



# Diversity & Inclusion

## December 2024

### Purpose and scope

The purpose of the Philips Diversity & Inclusion Policy is to act on our commitment to a diverse workforce and an inclusive work environment for our employees and other workers. The policy also promotes transparency, accountability, and a positive work environment. The Diversity & Inclusion Policy should be read in conjunction with our General Business Principles (GBP) and its other underlying policies such as our Human Rights Policy and Fair Employment Policy.

This Philips Diversity & Inclusion Policy applies to workers employed by Philips (through a permanent or temporary contract, employed 'at will', or through an employment scheme/WGP) and to 'other workers' (which includes contingent workers (hired via an agency), interns, as well as contractors and their respective employees).

Employees are welcome to share their suggestions for improvement and concerns about this policy directly with their direct people leader, their People Function representative or their GBP Compliance Officer. Alternatively, anyone can report a (potential) violation, with the possibility to do so anonymously, using the Philips Speak Up platform, either online or via a hotline. Speak Up is available 24/7, 365 days a year, and in most of the main local languages of the countries in which we operate.

The policy is made available to all employees via the Philips intranet page, as well as externally on our ESG website.

This Policy does not apply in the United States. Please refer to the Philips North America Intranet page for the U.S. Addendum to the General Business Principles.

### Philips is committed to diversity and inclusion

At Philips, we believe a diverse workforce and an inclusive work environment are essential for a thriving, purpose-led innovative business. We can better understand our customers and identify their needs when we have a diverse workforce that mirrors our worldwide customer base.

We strive to build an inclusive culture by increasing awareness, education and by stimulating an ongoing dialogue with employees at all levels. We believe that an inclusive culture enriches our decision-making processes, thus driving innovation, enabling faster, targeted responses to market changes, and supporting sustainable improvements in business performance. We want to be the best place to work for people who share our passion, promoting personal development and helping them look after their health and well-being, and each other. We commit to promoting equality of opportunity by continually strengthening our anti-discriminatory policies and practices.

## **We are committed to workforce diversity**

Leaders throughout Philips are held accountable to actively recruit, promote and retain diverse talent in their teams and to demonstrate, through their behavior, a commitment to fostering a workplace where all employees feel included, valued and empowered to contribute.

We value the diverse thinking, skills, experience and working styles of everyone in our company. All employees are expected to demonstrate teamwork and respect for their colleagues. We do not discriminate based on race, color, ethnicity, age, gender, gender identity or expression, sexual orientation or identity, marital status, language, background, religion, health status, pregnancy, political or other opinions, disability, national or social origin/birth or any other status in our recruitment, hiring, training, promotion, compensation or employment practices.

Philips actively supports the growth of our Employee Resource Groups (including Women, Neurodiversity, Black employees, LGBTQ+, Parents and Veterans, where pertinent) to secure their involvement in realizing our strategy through consultation on employee policies and marketing practices, and to drive collaboration, growth and networking across Philips.

## **We are committed to equal opportunities, including pay**

We strive to employ based on role requirements and in keeping with local laws. We select people for roles considering their qualifications, skills and experience. Any distinctions should be determined on an objective basis and should take account of individual capabilities, not perceptions of the capabilities of types of people or groups. We continually assess and adjust our practices, offering appropriate levels of support and resources to achieve a fair outcome for those involved.

We offer training on unconscious bias to increase awareness and inclusion. Our recruitment, employment, reward and development practices, as well as our approach to working arrangements, are designed and regularly assessed to attract and retain diverse talent and to accommodate individual needs at different career and life stages.

## **Monitoring and continuous improvement**

We review and update this policy annually to ensure it remains effective and relevant.

## **Appendix**

Any documents included in the appendix support this enterprise-wide policy through more specific policies, standards guidelines, or procedures which are maintained by the enabling function(s) provided that such derivatives remain substantively aligned with and do not exceed the parameters established by this enterprise-wide policy.



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

Royal Philips (Koninklijke Philips N.V.)  
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