

# **ST CORPORATE OCCUPATIONAL HEALTH & SAFETY POLICY**

**P15**

## **TABLE OF CONTENTS**

1. POLICY STATEMENT.....	2
2. GENERAL PRINCIPLES .....	2

## 1. POLICY STATEMENT

Safety is more than a priority; it is an ST value that must never be compromised. We are committed to providing a safe and healthy workplace for all people in every ST site worldwide, and fully support every initiative contributing to a Zero Accident workplace.

Safety is a fundamental component of our company culture, and we are committed to continuous improvement, whatever the performance level. We must therefore constantly adapt actions, processes, and means to encourage appropriate behaviors that reinforce our safety culture.

Safety is the result of our management system and attitudes. It is the responsibility of each of us to make the workplace safe for ourselves and everybody around us. Every accident can be avoided with everyone's commitment, shared vigilance, and correct behavior.

This policy is applicable to all ST employees, organizations, products, sites, and activities worldwide.

## 2. GENERAL PRINCIPLES

People's health and safety come first for us and we are continuously improving our OH&S Management Systems, programs and proactive measures to further reinforce our Safety Culture, improve our performance, prevent injuries and support everyone's health and well-being.

Health & Safety is an integral part of STMicroelectronics, and it is therefore always present in all Company activities through the following commitments:

- Apply all the sustainability commitments & goals related to putting people first as publicly committed in STMicroelectronics Sustainability Charter available on [st.com](https://www.st.com).
- Provide safe and healthy workplaces for the prevention of work-related injuries, occupational diseases for all our employees, as well as for visitors and suppliers working on our sites.
- Meet and exceed local and international legal requirements, as well as world endorsed OH&S standards, principally ISO45001.
- Maintain ISO45001 certifications of all our manufacturing sites worldwide.
- Encourage our contractors and suppliers to adopt a similar approach to OH&S.
- Develop and promote an OH&S management system and a culture conducive to the prevention of occupational risks, based on the leadership of the management and the entire managerial line.
- Lead by example and demonstrate visible top management and management commitment and involvement.
- Produce an OH&S system to ensure a suitable environment for all our employees and the communities we work in.
- Set OH&S objectives which are positive, realistic, achievable, visible and measurable. OH&S objectives that align with the OH&S policies and take into account the hazards, risks and opportunities.
- Identify and take into account, as far as feasible, the expectations and needs of the interested parties, in particular our employees.
- Consult and involve, as much as necessary, our workers and (when they exist, according to the local legislations) their representatives.
- Apply precautionary principles and a hierarchy of control when addressing potential exposure to health and safety hazards.
- Continue our proactive approach, as prevention and anticipation are key.

- Implement training and educational initiatives to raise levels of health & safety awareness, to ensure all workers are given adequate empowerment to perform their job safely and to enhance prevention.
- Strengthen the adoption of the safest behaviors every day for every type of job performed and recognize those appropriate behaviors.
- Encourage shared vigilance and responsibility for taking care of each person's own and other's safety.
- Promote a healthy lifestyle and employee health and well-being programs everywhere such as psychosocial risk prevention and assistance.
- Ensure high standards of ergonomics in our working environments.
- Communicate regularly on OH&S (prevention, results, projects, individual obligations, rules and procedures, performance etc.).
- Allocate all the necessary, human, financial and technological resources to achieve these goals and maintain the OH&S management system. Achieve, in addition to strict compliance with all legal and other requirements, reasonable and continuous improvement in OH&S performance, including in the areas of:
  - Hazard identification and elimination,
  - Risk assessment, risk reduction and control, which are considered the heart of a successful OH&S management system, using the following hierarchy of control:
    - Eliminate the hazards;
    - Substitute with less hazardous processes, operations, material or equipment;
    - Use engineering controls and reorganization of work;
    - Use administrative controls, including training;
    - Use adequate personal protective equipment (provided at no cost to workers).
- Align our safety programs with industry risks, with a priority on preventing employees' potential exposure to hazards such as chemicals, fire, radiation, nanomaterials, movements, work at height, mechanical and machines, handling and ergonomic risks.
- Ensure our sites have an appropriate level of protection against fire, associated perils (smoke, corrosion, heat and water) and other risks.
- Be prepared for and respond to emergency situations.
- Monitor and transparently evaluate our OH&S performance and management system.
- Be ranked among the best companies for safety performance and management systems.