilder

Head of Sustainability

Signify Expectations

The Supplier Sustainability Declaration outlines the core requirements Signify expects its suppliers and business partners to meet in fulfilling their responsibilities toward stakeholders and the environment. By accepting this declaration, the supplier and business partners commit to:

1. Ensure human rights and fair labor conditions for all workers

Suppliers are expected to uphold and promote the human rights, dignity, wellbeing, and safety of all workers throughout their operations and supply chains. These expectations apply to all workers, including temporary, migrant, student, contract, and direct employees.

Suppliers shall, at a minimum:

- Prohibit forced and child labor;
- Protect young workers;
- Comply with applicable laws on working hours, wages, and benefits;
- Ensure a workplace free from discrimination, harassment, and inhumane treatment;
- Respect freedom of association and collective bargaining rights;
- Provide safe and healthy working conditions;
- Provide adequate sanitation, food, and housing where applicable.

Detailed requirements are provided in Annex 1 of this document.

2. Respect the environment

Signify is committed to responsible environmental stewardship across its value chain. Suppliers are expected to support these ambitions by identifying, managing, and reducing the environmental impacts of their operations, while safeguarding the health and safety of workers and surrounding communities. Suppliers shall develop, implement, and maintain sound environmental management practices where applicable:

- Maintain all required environmental permits, approvals, and registrations;
- Minimize emissions, discharges, waste, and resource consumption;
- Safely identify, label, manage, and track hazardous materials and waste;
- Systematically reduce, reuse, recycle, and responsibly dispose of waste;
- Monitor and control air emissions in compliance with applicable regulations;
- Manage water use and wastewater responsibly to support conservation and compliant treatment and discharge.

Signify encourages suppliers to continuously improve environmental performance and contribute to more sustainable and resource-efficient value chains.

Detailed requirements are provided in Annex 2 of this document.

3. Climate action to reduce greenhouse gas emissions

The Signify Climate Transition Plan ([link](#)) sets out our targets to significantly reduce our greenhouse gas (GHG) emissions and achieve our climate targets. Recognizing that a sizeable portion of our emissions occur in our supply chain, we actively encourage suppliers to support these ambitions by reducing emissions within their own operations and supply chains.

As part of this approach, Signify may engage suppliers to provide primary emissions data, calculate upstream GHG emissions, and identify emissions reduction opportunities. Suppliers participating in these programs are expected to collaborate proactively, contribute relevant data, and support the implementation of practical decarbonization measures. Suppliers that are not currently participating in these initiatives are nevertheless encouraged to take steps to reduce their GHG emissions. This includes increasing the use of renewable energy, improving energy efficiency, and adopting more sustainable operational practices.

In addition, all suppliers are advised to assess and manage climate-related risks and opportunities within their operations and supply chains.

Through continued collaboration, we can accelerate emissions reductions across the value chain and contribute to a low-carbon future.

4. Promote circularity

Our ambition in the circular economy is outlined in the Signify Circle Program ([link](#)). This program addresses the full product lifecycle, including design, material sourcing, production, use phase, and material recovery.

As part of this program, Signify continuously explores opportunities to increase the use of materials with high Post Consumer Recycled (PCR) or bio-circular content, as well as to improve product recyclability.

We actively encourage our suppliers to contribute to this journey by proposing solutions that support circularity objectives. In close collaboration with our business teams, each proposal will be evaluated based on key criteria such as quality, availability, cost, material impact, and alignment with customer demand.

Strong, viable business cases will play a critical role in advancing Signify's circularity ambitions while creating mutually beneficial opportunities for our suppliers.

5. Reduce impact of packaging material

Signify is committed to reducing the environmental impact of packaging throughout its lifecycle. To support this ambition, Signify has established Sustainable Packaging Requirements ([link](#)) that promote packaging designed for circularity, material efficiency, and the use of recycled and sustainably sourced materials.

Suppliers providing packaging materials or finished goods delivered in packaging to Signify shall comply with Signify's Sustainable Packaging Requirements as well as all applicable packaging legislation.

Suppliers are expected to embed sustainable packaging principles into their packaging design, material selection, and manufacturing processes to support continuous improvement and regulatory compliance.

6. Drive responsible minerals sourcing

Suppliers providing products that contain tin, tungsten, tantalum, gold, cobalt, or other related metals shall adopt a policy and conduct due diligence on the source and chain of custody of those minerals to reasonably assure responsible sourcing consistent with the OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent recognized framework.

For more information, see Signify's Due Diligence Paper on Responsible Minerals via this [here](#).

7. Professional management of hazardous substances

Suppliers are expected to minimize and strictly control the use of hazardous substances within their operations. All such substances must be properly identified, labelled, stored, and handled in a manner that ensures the health and safety of workers at all times. Treatment, handling, and disposal of hazardous materials must fully comply with applicable local legislation.

Furthermore, all supplied products must meet all relevant legal and regulatory requirements. Signify has summarized these requirements in the Restricted Substances List, see link.

Suppliers are required to maintain full transparency regarding the presence of hazardous substances in their products and must provide appropriate compliance documentation and declarations on the BOMcheck platform. See [link](#).

8. Business conduct and high standards of integrity

Suppliers are expected to conduct business ethically, transparently, and with the highest standards of integrity. Suppliers shall comply with all applicable laws and regulations and maintain responsible business practices throughout their operations and supply chains.

Suppliers shall, at a minimum:

- Prohibit all forms of bribery, corruption, extortion, and embezzlement;
- Ensure that no improper advantage is offered, promised, or accepted;
- Maintain accurate, transparent, and complete business records;
- Disclose relevant labor, health and safety, environmental, business, and financial information in accordance with applicable regulations;

- Respect intellectual property rights and uphold fair business, advertising, and competition practices;
- Protect whistleblowers and enable workers to raise concerns without fear of retaliation;
- Protect personal information and comply with applicable privacy and information security laws.

Detailed requirements are provided in Annex 3 of this document.

Signify encourages suppliers to foster a culture of ethics, accountability, and transparency across their organizations and value chains. Signify adheres to the same standards and we appreciate any feedback from suppliers in case of non-compliance (refer to point 10).

9. Maintain strong management systems

Suppliers will establish a management system to ensure compliance with applicable legislation, product and process requirements, and the guidelines stated in this code of conduct. The management system should facilitate the identification and mitigation of operational risks related and support continual improvement.

The detailed standards on what is expected can be found in Annex 4 of this document.

10. Access to grievance channels

Integrity is fundamental to Signify's business practices and sustainability commitments. Suppliers and their employees are encouraged to speak up if they become aware of conduct that may be unethical, illegal, or inconsistent with Signify's standards.

Concerns can be reported through the Signify Ethics Line, which is operated by an independent third-party provider and is available 24/7 through both online and telephone channels in local languages. Reports are handled confidentially by qualified professionals to support objective review and investigation processes.

Access the Signify Ethics Line [here](#).

Teaming up for brighter lives and a better world

We appreciate your cooperation as a valued supplier and our shared commitment to conducting business in a fair and ethical manner. Together, we strive to respect the rights and well-being of all workers across the supply chain while minimizing our environmental impact. Through this collaboration, we aim to help realize our shared vision of brighter lives and a better world.

ANNEX 1: Human Rights and Labor Standards

i) Prohibition of Forced Labor

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers' dormitories or living quarters.

As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment.

Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms.

All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts.

Participants shall maintain documentation on all workers leaving. Employers, agents, and sub-agents may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law. In this case, at no time shall workers be denied access to their documents.

Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

ii) Young Workers

Child labor shall not be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in

accordance with applicable laws and regulations. Suppliers shall implement an appropriate mechanism to verify the age of workers.

The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Suppliers shall provide appropriate support and training to all student workers.

In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.

If child labor is identified, assistance/remediation shall be provided.

iii) Working Hours

Working hours shall not exceed the maximum set by local law. Further, a work week shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.

iv) Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

v) Non-Discrimination/Non-Harassment/Humane Treatment

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Suppliers shall not engage in discrimination or harassment based on race, colour, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests,

including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way.

vi) Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

vii) Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

viii) Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

ix) Occupational Injury and Illness

Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

x) *Industrial Hygiene*

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Suppliers shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

xi) *Physically Demanding Work*

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

xii) *Machine Safeguarding*

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

xiii) *Sanitation, Food, and Housing*

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Supplier or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

xiv) *Health and Safety Communication*

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

ANNEX 2: Environment Standards

i) Environmental Permits and Reporting

All required environmental permits (e.g. discharge monitoring), approvals, and registrations shall be obtained, maintained, and kept current, and their operational and reporting requirements shall be followed.

ii) Pollution Prevention and Resource Conservation

Emissions and discharges of pollutants and generation of waste shall be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

iii) Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

iv) Solid Waste

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

v) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers shall conduct routine monitoring of the performance of their air emission control systems.

vi) Materials Restrictions

Suppliers shall adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labelling for recycling and disposal.

vii) Water Management

Suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater shall be characterized, monitored,

controlled, and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

ANNEX 3: Business Code of Conduct and Ethics Standards

i) Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

ii) No Improper Advantage

Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti- corruption laws.

iii) Disclosure of Information

All business dealings shall be transparently performed and accurately reflected on the Suppliers' business books and records. Information regarding Suppliers labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

iv) Intellectual Property

Intellectual property rights shall be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

v) Fair Business, Advertising and Competition

Standards of fair business, advertising, and competition shall be upheld.

vi) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers shall be maintained, unless prohibited by law. Suppliers shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

vii) *Privacy*

Participants shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Participants shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

ANNEX 4: Management System Standard

The management system shall contain the following elements:

i) **Company Commitment**

Suppliers shall establish human rights, health and safety, environmental and ethics policy statements affirming Participant's commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

ii) **Management Accountability and Responsibility**

Suppliers shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

iii) **Legal and Customer Requirements**

Suppliers shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

iv) **Risk Assessment and Risk Management**

Suppliers shall adopt or establish a process to identify the legal compliance, environmental, health and safety, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with supplier's operations. Suppliers shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

v) **Improvement Objectives**

Suppliers shall establish written performance objectives, targets and implementation plans to improve their social, environmental, and health and safety performance, including a periodic assessment of their performance in achieving those objectives.

vi) **Training**

Suppliers shall establish programs for training managers and workers to implement their policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

vii) Communication

Suppliers shall establish process for communicating clear and accurate information about Participant's policies, practices, expectations, and performance to workers, suppliers, and customers.

viii) Worker/Stakeholder Engagement and Access To Remedy

Suppliers shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

ix) Audits and Assessments

Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

x) Corrective Action Process

Suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

xi) Documentation and Records

Suppliers shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

xii) Supplier Responsibility

Suppliers shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance with the Code.

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