



## Philips Modern Slavery and Human Trafficking Statement 2022

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Pursuant to Section 3 of the California Transparency in Supply Chains Act of 2010, the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Provision 54, and the Australian Modern Slavery Act 2018 (Commonwealth), Philips declares its efforts in identifying, assessing and managing the risks of modern slavery and human trafficking within its operations and product supply chain. This statement is in relation to the financial year ending 31 December 2022 and is made on behalf of the Philips Group, which comprises Koninklijke Philips N.V. and our covered subsidiaries:

- Philips Electronics UK Limited;
- Remote Diagnostic Technologies Limited;
- Philips Electronics Australia Limited; and
- Philips Saeco Australia Pty. Limited.

(hereafter "Royal Philips", "Philips", or "our").

Philips Electronics UK Limited and Remote Diagnostic Technologies Limited are required to publish an annual modern slavery statement in accordance with Section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015 (referred to in this statement as the **UK Reporting Entities**).

Philips Electronics Australia Limited and Philips Saeco Australia Pty Limited are reporting entities under the Modern Slavery Act 2018 (Cth) (referred to in this statement as the **Australian Reporting Entities**).

This joint statement has been made on behalf of the above entities of the Philips Group.

In recent years, Philips has made the decision to regroup its multiple – business-specific – supply chains into the Integrated Supply Chain under the leadership of the Chief Operations Officer. This encompasses supplier selection and management through procurement, manufacturing across all the industrial sites, logistics, and warehousing operations, as well as demand/supply orchestration across the businesses and markets. Philips global organization and its subsidiaries use many of the same policies and processes and have many shared suppliers. Therefore, Philips opts for submitting a joint Statement on their behalf, after internal consultation and revision by representatives from covered organizations.

For more information on the company's organizational structure, the approach to sustainability, and human rights, please refer to the [2022 Philips Annual Report](#).

### 1. Structure, operations and supply chains

Royal Philips (NYSE: PHG, AEX: PHIA) is a leading health technology company focused on improving people's health and well-being through meaningful innovation. Philips' patient- and people-centric innovation leverages advanced technology and deep clinical and consumer insights to deliver personal health solutions for consumers and professional health solutions for healthcare providers and their patients in the hospital and the home. Headquartered in the Netherlands, the company is a leader in diagnostic imaging, ultrasound, image-guided therapy, monitoring and enterprise informatics, as well as in personal health.

In relation to the UK Reporting Entities:

- Philips Electronics UK Limited is a private limited company registered in England (Company number: 446897); and
- Remote Diagnostic Technologies Limited is a private limited company registered in England (Company number: 3321782)

both of which have their registered office at Ascent 1, Aerospace Boulevard, Farnborough GU14 6XW.

In relation to the Australian Reporting Entities:

- Philips Electronics Australia is an Australian public limited company; and

- Philips Saeco Australia Pty Limited is an Australian proprietary limited company, both of which are incorporated in Australia, with headquarters in North Ryde, NSW.

Philips leverages advanced technology, and deep clinical and consumer insights to deliver integrated solutions. Philips employs approximately 77,000 employees with sales and services in more than 100 countries. Philips sources products and components from approximately 5,300 first-tier suppliers globally.

Our strategy requires us to collaborate and apply a common way of working, to deliver with speed, excellence, quality and relevance to local market/customer needs, while leveraging global scale and synergies across the company. In 2022, Royal Philips was organized around the following reportable segments:

- Diagnosis & Treatment businesses: Diagnostic Imaging, Ultrasound, Enterprise Diagnostic Informatics, and Image Guided Therapy
- Connected Care businesses: Hospital Patient Monitoring, Emergency Care, Sleep & Respiratory Care, and Connected Care Informatics
- Personal Health businesses: Oral Healthcare, Mother & Child Care, and Personal Care
- Other: Innovation, IP Royalties, Central Costs, Other

#### **Risks of Modern slavery**

Electronic products have been recognized in the Global Slavery Index as a high-risk industry. If Philips suppliers or manufactures who provide electronics or electronics parts are based in high-risk countries, such as Malaysia or China, we include the suppliers into our Supplier Sustainability Performance program, through which thorough risk assessments are conducted and remediation is sought. Refer to section 4 of this statement for more details on our risk response.

#### **Process of consultation**

The Philips Group takes a global, company-wide approach to our modern slavery compliance. The policies and procedures mentioned in this Statement, including the Supplier Sustainability Declaration, Fair Employment Policy and General Business Principles apply to all entities in the Philips Group.

The Australian Reporting Entities consulted with various relevant internal stakeholders from procurement, sustainability and legal teams to ensure that modern slavery risks are being sufficiently identified and any agreed actions can be overseen by the relevant team.

#### **2. Organizational policies in relation to modern slavery and human trafficking**

Philips' respect for human rights is expressed in our Human Rights Policy, supported by our General Business Principles (GBP), and supported by several other domain-specific policies. In 2018, Philips launched a new program to identify potential and actual human rights impacts throughout our operations and value chain. We have listed our human rights areas of severe impact, based on our understanding of emerging issues, risks that are common in our sector, and experience from other industries. Furthermore, we have engaged our relevant functions and obtained relevant inputs from external stakeholders. Freedom from child-, forced-, and bonded labor were identified as focus areas, while recognizing it might take different forms in different contexts, geographies, and section of our value chain. Therefore, Philips policies and due diligence efforts are tailored accordingly and will be detailed below.

In accordance with conventions of the International Labor Organization (ILO), we do not make use of forced, bonded or child labor. While pursuing our business objectives, we aim to be a responsible partner in society, acting with integrity towards our employees, customers, business partners and shareholders, as well as the wider community in which we operate. Everyone at Philips is expected to always act with integrity, and Philips rigorously enforces compliance of its General Business Principles (GBP) throughout the company. Our integrated approach to doing business responsibly and sustainably links our Environmental, Social and Governance (ESG) performance to business strategy, and financial and operational performance, reflecting our commitment to the United Nations' Sustainable Development Goals (SDGs), especially SDGs 3, 12, 13 and 17.

Our Fair Employment Policy explicitly acknowledges that all work must be voluntary. Employees receive a written document that details terms and conditions of employment. This document is in a language accessible to them and is provided prior to beginning work at Philips. Unless required by local law, Philips employees shall not be required to deposit original government-issued identification, passports or work permits as a condition of employment. Likewise, (prospective) employees will not bear any fees or other unreasonable related costs for their recruitment or employment. If any such fees are found to have been paid by an employee, such fees shall be repaid to the employee.

The General Business Principles set the standard for acting with integrity at Philips. They govern all our decisions and actions throughout the world and apply equally to our group actions and to our conduct as individuals. The principles of fair employment practices are defined in paragraph 1.1:

### *1.1 Fair employment practices*

*We believe a diverse workforce and an inclusive work environment are essential to a thriving innovative business. We strive to attract employees from a wide range of backgrounds. We do not discriminate on the basis of race, color, age, gender, gender identity or expression, sexual orientation, language, religion, political or other opinions, disability, national or social origin or birth.*

*We promote a workplace that is free from physical and verbal harassment. We do not tolerate any conduct that creates, encourages or permits an offensive, humiliating or intimidating work environment.*

*We do not make use of forced, bonded and child labor.*

*We recognize and respect the freedom of our employees to associate with any employee organization of their own choosing under local law without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we establish a constructive dialogue and engage in negotiations or consultation as required with their freely chosen representatives.*

*We aim to maintain a healthy, safe and productive work environment.*

The General Business Principles are an integral part of Philips' labor contracts, which are available in 30 languages in virtually all countries where Philips operates. The full text of the Philips General Business Principles can be found [here](#).

Philips engages in verification activities to identify, assess and manage the risks of modern slavery and human trafficking in its product supply chain in order to focus our efforts where we can have the highest impact. Philips is a member of the Responsible Business Alliance (RBA), a non-profit coalition of electronics companies committed to: (1) supporting the rights and well-being of workers and communities engaged in the global electronics supply chain, and (2) environmental and social responsibility. Philips adopted the RBA Code of Conduct and included the requirements of the code as part of our supplier contracts within the Philips Supplier Sustainability Declaration (Declaration). Philips suppliers must adhere to the Declaration and deploy it to their suppliers. The full version of the Declaration is available [here](#). Philips monitors compliance with the Declaration through its Supplier Sustainability Performance (SSP) program.

### **2.1. Governance and internal accountability**

Philips' commitment to respect human rights is led by the Environmental, Social and Governance (ESG) Committee. This internal body is composed of Executive Committee members and senior executives from businesses and functions across Philips. As the highest governing ESG body within Philips and co-chaired by CEO, Roy Jakobs, and Chief Legal Officer, Marnix van Ginneken, the Committee is responsible for strategy and oversight of all company activities across the three ESG dimensions. The Committee also monitors progress and takes corrective action where needed.

Furthermore, responsibility for compliance with the General Business Principles rests principally with the management of each business. Every market organization and each main production site has a GBP Compliance Officer. Confirmation of compliance with the General Business Principles is an integral part of the annual Statement on Business Controls. The management of each business unit is required to issue such a Statement as part of a cascading process leading to CEO/CFO certification of the company's annual accounts.

### **3. Due diligence**

Philips' commitment to do all that is reasonable and practicable to proactively identify and mitigate (potential) adverse human rights impacts in our operations and value chain is supported by different due diligence mechanisms.

#### **3.1. GBP Self-Assessment**

The GBP Self-Assessment validates the implementation of the GBP and related policies worldwide. This assessment includes a number of human rights areas of severe impact, including: business integrity, freedom from child-, forced & bonded labor, working hours, non-discrimination, respectful-, equal and fair treatment, right to organize, collective bargaining, and remuneration.

#### **3.2. Human Rights Impact Assessment (HRIA)**

To further align our approach with the United Nations Guiding Principles (UNGP) as well as OECD guidance, Philips initiated its first country-specific Human Rights Impact Assessment (HRIA) in 2018 in its manufacturing site in Batam, Indonesia. The goal was to gain insights into the views of potentially affected stakeholders, engage in constructive dialog with them, and determine appropriate actions and management processes to effectively mitigate and address human rights risks. Additionally, the company wanted to validate the benefits of a Human Rights Impact Assessment within its own operations, next to its current GBP and human resource management approaches. After validation of the insights gathered, local management, together with the union, developed an action plan for improvement. Follow-up interviews with the local management and staff were conducted in the first quarter of 2021, ensuring measures were sufficiently implemented and overall awareness had improved.

Philips has a country risk assessment in place to identify locations which may have a higher risk of human rights violations. This assessment is updated periodically and considers open-source country analysis as well as global benchmarking reports, for example by the International Trade Union Confederation, to determine at-risk sites. These elements are cross-checked with internal parameters, for instance, the number of full-time equivalent employees at manufacturing sites and the number of reported General Business Principles complaints.

In 2020, based on a new country risk assessment, Philips rolled out a revised HRIA approach to five of its manufacturing sites in China, covering 4,000 FTE. From this analysis, Philips identified challenges comparable to Batam, where temporary workers hired through external labor agencies were often insufficiently aware of Philips policies as well as their worker rights. With this insight, and building on best practices shared by Batam, the global team created a toolkit to support local stakeholders manage third-party labor providers, ensuring awareness of worker rights and Philips' policies, and they deployed it globally. Continuous support during the implementation of the action plan has been put in place. COVID-19 travel restrictions have impacted the planning of assessments at identified sites, which means the percentage of identified sites to have received a dedicated Human Rights Impact Assessment over the past three years remains at 60%. Based on an updated risk analysis, Philips rolled out the approach to two more sites in the United States in 2022, encompassing 2,000 employees. By 2023, Philips aims to perform Human Rights Impact Assessments at 100% of at-risk sites, which will be repeated every three years.

In the first quarter of 2021, additional validation activities took place, together with the creation of an action plan by local management. Follow-up to the agreed action plan will be monitored and supported by the global organization. Although the Human Rights Impact Assessment of selected sites did not cover the supply chain, learnings from these site assessments were used to develop and launch a new deep-dive approach for certain suppliers. This has been piloted in Q4 2021, with a focused assessment on human rights, compared with the broader Supplier Sustainability Performance program assessment approach which covers sustainability more holistically. Philips' Human Rights Report contains detailed information regarding the progress and can be found [here](#).

#### 4. Supplier assessments

Managing our large and complex supply chain in a socially and environmentally responsible way requires a structured and innovative approach, while being transparent and engaging with a wide variety of stakeholders. Suppliers are expected to implement internal controls to ensure they comply with the requirements of the Supplier Sustainability Declaration (Declaration). Philips performs assessments to evaluate their compliance with Philips' requirements concerning trafficking and slavery. At-risk suppliers are identified using the following criteria:

- Materials used in the product- and manufacturing process
- Commercial interests: Philips' spend with Supplier
- Incidents reported to Philips directly or indirectly (e.g. via the media)
- Types of products or services delivered to Philips

##### 4.1. Supplier Sustainability Performance (SSP) program

The Supplier Sustainability Performance (SSP) approach, first piloted in 2016, focuses on:

- a systematic way to improve the sustainability performance of our supply chain
- continuous improvement against a set of recognized and global references
- collaboration, increased transparency, clear commitments, and ensuring suppliers meet the agreed targets
- encouraging our suppliers, industry peers and cross-industry peers to adopt our approach

The assessments are planned together with the supplier and Philips publishes the end-of-year results in the Annual Report. More information about the Philips Supplier Sustainability Performance program, which is focused on improving the sustainability practices of suppliers, can be found [here](#).

The SSP process is monitored through continuous feedback loops. The outcome of the SSP assessment is a supplier sustainability score ranging from 0 to 100. This score is based on supplier performance in environmental management, health & safety, business ethics, and human capital. Based on their scores, suppliers are categorized on the basis of supplier maturity, resulting in supplier specific proposals for improvement. In 2022, 47 suppliers were added to the SSP program. Of the population of suppliers that entered the program in the years before 2022 and have been assessed at least once in the past three years, 249 suppliers were still active in 2022.

In 2022, three zero tolerances were found across the following categories: health and safety, labor, and environmental impact. Two of the three cases were successfully closed in 2022. The remaining zero tolerance was found in Q4 2022 and is still pending closure, while having active mitigation plan in place.

Philips measures the impact of SSP engagements through the number of lives improved in the supply chain. This is derived from the improvements that suppliers make in their performance. To determine improvements, we calculate the pro-rata change in performance from one year to the next. In 2022, the overall year-on-year improvement in performance is 51% for suppliers that entered the program in 2021. The number of employees impacted at suppliers participating in the SSP program was approximately 459,000. For those workers, labor conditions improved, the risk of serious injury reduced, and the negative environmental impact of suppliers was brought down.

##### 4.2. Responsible sourcing of minerals

Philips' commitment to sustainable development requires us to address issues in the extractives sector, even though Philips does not directly source minerals from mines. Before reaching Philips' direct suppliers, in general, minerals will go from mines to traders, exporters, smelters or refiners (collectively referred to in this report as smelters), alloy producers and component manufacturers, and sometimes intermediate suppliers. Nevertheless, Philips recognizes the need to systematically address all extractives related issues worldwide, e.g. human rights abuses incl. forced-, bonded-, and child labor while making sure not to create de facto embargoes by enabling responsible sourcing in the affected regions.

Each year, Philips investigates its supply chain to identify smelters of cobalt, tin, tantalum, tungsten, and gold in its supply chain and we have committed to not purchasing raw materials, subassemblies, or supplies found to contain conflict minerals. Philips applies collective cross-industry leverage through active engagement via the Responsible Minerals Initiative (RMI). RMI identifies smelters that can



demonstrate through an independent third-party audit that the minerals they procure are conflict-free. In 2022, Philips continued to actively direct its supply chain towards these smelters. The data on which certain statements in this report are based were obtained through Philips' membership in the RMI, using the RMI Reasonable Country of Origin Inquiry report. In addition, Philips uses the tools and supports the initiatives developed by the RMI, especially the Conflict Minerals Reporting Template (CMRT) and Responsible Minerals Assurance Process (RMAP).

The Philips Conflict Minerals due diligence framework, measures and outcomes are described in the Conflict Minerals Report that we file annually to the U.S. Securities and Exchange Commission (SEC). The conflict minerals report is also publicly available on Philips' [website](#).

Since 2020, Philips expanded the scope of its due diligence program to include cobalt as a new material. We use cobalt predominantly in lithium-ion batteries. As part of this expansion, we engaged suppliers that provide materials containing cobalt. In 2021 and 2022, we reached a 100% response rate. In addition, we performed smelter outreach on several occasions. Where appropriate, we worked with direct suppliers to facilitate alternative sourcing.

From our participation in the Dutch Responsible Gold Agreement, Philips co-developed a project with several other parties including civil society actors to facilitate sourcing of responsible gold from Uganda. The project aims to reduce and prevent child labor, increase economic prosperity with improved mining equipment, and provide miners with sustainable access to international markets. The project was completed in February 2021.

#### 4.3. Certification

Philips suppliers certify conformance to the RBA requirements embedded within the Philips Supplier Sustainability Declaration (Declaration), which is part of the Philips supplier contracts. The Declaration is based on the Responsible Business Alliance (RBA) Code of Conduct, in alignment with the UN Guiding Principles on Business and Human Rights and key international human rights standards, including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights. It covers topics such as Labor, Health & Safety, Environment, Ethics, and Management Systems. This year, we made several changes to the supplier code of conduct, adding multiple expected behaviors that go beyond the RBA Code of Conduct. The RBA is the world's largest industry coalition dedicated to responsible business conduct in global supply chains. As a Regular member of the RBA, Philips is required to commit publicly to the RBA Code of Conduct and actively pursue conformance to the Code and its standards, which must be regarded as a total supply chain initiative. It also outlines the necessary measures and management system requirements to ensure workers' rights are protected. Modern Slavery and Human Trafficking is captured under the first paragraph of this chapter, Freely Chosen Employment:

*"Forced, 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 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 must be voluntary and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per worker's contract. 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. Employers can only hold documentation if such holding are required by law. In this case, at no time should 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."*

Non-compliance with the RBA Code on slavery and/or trafficking is taken very seriously. It is considered one of the most severe types of supplier non-conformances, requiring immediate corrective action plans to remediate identified non-conformance. Philips works with suppliers until the non-compliance is resolved, which is confirmed by a follow-up assessment. After failing to resolve the non-compliance after two follow-up assessments, the supplier enters a phase-out process.

## 5. Training

In order to ensure constant awareness throughout the company of the need to act with integrity, a worldwide communication and training program, including mandatory sign-off on the General Business Principles (GBP), is in place. On an annual basis, global internal communications programs are rolled out with the participation of the Executive Committee and the respective Sector, Area and Market management.

A web-based GBP training tool is available to all employees with online access in 11 different languages. This tool is regularly updated. Also, dedicated training courses, both web and classroom-based, are offered to specific audiences and functional areas. GBP Compliance Officers are regularly enrolled in dedicated e-training programs that include complaint-handling procedures and dilemma training. Furthermore, a regular two-day train-the-trainer program for compliance awareness is mandatory for all Philips GBP Compliance Officers.

As part of our SSP program and based on identified needs of a particular supplier, Philips implements a variety of capability-building initiatives, from trainings to sharing of best practices. These engagements aim to help our suppliers comply with overall Philips requirements as needed, including on modern slavery and human trafficking.

## 6. Materiality Analysis

We identify the environmental, social, and governance topics which we believe have the greatest impact on our business and the greatest level of concern to stakeholders along our value chain. Assessing these topics enables us to prioritize and focus upon the most material topics and effectively address these in our policies, programs and targets.

Similar to 2021, we used an evidence-based approach to materiality analysis, powered by a third-party AI-based application. The application allows automated sifting and analysis of millions of data points from publicly available sources, including corporate reports, mandatory regulations and voluntary initiatives, as well as news. In our 2022 materiality analysis, we identified a list of topics that are material to our businesses. Please refer to 'Materiality Analysis' in [2022 Philips Annual Report](#) for more information.

## 7. Grievance mechanisms

Grievance mechanisms are an important pillar of the United Nations Guiding Principles on Business and Human Rights (UNGP). The Philips Speak Up Policy and underlying Speak Up mechanism enable Philips' stakeholders (including third parties) to inform Philips about any concerns (including human rights) they may have. This enables the company to take appropriate corrective action in accordance with principles 29 and 31 of the UNGP.

Third parties can file a complaint in Philips' Speak Up (Ethics line) 1) by telephone or 2) through a web intake form. In all countries where it is permitted by law, Philips' Speak Up (Ethics line) is available 24 hours a day, 7 days a week, and 365 days a year. The telephone number is available in most of the main local languages of the countries in which Philips operates. In most instances, if not legally prohibited, concerns can be raised anonymously. In any event, the report will be treated as strictly confidential and will only be shared with those responsible for handling the concern. For more information, refer to the [Philips SpeakUp Policy](#).

In addition, stakeholders can use the email address [Conflict\\_Free\\_Minerals@Philips.com](mailto:Conflict_Free_Minerals@Philips.com) or existing industry grievance mechanisms like RMI and ITRI's Tin Supply Chain Initiative (iTSCI) to file complaints related to Tin, Tungsten, Tantalum, or Gold.

## 8. Continuous improvements

For reporting year 2023, Philips is committed to continuously improve our efforts in identifying, assessing

and managing the risks of modern slavery and human trafficking within our operations and product supply chain. Accordingly, Philips plans to:

- Continue to roll-out the Human Rights Impact Assessment methodology in order to achieve our 2023 target of covering 100% of at-risk sites every three years.
- Continue to leverage its position as a strategic partner in the European Partnership for Responsible Minerals (EPRM), a public-private cooperation that supports and complements the EU conflict minerals legislation. As a strategic partner, Philips will engage in responsible sourcing projects (with a scope broadened to other conflict and high-risk areas world-wide as well as a wider array of human rights and environmental issues addressed) in order to increase the supply and demand for responsibly sourced minerals.
- Continue engagement with existing industry programs and groups, such as responsible sourcing and upstream impact programs and workgroups initiated under the Responsible Minerals Initiative (RMI), to encourage further adoption, improvement, and reliability in relevant programs, tools and standards.
- Continue to reach out to smelters to encourage their participation in relevant responsible sourcing initiatives.
- Continue to work with priority suppliers to:
  - help them understand and satisfy Philips' responsible sourcing expectations
  - help them implement or further improve their due diligence process
  - investigate their supply chain and identify smelters
  - confirm the conflict-free status of identified smelters
- Communicate to priority suppliers Philips' expectation that they steer their supply chain towards smelters audited as conformant to the Responsible Minerals Assurance Process (RMAP) or other equivalent programs.
- Continue exploring its supply chain for cobalt and expand minerals due diligence to include cobalt, which is not included in the definition of "conflict minerals" but has been linked to human rights risks in the Democratic Republic of Congo. Philips will continue to investigate the use of cobalt in the batteries that it purchases and question suppliers about their due diligence.

## 9. Approvals

This Statement has been approved by the board of Directors of Royal Philips, with respect to the financial year ending on 31 December 2022 and is signed on behalf of the board by its Chief Operations Officer.



Wim Appelo  
Chief Operations Officer

This Statement has been approved by the UK Reporting Entities, with respect to the financial year ending on 31 December 2022.



Mark Leftwich  
Director  
Philips Electronics UK Limited  
Remote Diagnostic Technologies Limited  
Date : 13 June 2023