



Fair Employment and Human Rights Policy

Gadot Group is committed to safeguarding and promoting a safe, inclusive, and fair work environment throughout our operations, supply chain, and broader stakeholder networks. Guided by internationally recognized frameworks, The Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights - we view respect for human rights as integral to ethical and sustainable business practices. The Group actively promotes labor rights, diversity, professional development, and community involvement while ensuring ethical conduct and regulatory compliance.

We strive for zero complaints of discrimination, minimum turnover rate alongside the maximum employee satisfaction and diverse workforce.

Scope

This policy applies to all our full-time, part-time, and temporary **employees**. We also encourage our **business partners, suppliers and contractors** to follow the same guidelines.

Compliance with Labor Laws

Our commitment extends across all regions where we operate, ensuring compliance with both local labor laws and international standards.

Respecting and Upholding Human Rights

- Child labor is strictly prohibited. We adhere to the International Labour Organization (ILO) conventions on the Minimum Age for Employment (Convention No. 138) and the Worst Forms of Child Labor (Convention No. 182). In addition to compliance with ILO Conventions 138 and 182, Gadot conducts periodic risk assessments in regions and sectors where the risk of child labor may be higher. Supplier contracts include explicit clauses prohibiting child labor, and supplier due diligence includes checks on minimum working age. Any identified violations will result in immediate corrective action or termination of engagement.
- Forced labor is strictly prohibited. We strictly prohibit forced, bonded, or involuntary labor. All employees have the right to terminate their employment freely and without coercion.

Freedom of Association

We respect the rights of employees to join or refrain from joining labor unions, participate in collective bargaining, and assemble peacefully, in accordance with local laws.



Fair Wages and social benefits

Gadot Group's employees are compensated in line with or above the local minimum wage laws, reflecting principles of fairness and supplemented with appropriate benefits.

We review and annually monitor our HR activity to ensure that all applicable labor laws and regulations are strictly enforced, and employees are fairly paid and receive their entire remuneration and benefits as required by law.

We provide our employees with decent, fair and equitable working conditions with competitive salaries, and all employment benefits specified by law in the countries in which we operate.

We conduct yearly salary analyses that take into account inflation, promotion opportunities, annual evaluations, and more.

Employee Health, Safety and wellbeing

The health of our employees and the safety of our sites are top priorities. Gadot is committed to protecting and preserving the health of our employees, neighbors, and business partners by continuously improving work processes and ensuring plant safety.

We follow a strict policy, procedures and management system, based on ISO 45001 (Occupational Health and Safety Management), to assure our employees' health and safety.

We allow flexible working hours, where possible, to enable employees to maintain a supportive life-work balance, which we highly value. In addition, we continue to offer hybrid work options (working from home) – in locations and roles where feasible.

In all locations in which we operate, we provide social benefits and wellbeing packages according to acceptable local practices and requirements, such as standard healthcare, retirement, enrichment, disability insurance, vacation days, parental leave, and other benefits. Employees also participated in a range of group activities, such as Pilates classes and additional sports activities within the Workplace League.

Diversity and Inclusion

- Non-Discrimination

We promote an inclusive workplace, where employment decisions are based solely on merit, qualifications, and business needs. **We do not tolerate discrimination of any kind**, whether based on race, color, gender, age, religion, disability, sexual orientation, beliefs, or any other personal characteristic.

- Diverse and inclusive workspace

- Gadot is committed to equal opportunity in recruitment and employment, while actively promoting workforce diversity, broad representation, and the inclusion of underrepresented groups. We view the representation of diverse populations as both a core value and a strategic advantage, recognizing human diversity as a driver of growth and innovation.

In line with this commitment:



- We provide, where possible, necessary accommodations for candidates with disabilities, including physical accessibility, adjustments during the selection process, and accessible information.
- We promote gender equality throughout recruitment, placement, and career advancement.
- We ensure equal pay for equal work, in accordance with the law, employment contracts and our company values.
- All recruitment decisions are based solely on skills, experience, and professional suitability, conducted with transparency, fairness, and confidentiality.

Career development and empowerment

Gadot views the development of its human capital as a central factor in the Company's success and is committed to providing employees with opportunities for continuous learning, professional and personal growth, internal advancement, and the ongoing enhancement of skills and capabilities.

As part of the Group's overall strategy, investment in employee development is considered a key driver of operational excellence, improved service, employee satisfaction, and talent retention, fully aligned with the Company's sustainability goals and core values.

Gadot encourages learning and professional development through a diverse annual training plan, including mandatory training in accordance with legal requirements, as well as courses, lectures, training modules, workshops, and optional programs in areas such as security, safety, customer service, leadership, process improvement tools and additional varied enrichment topics.

Career paths are structured in various fields such as operations, engineering, management, and headquarters, with advancement based on performance, potential, and personal development planning.

The Company ensures equal opportunities for learning regardless of gender, age, origin, religion, or disability, and conducts regular performance evaluations and development discussions to support individual growth.

Training and development activities are documented and monitored for the purposes of improvement, internal review, and policy evaluation, with this policy reviewed at least once every two years or as needed in response to regulatory, business, or operational changes.

Labor and Human Rights Risk Management within our supply chain

Gadot Group follows a structured due diligence process to identify, prevent, and address labor and human rights risks across its operations and supply chains.

Detailed Supplier Code of Conduct outlining labor and human rights expectations.

Social Dialogue

Gadot is committed to fostering open, ongoing, and respectful social dialogue between management and employees. We believe that constructive labor relations and



collaboration with employee representatives contribute to employee well-being, enhance transparency, and drive the continuous improvement of the work environment.

In line with this commitment:

- The Group operates in accordance with applicable collective agreements in force with the employees' committee.
- Structured collective bargaining is conducted on matters such as wages, working conditions, working hours, occupational safety, and organizational change processes.
- Regular meetings are held with employee representatives to provide updates, seek input, and address issues raised from the field.
- Significant organizational changes are communicated to the employees' committee in advance, ensuring full transparency.
- The Group encourages direct communication between management and employees, including through team meetings, performance reviews and more.

Policy Implementation

- This policy is implemented throughout the Gadot Group using **internal procedures**. All the group's procedures are monitored by the Compliance manager – responsible to oversee policy adherence. Furthermore, the group policies are reviewed and updated regularly.
- This policy is under the responsibility of the **HR VP**, directly reporting to the executive management on material topics.
- **Employees are receiving regular training to ensure awareness** of their rights under this policy. Training topics include workplace safety, anti-discrimination, employees' pension rights, and reporting mechanisms.
- **Grievance mechanism** is in place to offer a way to address our stakeholders complaints in case of a fear of incompliance with this policy. Reports can be submitted using a dedicated form available on our website.
- All grievances are promptly investigated, and outcomes are communicated transparently.

For more details, please contact: contact@gadot.com

Date of Issue: August 2025