



Occupational health and safety policy

This document reviews Azrieli Group's occupational health and safety policy and the actions taken to implement these values.

This policy applies to all operations.

Introduction:

Azrieli Group deems the mental and physical health and safety of our employees to be of paramount importance. We invest considerable resources in creating a healthy and safe work environment, as this is a vital component of employees' sense of belonging, workplace satisfaction and wellbeing.

We strive for an accident-free workplace and are committed to protecting the health and wellbeing of our employees, not only within the Group's properties but in any location where they perform their work. This policy provides a framework for setting targets for the Group's health and safety management quality, taking into account the laws, regulations, defined methods and work procedures, and stakeholder requirements.

We are committed to complying with the requirements of any law, procedures and relevant directives relating to the health and safety of our workers. We also believe that a successful workplace must allow employees to feel comfortable, and protect their personal security. We are therefore committed to setting the highest occupational health and safety standards.

The actions taken to ensure employees' safety at work include:

- Full and relevant training for employees to carry out their jobs in the safest and most professional manner.
- Safety training for employees on high-risk work, work at height, work on roofs, hot work or welding, correct use of electricity, etc.
- Work according to defined instructions and procedures for any activity involving elements of risk.
- Provision of safety work equipment that meets the requirements of the highest standards.
- Monitoring, measurement of performance and allocation of resources required for regular implementation and improvement of a system for management of a safe and healthy work environment and prevention of work injuries, ill health and diseases.
- Assistance with improvement of the performance of our contractors and suppliers throughout the supply chain in the fields of health, safety and employee welfare.
- Ensuring employees' access to personal protective equipment, hygiene products or emergency equipment.
- Inspections to identify risks and immediate action to mitigate the risks identified during the inspections.



- Instructing employees to immediately alert of any safety concern to enable swift and efficient action.
- Management's setting a personal example through strict compliance with health and safety standards.

The actions taken to protect employees' (physical and mental) health and encourage a healthy lifestyle include:

- Full payment for sick days from the first day and provision of special assistance in cases of serious illness and hospitalization.
- Scheduled annual company days for immunizations and various tests.
- Entitlement to group health insurance providing high-quality coverage and significant funding for a range of medical needs.
- Allocation of a designated budget to assist employees in (economic, health and emotional) distress allowing employees to use outsourced consulting and psychological support services.
- Encouragement of employees to lead a healthy lifestyle both at work and in their day-to-day lives through classes and workshops on improved nutrition and fitness habits.
- Wartime assistance to employees – comprehensive and tailored assistance to employees in times of emergency and crisis.

The actions taken to prevent bullying and harassment include:

- Option to file a personal or anonymous complaint on any matter, a whistleblower policy based on the Protection of Employees Law, 5757-1997, and in-depth investigations into every incident reported.
- Zero-tolerance policy on bullying and harassment of any type, whether of a sexual or other nature.

Further information on the subject may be found in the Group's human rights policy.

The actions taken to promote security and safety in the Group's properties include:

The Chief Operating Officer, who is a certified safety professional, is head of safety in our properties. Ongoing responsibility for safety is also shared by Head of Property Operation, Azrieli Group's safety officers, the management team in each property and the safety specialists in each property (head of operations and head of maintenance). The Group retains "MomenTeken" to carry out annual safety surveys in each property and ensure that all of the Azrieli properties and sites meet all of the required and accepted standards.

At Azrieli Tel Aviv Center, a monthly inspection is carried out by Lavetach.



- Professional guidance is provided by the Group's Chief Security Officer to all of the security officers in the properties, ensuring compliance with procedures, updates, inspections and drills.
- Monthly covert and overt inspections are performed in all of the properties to ensure compliance with all of the requirements and procedures, the absence of any security breaches or deficiencies and to check the fitness and preparedness of the security firms retained by the Company for security services in its properties.
- Any security deficiency or gap discovered during inspections is immediately documented and handled.
- Ongoing cooperation is maintained with outside entities that are entrusted with civil security and safety and performance of ongoing emergency drills.
- Frequent periodic testing is performed on the various systems and equipment, such as the electricity system, the fire alarm system, staircases, elevators, etc., and generators for power backup are available, as well as two emergency staircases in each property by law.
- Cutting-edge technologies are installed in the properties to contribute to maximum safety in the property.

We are constantly working to improve health and safety management at the Group, and set health and safety targets that include:

- Efforts to reduce work accidents and injuries.
- General safety briefing and activity-specific safety training for new employees by safety officers and direct supervisors.
- Job Safety Analysis (JSA) health and safety risk evaluations for every workstation once every three years.

This policy document was approved by senior management in 2024. 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 through any one of the customer service channels [online](#) or by calling 03-6081300.