



Occupational Health and Safety Policy

December 2017

At Philips, we strive to make the world healthier and more sustainable through innovation. As a socially responsible company who considers its employees its greatest asset we believe we are at our best when our employees are at theirs. We will provide the highest standards of safety and health for our employees, contractors and visitors. Nothing is so urgent or important that it cannot be done in a safe and healthy way.

1. Introduction

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

2. Policy

Royal Philips aspires to be a leader in OHS performance. Driven by our General Business Principles and Company Values, OHS is integral to the way we conduct our business, and must be incorporated into every aspect of our work.

We care for people. A safe and healthy working environment will be provided to each employee, contractor and visitor. Through consistent and continuing efforts, incidents and occupational illnesses can be prevented. Management involvement is crucial in driving a proactive health and safety culture at all locations where employees, contractors and visitors conduct business activities on behalf of Royal Philips. Within Royal Philips we all share the responsibility to achieve the highest standards of OHS performance and we will all strive to provide the highest standards of protection to our colleagues and those for whom we are responsible.

Royal Philips is passionate about maintaining a safe and healthy work environment for its employees, contractors and visitors, and therefore, is committed to:

- Becoming a leader in OHS performance and making OHS a core value of everything we do;
- Providing a positive safety culture in which every employee, contractor and visitor feels free to speak up about non-conformances, undesirable or unsafe situations or any other OHS related issue.;
- Having a risk-based process in place for the identification, classification, prioritization and control of hazards and risks;
- Providing all employees, contractors and visitors with relevant information, operational controls and regular training on OHS requirements to enable them to conduct their activities safely;
- Consulting and collaborating with employees and/or their representatives and other stakeholders on OHS matters;
- Implementing effective approaches to protect people from safety and health risks;
- Being fully transparent in the periodic reporting on OHS performance;
- Implementing a Plan-Do-Check-Act systematic approach to ensure continual improvement of OHS performance;
- Meeting or exceeding all applicable laws and Philips Corporate Safety Standards (PCSS) whichever is the highest standard. Where laws and PCSS are mutually incompatible then the legal requirement will take priority.

3. Implementation

This OHS Policy will be executed through the implementation of PCSSs which detail specific minimum performance standards in all aspects of health and safety and will be reviewed periodically and amended as required. The PCSSs will be embedded in the ISO 45001 / OHSAS 18001 Occupational Health and Safety Management System (OHS MS), which will be a core standard for Royal Philips. The PCSSs are made under authority of this policy and may be amended periodically to reflect changes in standards.

The PCSS is a Royal Philips auditable standard and all Royal Philips organizations in scope will be audited periodically according to a published schedule. Any non-conformances with any PCSS will be brought to the appropriate level of management for prompt attention and resolution.

This policy will be communicated to all employees and any other person who may be affected by it.



Frans van Houten

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Royal Philips

Version: 1
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This policy is an integral part of the Philips
General Business Principles
<https://intranet.philips.com/Pages/General-Business-Principles.aspx>

Intranet searchwords:
#OHS, #healthandsafety