

Philips Earns High Marks on the Human Rights Campaign Foundation's Annual Scorecard Assessing LGBTQ Workplace Equality
Wednesday, January 22, 2020 03:05:00 PM (GMT)

[Royal Philips](#) (NYSE: PHG, AEX: PHIA), a global leader in health technology, proudly announced that it received a score of 90% on the Human Rights Campaign Foundation's [2020 Corporate Equality Index \(CEI\)](#), the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. Philips joins the ranks of more than 1,000 major U.S. businesses that were also rated this year.

This press release features multimedia. View the full release here:
<https://www.businesswire.com/news/home/20200122005527/en/>

"Philips has the best and brightest people working to address life's most threatening diseases, solve healthcare's biggest challenges and find new ways to bring care closer to those who need it most," said Ivette Helal, SVP and Head of Human Resources at Philips. "Leveraging our differences makes us more creative, innovative and effective. We recognize the proven benefits of enhanced innovation, greater performance and employee satisfaction that derive from a diverse and inclusive workplace. It's how we best anticipate the needs of our customers – by representing them, in all their diversity, in our own teams. We are pleased to see our commitment to LGBTQ workplace equality recognized and will continue to expand our diversity and inclusion efforts."

The company's score increased 15% compared to last year, a direct correlation to the organization's continued commitment to community outreach and diversity education. Philips has sponsored and been actively involved in Pride events across the globe, most recently 2019's Boston, Nashville and Seattle Pride parades. Additionally, as part of its Diversity and Inclusion program, the company hosts diversity education trainings throughout the year in order to ensure an environment in which every one of its employees can take pride in their uniqueness and feel they are truly valued, accepted members of an impactful and innovative workplace.

"The impact of the Human Rights Campaign's Corporate Equality Index over its 18-year history is profound. In this time, the corporate community has worked with us to adopt LGBTQ-inclusive policies, practices and benefits, establishing the Corporate Equality Index as a primary driving force for LGBTQ workplace inclusion in America and across the globe," said Alphonso David, President at the Human Rights Campaign. "These companies know that protecting their LGBTQ employees and customers from discrimination is not just the right thing to do, it is also the best business decision. In addition, many of these leaders are also advocating for the LGBTQ community and equality under the law in the public square. From supporting LGBTQ civil rights protections in the U.S. through HRC's Business Coalition for the Equality Act, to featuring transgender and non-binary people in an ad in Argentina, to advocating for marriage equality in Taiwan -- businesses understand their LGBTQ employees and customers deserve to be seen, valued and respected not only at work, but in every aspect of daily life."

The results of this year's CEI showcase how 1,059 U.S.-based companies are not only promoting LGBTQ-friendly workplace policies in the U.S., but helping advance the cause of LGBTQ inclusion in workplaces abroad.

The CEI rates companies and top law firms on detailed criteria falling under five broad categories:

- Non-discrimination policies
- Employment benefits
- Demonstrated organizational competency and accountability around LGBTQ diversity and inclusion
- Public commitment to LGBTQ equality
- Responsible citizenship

For more information and to view the full report, visit www.hrc.org/cei.

About Royal Philips

Royal Philips (NYSE: PHG, AEX: PHIA) is a leading health technology company focused on improving people's health and enabling better outcomes across the health continuum from healthy living and prevention, to diagnosis, treatment and home care. Philips leverages advanced technology and deep clinical and consumer insights to deliver integrated solutions. Headquartered in the Netherlands, the company is a leader in diagnostic imaging, image-guided therapy, patient monitoring and health informatics, as well as in consumer health and home care. Philips generated 2018 sales of EUR 18.1 billion and employs approximately 80,000 employees with sales and services in more than 100 countries. News about Philips can be found at www.philips.com/newscenter.

About the Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

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Industries: Health, Technology, Other Technology, Managed Care, General Health, Biotechnology

Languages: English

Primary Identifiers: PHIA-NL

Related Identifiers: PHIA-NL, PHG-US

Source: Royal Philips

Subjects: Photo/Multimedia, Product/Service