

The Philips logo, consisting of the word "PHILIPS" in a bold, blue, sans-serif font, is positioned in the upper left corner of a white rectangular area with rounded corners.The word "Policy" is written in a white, sans-serif font on a dark blue rectangular background that is part of the same graphic element as the Philips logo.

# Occupational Health & Safety Policy

## March 2023

This policy sets out the Occupational Health & Safety guiding principles for Philips' management and employees, contractors and visitors.

### 1. Introduction

Occupational Health & Safety (OHS) is an integral part of our company purpose and Environmental, Social and Governance (ESG) commitments. At Philips, we provide the highest standards of health and safety for our employees, contractors and visitors. Nothing is so urgent or important that it cannot be done in a safe and healthy way.

This policy prescribes the Occupational Health and Safety goals of Royal Philips. The OHS policy forms an integral part of the [Philips General Business Principles](#).

### 2. Scope

This policy applies to all personnel working for, or on behalf of, Royal Philips, and covers all activities of Royal Philips in its entirety, globally.

### 3. Governance

This policy is established under the direction of Philips Chief Executive Officer (CEO) and is maintained and issued by Philips Corporate Health & Safety. This policy is implemented through an Occupational Health & Safety Management System (ISO 45001). Full compliance with all legal requirements is mandatory, and other requirements as applicable and specified by Philips Corporate Safety Standards (PCSS) will apply.

The PCSS is a Royal Philips auditable standard and all Royal Philips organizations in scope will be audited periodically according to a published schedule.

### 4. Occupational Health & Safety

Royal Philips is committed to the prevention of injuries, illnesses and incidents by providing a healthy and safe working environment to every employee, contractor and visitor. This commitment is demonstrated through proactive risk management focused on hazard control and elimination; consultation and engagement of employees; fostering a culture of health and well-being; ensuring regulatory compliance and the continual improvement through OHS performance management. Leadership commitment is crucial in achieving our mission of a proactive health and safety culture. Royal Philips is committed to:

- Enabling a positive health and safety culture in which every employee, contractor and visitor feels free to speak up about non-conformances, undesirable, unhealthy or unsafe situations, or any other OHS related issue;
- Supplying all employees, contractors and visitors with relevant information, operational controls and regular training on OHS requirements to enable them to conduct their activities in a healthy and safe way;
- Consulting and collaborating with employees and/or their representatives and other stakeholders on OHS matters;
- Implementing a Plan-Do-Check-Act systematic approach to provide a framework to set objectives and ensure continual improvement of OHS performance;
- Meeting or exceeding all applicable legal and other requirements and Philips Corporate Safety Standards (PCSS), whichever is the highest standard. Where legal and PCSS requirements are mutually incompatible, then the legal requirement will take precedence.

