



Occupational Health & Safety

December 2024

Purpose and scope

At Philips, Occupational Health & Safety (OHS) is core to our company purpose and [Environmental, Social and Governance \(ESG\) commitments](#). We provide a healthy and safe work environment for everyone because caring for our people is at the heart of everything we do. This policy outlines the Occupational Health and Safety (OHS) guiding principles for Philips' management and employees, contractors and visitors.

This policy applies to everyone working for, or on behalf of Philips, covering all activities worldwide.

The OHS policy forms an integral part of the [Philips General Business Principles](#).

Philips is dedicated to the prevention of injuries, illnesses and incidents by fostering a healthy and safe working environment for everyone

The Occupational Health & Safety program includes risk management focused on hazard identification and control; participation and engagement of employees; fostering a culture of both physical and mental health and well-being; regulatory compliance, and a systematic approach to continuous improvement.

Philips is committed to:

- Build a positive health and safety culture where every voice is heard and valued;
- Provide relevant information, tools, and ongoing training to ensure safety for all;
- Consult and collaborate with employees, their representatives or other stakeholders;
- Implement a Plan-Do-Check-Act systematic approach to provide a framework to set objectives and ensure continuous OHS performance improvement;
- Meet or exceed applicable legal and other requirements and Philips Corporate Safety Standards (PCSS), whichever is the most stringent.

Leadership commitment and support are fundamental in driving our proactive health and safety culture. Everyone is encouraged to feel free to speak up about any OHS related concern.

Monitoring and Continuous improvement

At Philips, we achieve compliance with legal requirements and Philips Corporate Safety Standards (PCSSs) through the consistent implementation and execution of Occupational Health & Safety Management Systems (ISO 45001). Philips conducts audits and implements practices to ensure compliance with these requirements.

The policy is regularly reviewed and updated based on stakeholder engagement.



Policy Owner: Chief Operations Officer
Approved by the Board of Management

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