

1. Philosophy

Lumileds embraces sustainability as an intrinsic part of its innovation, operations, and supplier management programs. The health and well-being of our employees is a fundamental part of our sustainability program and key to our success, as is providing a safe, secure and healthy workplace for them to work and grow. To accomplish this ambition, we need to ensure that we also lead in our Occupational Health & Safety performance.

2. Commitment

Management has a key role to drive safety at their sites and within their functional organizations. Occupational Health and Safety, driven by our General Business Principles and Company Values, is an integral part of our doing business, and must be incorporated into every action we undertake: there is no activity so important or urgent that cannot be done in an appropriate, healthful and safe way.

We care for our people. Each employee, contractor and visitor has the right to a safe working environment. By consistent and continuing efforts, accidents and occupational illnesses can be prevented. All individuals within Lumileds share this responsibility for achieving a world-class level in Occupational Health and Safety performance. Everyone shall be concerned about his/her person, fellow employees, and public health and company prosperity.

3. Policy

Lumileds aims to maintain a safe and healthy work environment for its employees, contract labor and visitors, and therefore is committed to do all that is reasonably feasible to:

- Meet or exceed requirements laid down in applicable Health and Safety laws and regulations, as well as voluntary standards that Lumileds subscribed;
- Implement procedures for the identification, prevention and minimization of hazards and risks;
- Provide all employees with relevant information and regular training on Occupational Health and Safety aspects;
- Consult and cooperate with employees and/or their representatives and other stakeholders;
- Implement preventive practices and responsive procedures with regard to emergencies and accidents;
- Be fully transparent in the periodic reporting on Health and Safety performance;
- Promote a Plan-Do-Check-Act systematic approach at all levels in the organization in order to ensure continual improvement.

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4. Document version history

Date	Author	Version	Reasoning
01.04.2015	Jan van Rompay	1	New

5. Distribution

This document is distributed to the Sustainability Community, and is available on Intranet, the Sustainability SharePoint, and our public website.

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