

# YOUR PROTECTION – OUR MISSION

Cleanliness, safety, sustainability and business ethics are the core of our commitment to security, environment, health and social responsibility at work.

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We are committed to achieving the highest standards of environmental quality and ethical behavior and to providing a secure, safe and healthful workplace for our employees, contractors, stakeholders and communities.

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At LEDVANCE we are also committed to; practicing responsible environment management; using resources and energy efficiently; developing environmentally-friendly processes and products and engaging in take-back activities after lifetime. We observe and enforce internationally accepted human rights and labor standards.

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Our organization endeavors to embody a culture with the highest respect for human health and the environment. Continuous improvements and personal behavior are driving forces for the success of our SEHS Management system.



# “ your protection - our mission! “

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## *Our Commitment to Security, Environment, Health Safety and Social Responsibility:*

- **We meet** or exceed applicable security, environmental, health and safety laws and internal requirements including those pertaining to energy consumption and saving, efficiency targets, restriction of hazardous substances and recycling activities.
- **We provide** secure, safe and healthy work environment and ensure that personnel are trained, informed and motivated to act safely and in respect to the environment.
- **We assess** aspects and impacts of our activities carefully and take into consideration human health and the environment by integrating principles of risk control and energy efficiency in every stage of our value chain.
- **We review** our SEHS Management System and environmental performance, our ethical standards as well as our objectives and targets periodically for continuous improvement.
- **We participate** and consult with our employees regarding SEHS activities and engage in open communication with authorities, organizations and the public.
- **We include** our contracted partners, suppliers and customers in our SEHS activities.
- **We allocate** necessary resources to fulfill our strategies, trainings and programs that bring value-add and awareness to the entire organization. We constantly monitor our SEHS performance and achieve continual improvement.
- **We respect** internationally proclaimed human rights and ensure that LEDVANCE is not complicit in human rights abuse.
- **We support** fair remuneration and working hours, eliminate forced compulsory labor and child labor and any discrimination in respect of employment and occupation.
- **We recognize** the freedom of association, the right of collective bargaining and observe the ILO fundamental rights.
- **We work** against all kinds of corruption, extortion and bribery.

Everybody at LEDVANCE is expected to carry out business activities in accordance with this SEHS Policy.