

Sensing is life

ams OSRAM

# Sustainability Policy

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# Content

1. Foreword
2. Corporate Values
3. Human Rights
4. Conflict Minerals
5. Anti-Competitive Behavior, Combating Corruption & Data Protection
6. Environmental Sustainability and Climate Protection
7. Product Safety & Quality
8. Supply Chain Management
9. Human Resources Management
10. Occupational Health & Safety
11. Corporate Citizenship
12. Imprint
13. Additional Resources

# Foreword

Sustainability implies responsibility towards customers, employees, shareholders, society and the environment. Our approach to sustainability is the foundation of our license to operate and an enabler for future business. We understand our responsibility improving the quality of life – advancing health and safety while reducing the impact on our environment yet making the experience even more convenient. In short, we want to make life better.

Throughout our value chain, we emphasize the careful use of resources, environmental protection, good working conditions, health and safety, compliance with human rights. As a member of the UN Global Compact and the Responsible Business Alliance, we recognize their principles for sustainable business practices.

Within this Sustainability Policy<sup>1</sup> we provide an overview of our corporate values, policies, guidelines, reports and certificates as well as links to the documents referenced.

Dec 20, 2022

  
Ingo Bank (Dec 20, 2022 12:52 GMT+1)

Ingo Bank  
Chief Financial Officer (CFO)

<sup>1</sup> We regard CSR and ESG as synonyms for sustainability

# Corporate Values

The basis for a trusting collaboration is mutual **respect, honesty** and **integrity**. These principles are anchored in our [ams OSRAM Code of Conduct \(CoC\)](#), which all new employees sign before their contract starts.

We rely on strategic, ambitious thinking and actions, and encourage **trust, integrity, diversity** and **inclusion**.

Our corporate values define the common basis for all our activities, for our management style, for decisions that we take and how we behave towards our colleagues and business partners.

We encourage violations of our principles to be reported via the whistleblowing system [“Tell ams OSRAM”](#).

Our leadership principles:

- One company, one team
- Empower & hold accountable
- Decide & execute
- Set the benchmark

Our corporate values:

- Passion to win
- Imagine the impossible
- Agile mindset
- Trust & integrity

# Human Rights

On behalf of the ams OSRAM Management Board, the Corporate Human Resources Department coordinates human rights topics at ams OSRAM and human rights due diligence in cooperation with internal stakeholders from corporate functions, business units and affiliated companies.

ams OSRAM respects and supports internationally recognized human rights wherever we operate. Our company therefore expects its employees, suppliers and business partners worldwide to comply with our [Human Rights Policy](#).

We encourage violations of our principles to be reported via the whistleblowing system [“Tell ams OSRAM”](#).

We are committed to preventing, mitigating and where necessary remediating negative impacts as well as strengthening positive impacts on people which are part of our operations, business relationships, supply chain and products.

The topic Human Rights is also covered in our [Code of Conduct](#).

We respect the human and personal rights of every individual and in particular the personal dignity and privacy of our employees, business partners and customers. We cooperate with colleagues and business partners of different ethnic background, culture, religion, age, regardless of disability, skin color, sexual identity, world view and gender. Consistent with our corporate principles and the labor laws of the countries in which we operate, we do not tolerate any discrimination based on these characteristics, sexual harassment, bullying or other personal attacks on individuals. These principles apply to both internal cooperation and conduct towards external partners. We make decisions about those we work with – including personnel, suppliers, customers and business partners – based only on appropriate considerations, not on the basis of inappropriate considerations such as discrimination or coercion. We are open, honest and stand by our responsibilities. As reliable partners, we only make promises that we can keep. We expect our employees and business partners to act with integrity.

# Conflict Minerals

Responsibility for conflict minerals lies with EHS for the Semiconductors segment, and with Procurement for the Lamps & Systems segment.

We strive for full transparency with regard to conflict minerals, including cobalt, for our entire purchasing volume and have committed to the OECD Due Diligence Guidance for Responsible Mineral Supply Chains. We use automated testing tools to meet the requirements regarding conflict materials in our supply chain.

As a member of the responsible Minerals Initiative (RMI) ams OSRAM asks its suppliers to comply with the RMI process, see [Responsible Minerals Initiative](#).

Click here for our [ams OSRAM Policy on Conflict Minerals](#).

# Combating Corruption, Anti-Competitive Behavior and Data Protection

The Head of Compliance reports directly to the Chief Technology Officer (CTO), who is responsible for compliance within the Management Board. Reports on compliance are presented to the Management Board every quarter and when appropriate.

Our [Code of Conduct](#) (Group directive) contains mandatory requirements for employees to combat corruption, anti-competitive behavior and money laundering.

Our compliance management system is based on the elements prevent, detect and respond and comprises regulations, measures and processes to avoid breaches of the law relating to anti-corruption, competition and antitrust law, the prevention of money laundering, data protection and export controls.

We encourage violations of our principles to be reported via the whistleblowing system [“Tell ams OSRAM”](#).

# Environmental Sustainability and Climate Protection

Overall responsibility for environmental protection, occupational health and safety within the ams OSRAM Group lies with the Chief Technology Officer (CTO), who has delegated tasks and managerial authority to the head of the corporate Environmental Protection, Health and Safety department (EHS). At regular intervals, the EHS department reports directly to the Management Board on significant developments within its area of responsibility.

In order to fulfill our responsibility, we are committed to environmental management practices that conserve resources and to developing innovative, energy-efficient products as outlined in our [EHS policy](#).

We provide added value for our customer as we offer components for a low-carbon footprint.

A comprehensive sustainability strategy incl. specific climate targets has been developed: ams OSRAM is committed to the 1.5 degree-target of the Paris Climate Agreement and wants to make its own operations carbon neutral by 2030, endeavor towards net-zero ambition.

Accordingly, all production facilities, the headquarters in Premstaetten (Austria) and the co-headquarters in Munich (Germany) maintain an environmental management system that is certified to the international standard ISO 14001. All former OSRAM locations in Germany also have an energy management system certified to ISO 50001.

# Product Safety & Quality

At Management Board level, responsibility for product safety and quality lies with the Chief Technology Officer (CTO), who has assigned the relevant tasks and managerial authority to the head of Quality.

We are committed to complying with all legal requirements, standards, and norms relating to products and their safety, including labeling, that apply in the individual regions and markets in which we operate. Details are laid out in our [ams OSRAM Quality Policy](#).

Our processes and management systems are regularly certified to quality management norm [ISO 9001](#) and, for automotive customers, also to norm [IATF 16949](#) of the International Automotive Task Force (IATF).

ams OSRAM stands for a high-quality standard, safety and reliability of its products and solutions. At ams OSRAM, product safety starts with product development, accompanies the procurement and production process, and is an essential aspect for our customers during the product life cycle.

# Supply Chain Management

Procurement at ams OSRAM is organized on a global basis. Depending on material and service-specific procurement markets, implementation takes place on a global or regional level.

We expect our suppliers to comply with all laws and regulations and with the principles set out in our [ams OSRAM Code of Conduct](#). We have produced our own [Code of Conduct for Suppliers \(CoC\)](#), which incorporates our basic principles and international standards such as the UN Global Compact, the Code of Conduct of the Responsible Business Alliance (RBA) and the Conventions of the International Labor Organization (ILO).

We have defined clear ethical rules and incorporate social and environmental criteria into our procurement strategy, processes and decisions. The Group Procurement Policy, the Purchasing Policy and the Supplier Management Process form the framework for cooperation with our suppliers.

# Human Resources Management and Diversity

Human Resources (HR) is responsible for human resources work in principle. HR is positioned globally but has local teams on site. Overall responsibility for HR matters lies with the Head of Global HR, who reports directly to the CEO.

Our human resources work is based on longstanding, tried-and-tested rules and processes for employees and managers, covering such topics as the hiring process, diversity & inclusion, talent acquisition, development, training, remuneration and benefits.

Our Human Resources (HR) work plays a key role in our efforts to drive sustainability. We believe that employees who are satisfied, successful, and healthy provide the necessary foundation for achieving long-term business success.

Diversity plays a key role in our HR activities. We firmly believe that diversity & inclusion has a positive effect on our business in the various markets. We define diversity & inclusion not only with regard to the employees' cultural background, age, sexual identity, gender, physical limitations, religion, and beliefs, but also in terms of the skills they possess.

# Occupational Health & Safety

Overall responsibility for environmental protection, occupational health and safety within the ams OSRAM Group lies with the Chief Technology Officer (CTO), who has delegated tasks and managerial authority to the head of the corporate Environmental Protection, Health and Safety department (EHS). The corporate EHS head reports directly to the Management Board on significant developments.

ams OSRAM is committed as part of its [EHS policy](#) to offering its employees a safe and healthy working environment. Minimizing the risk of occupational illnesses and accidents at work is part of this. In this way, we fulfill our responsibility to society as a whole and reduce economic losses.

The sites in Singapore, China, Malaysia, Philippines and Italy as well as the co-headquarters in Germany are externally certified according to the standard for occupational health and safety management systems [ISO 45001](#). Internal regulations also require the other production sites to maintain an occupational health and safety management system in accordance with the [ISO 45001](#) standard. The plant in Foshan was also re-certified in accordance with the internationally recognized social standard amfori BSCI (formerly Business Social Compliance Initiative).

# Corporate Citizenship

Wherever ams OSRAM is active, we want to assume responsibility outside our business. We want to make a positive impact and be seen in a positive light. We therefore engage at local level across the globe in initiatives that foster sustainable development and a prosperous society. Our social engagement activities follow a clear strategy and are aligned with our corporate principles.

As well as making cash donations and donations in kind, we sponsor or otherwise provide support for events in the fields of culture, society, education and sports, and we are members of associations, organizations and clubs. We have appointed one individual to take responsibility for each of the categories referred to. Rules relating to corporate citizenship are integrated into our [Code of Conduct](#) and are supported by guidelines covering specific topics.

Volunteering activities qualify as a citizenship activity if they contribute to an improved social environment and if society as well as employees, customers and suppliers and the Company itself benefit from them. The criteria of “Business for Societal Impact” (B4SI) define the framework for this.

# Imprint

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# Additional Resources



## Sustainability Report and Homepage:

- [Sustainability | ams OSRAM \(ams-osram.com\)](#)
- [Sustainability Report](#)



## Code of Conduct:

- [ams OSRAM Code of Conduct \(CoC\)](#)
- [Code of Conduct for Suppliers \(CoC\)](#)



## Policies and Statements:

- [EHS policy](#)
- [Human Rights Policy](#)
- [ams OSRAM Policy on Conflict Minerals](#)
- [ams OSRAM Quality Policy](#)
- [Modern Slavery Act Transparency Statement - United Kingdom \(UK\) ams OSRAM](#)
- [Modern Slavery Act Transparency Statement - Australia OSRAM](#)



## Certificates:

- [IATF 16949](#)
- [ISO 9001](#)
- [ISO 50001 – Energy Management System \(for locations within EU\)](#)
- [ISO 14001 – Environmental Management System](#)
- [45001 Occupational Health and Safety Management](#)



## Product Stewardship:

- [Product stewardship | ams OSRAM \(ams-osram.com\)](#)

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