



October 2023

## Human Rights Policy

This document reviews Azrieli Group's policy on human rights and the actions taken to protect such rights.

### Introduction:

At Azrieli Group we are committed to responsible management, the protection of human rights, and specifically the protection of liberty, dignity, freedom of movement, property, security and equality between people, and to the prevention of discrimination of any type. Fully honoring and protecting human rights is an important and key value at the Group, and we strive to uphold the highest standards. We are committed to complying with the requirements of the law, including Basic Law: Human Dignity and Liberty and Basic Law: Freedom of Occupation. We also place considerable importance on strict compliance with international standards, such as:

- [The International Bill of Human Rights.](#)
- [OECD Guidelines for Multinational Enterprises, Human Rights chapter.](#)
- [ILO Declaration on Fundamental Principles and Rights at Work.](#)
- [UN Universal Declaration of Human Rights.](#)
- [The UN Sustainable Development Goals \(SDGs\)](#), which also relate to the promotion and protection of human rights.

Azrieli Group's human rights policy is a declaration of commitment on the part of the Group to all of our stakeholders, including our employees, business partners, suppliers, customers and the communities around us.

### Fair employment:

As a fair and responsible employer, at Azrieli Group we strive to maintain a safe, healthy, respectful and accessible work environment, and to compensate our employees for their efforts in keeping with the law. We comply with the restrictions and the working hours prescribed by the law. We are also committed to all of the legal provisions concerning salaries and benefits for employees, and pay salaries and benefits even above the legal requirements.

The Group has a Code of Ethics based on our vision and values, which serves as a compass for the appropriate conduct that is expected of everyone at the Group. >> [Link](#) to the Code of Ethics.

### Compliance with all legal provisions relating to human rights:

We are committed to protecting the lawful rights of our employees. We also protect their privacy, encourage a range of opinions and strive to promote values of equality. We encourage a diverse organizational culture and place importance on promoting the value of



accessibility for the Group's employees and customers. Moreover, we are committed to protecting the health and safety of the Group's employees and customers.

Further information on these topics may be found in the Group's policy documents: the diversity and inclusion policy, accessibility policy and occupational health and safety policy, on the Group's website.

### **Prevention of bullying and harassment of any kind:**

We have a zero-tolerance policy on bullying, displays of violence or harassment of any kind, and particularly sexual harassment, against any person. To ensure a respectful organizational culture, the Group has a prevention of sexual harassment officer who is in charge of implementing the policy and the procedures on these issues. Every employee of the Company may report to the officer, in writing or orally, on sexual harassment and workplace bullying. The information employees need on this topic is posted on the employees' portal, and the Company provides training on the prevention of sexual harassment both on an annual basis and at orientation days for new hires.

### **No discrimination:**

At Azrieli Group we take action to prevent discrimination of any type on the basis of race, religion, sexual orientation, language, gender, political opinion, nationality, etc., both against our customers and visitors, tenants and residents of our properties, and against the Group's employees.

We invest efforts and resources in providing all of our customers with equal, respectful and professional service, according to our key service value: "Service for every person, at every stage of life, around the clock".

We promote decision-making based on pertinent considerations only, without discrimination on the basis of religion, ethnicity, gender, age, sexual orientation, disabilities of any kind, etc. In addition, all aspects of employment, including promotions, salary and mobility are made based on the Group's needs, qualifications, performance and relevant experience. We encourage employees to report to management feelings of discrimination, and we ensure efficient processing of any reports made by a specific employee or employees in general.

### **Prohibition on the employment of minors and forced labor:**

We are committed to complying with all of the regulatory requirements relating to age of employment and employment conditions. We take a strong stand against the employment of minors and forced labor. We support the human right of independent choice of workplace, and have no involvement in forced labor or child labor, according to the regulations applicable in the State of Israel.



### **Management of human rights – suppliers and contract workers:**

At Azrieli Group we comply with the provisions of the Law for Increased Enforcement of Labor Laws, 5772-2011, to ensure that the manpower agencies undertake to protect the rights of their workers. We carry out, through a qualified salary inspector, audits on the salary paid to the manpower agencies' workers in accordance with the criteria set forth in the law, to ensure that the salaries of the contract workers include the components set forth in the law and their rights are protected.

As a group with both nationwide activity throughout the State of Israel and international activity, we work with many and varied suppliers and therefore our commitment to protect human rights applies also to the suppliers with which we work. We inform our suppliers of our Code of Ethics and expect them to comply with it and with the relevant legal provisions. We also encourage the suppliers to make the same requirements throughout their own chain of supply.

This policy document was approved on October 2023. This document is available to the general public on the Group's website and to the Group's employees on our intranet. Contact us with any request or claim by any one of the customer service channels [online](#) or by calling 03-6081300.