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# Sony Pictures Entertainment OHS Policy

Sony Pictures Entertainment (SPE) is dedicated to upholding safety standards and eliminating workplace injuries. To achieve this goal, SPE is following Sony's "Vision Zero" plan and adopting the Environmental, Health, and Safety Management System (EHSMS)—ISO 45001 standard. This systematic approach empowers SPE to identify potential occupational health and safety (OHS) risks and opportunities, facilitating the establishment of targeted objectives to enhance safety protocols. The visual below is a testament to SPE's dedication to safety across its business operations.



1. Comply with all OHS related laws, regulations, agreements, and voluntary standards where SPE conducts business activities;
2. Establish robust organizational structure and define clear roles and responsibilities in each SPE business unit to execute OHS activities;
3. Carry out thorough OHS risk assessments where needed, to identify potential workplace dangers in order to eliminate hazards and minimize OHS risks to all SPE employees;
4. Encourage open channels of communication between employees and voice of customer that encourages employee consultation and participation to ensure the health and safety of all SPE employees;
5. Promote a company culture that recognizes the importance of OHS activities for all employees. Provide education and training to enhance safety awareness and skills.
6. Participate in governmental and regional society based OHS activities to retain good standing communications with government and society;
7. Introduce new methodologies and technologies to improve OHS management system;
8. Invest in resources for a safe and healthy workplace and achieve continuous improvement of the EHSMS.

This OHS policy is communicated to the organization and available to interested parties through SPE's Global Environmental Affairs and Corporate Safety.

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