Signify Environmental, Health & Safety Policy

Subject: Signify Environment, Health & Safety Policy

Introduction

At Signify, we are committed to protecting our environment and creating a safe and healthy workplace for all our employees and stakeholders involved. Our Environment, Health & Safety (EHS) Policy complements our Sustainability Policy and details our commitments and responsibilities in this important area.

We integrate EHS considerations into business decision-making and apply a risk and opportunity-based approach that considers changes in our operating context, including climate change, evolving stakeholder expectations, and impacts across our value chain.

The EHS Policy applies to all Signify sites, majority owned joint ventures, and systems & service projects in the marketplace. It covers all employees, temporary workers, contractors and visitors to Signify premises.

This policy also guides activities performed on Signify's behalf across relevant value-chain interfaces, with expectations proportionate to Signify's influence, applicable requirements and EHS risks.

Content

EHS at Signify

Our commitment to EHS starts with aligning our business and strategy with the Sustainable Development Goals (SDG) most relevant for our business and operations. These are:

- SDG 7 Affordable and clean energy
- SDG 8 Decent work and economic growth
- SDG 12 Responsible production & consumption
- SDG 13 Climate action.

Our commitments are supported by effective leadership, worker participation and learning, with EHS performance integrated into decision-making and continual improvement.

In summary, we are committed to:

- Ensure all leaders lead by example to create a safe and healthy environment and to minimize environmental impacts
- Implement preventive processes to identify and minimize injury, illness, and environmental risks and to address opportunities
- Implement preventive practices and responsive procedures regarding incidents, near misses and emergencies
- Meet or exceed the requirements of applicable EHS national regulations
- Provide all employees with relevant information and regular training on EHS aspects
- Consult and cooperate with employees and/or their representatives as well as other internal

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and external stakeholders

- Be fully transparent in our periodic reporting on EHS performance
- Strengthen prevention by combining robust controls with Human Organizational Performance (HOP) principles: people are fallible, context influences behavior, learning is vital, and leaders are responsible for creating systems and conditions in which work can be performed safely.

Environment

We focus on prevention and minimizing the impact of our operations, business, and supply chain on the environment. We are committed to continuously exploring opportunities and solutions to further decrease our environmental impact in a technically and economically feasible manner. The environmental performance of our operations focuses on carbon neutrality, 100% renewable electricity, zero waste to landfill, and protecting nature by preventing pollution, reducing emissions to air, soil, and water, minimizing the use of water, and preserving biodiversity.

The environmental performance of our lighting solutions focuses on the areas of climate action and circular economy, which are an integral part of our company strategy. In this way, we also help to reduce the environmental impact for our customers. We evaluate the environmental performance of our products over their total life cycle and apply sustainable design principles in our innovation process so that product and system designs take energy use, circularity, weight & materials, packaging, and substances into account.

We work with our supply chain on environmental responsibility, driving compliance and improvement through audits and training in at-risk countries. Our programs in the supply chain additionally focus on substance management, conflict minerals, and support to reduce our suppliers' carbon footprint.

Health and Safety

Our employees, temporary workers, contractors, and visitors have the right to a safe working environment. We aim to continuously recognize and eliminate hazards in the workplace before an occupational injury or illness occurs.

We protect both physical and psychological health and safety, including the prevention of work-related injury and ill health and the management of ergonomic, psychosocial and emerging occupational risks. We apply the hierarchy of controls and seek to design work, equipment and processes so that safe and healthy performance is enabled by the system, not dependent solely on individual behavior.

All individuals within our company share a responsibility to prevent any harm to themselves, fellow employees, contractor employees, business partners, and the environment. Everyone is expected and empowered to speak up, stop or pause work when conditions are unsafe, and contribute to learning and improvement. Leaders are accountable for responding constructively, understanding how work is actually performed, and addressing system conditions that shape risk.

Health and Safety, driven by our Integrity Code and 10 Golden Safety Rules, form an integral part of doing business and must be incorporated into every action we undertake.

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For any question related to this document, please contact the Document owner: Johan De Fraye

Measuring our progress

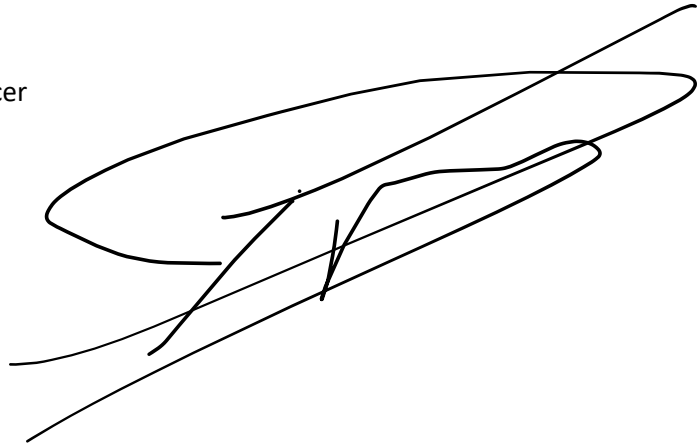
Signify EHS management systems operate in accordance with the international standards ISO14001 and ISO45001. We use audits for a systematic and documented verification process that ensures compliance and drives continuous improvement. Signify measures and verifies through a third party its environmental performance and publishes validated results annually. We publish lawful environmental achievements and product claims and make our EHS Policy available to employees and other internal and external stakeholders.

Signify is committed to comply with all applicable laws and regulations, will promote international harmonization of applicable laws and regulations, and is prepared to enter into voluntary agreements. We expect our business partners to uphold a similar standard.

Sign Off

Paul Peeters – Chief Supply Chain Officer





Related documents

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