



# Bezeq Group Supplier Code of Ethics

(Bezeq Fixed-Line, Pelephone, yes, Bezeq International)

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In September 2023, Bezeq Group established a uniform code of ethics for the Group's suppliers, and the Group companies are in the process of implementing the code with the Group's suppliers.

## Introduction

As part of their operating activities, the Bezeq Group companies (“**Bezeq Group**”) engage with third parties to purchase services and goods (the “**Suppliers**” or the “**Supplier**”). Bezeq Group adheres to a Code of Ethics that sets out appropriate principles and rules of conduct for all of its employees, and it considers it important that the Suppliers act in accordance with these principles and rules of conduct, and in compliance with the law. Bezeq Group expects its Suppliers to apply these principles throughout the supply chain and the provision of services.

## Principles of the Code of Ethics

Based on the Code of Ethics in Bezeq Group, the Supplier Code of Ethics presents the ethical principles underlying the agreement between Bezeq Group companies and the Suppliers and their representatives, including their employees, contractors, sub-suppliers, and anyone acting on their behalf (the “**Employees**”).

This Code of Ethics does not include a response to all the issues facing the Suppliers and the Employees. However, it does provide a foundational set of values to guide business decisions and policies.

Bezeq Group expects all its Suppliers to fully comply with all the provisions of the law applicable to them. As such, this code of conduct does not replace the laws and regulations that must be adhered to in every country in which the Suppliers operate, rather, it is an addition to these laws and regulations.

## Human rights and fair employment

- Bezeq Group expects all Suppliers to fully comply with all labor laws in the countries in which they operate and to adhere to fair and decent employment conditions for their employees, including a wage that is at least the legal minimum wage and all the related benefits required under the law.
- The Supplier is required to respect human rights, including protecting the privacy of employees; promote diversity and equal opportunity in the workplace without discrimination based on ethnicity, gender, religion, nationality, disability or any other criteria; and, ensure a work environment free of abuse or harassment of any kind.

- The Supplier will not employ children under the legal age for employment and will not support child labor in any way.
- The Supplier will not employ workers under coercion and will avoid any form of forced labor or anything similar to slavery or servitude.
- The Supplier will not require its employees to work beyond the maximum number of hours permitted by law and will ensure that any overtime work is completed with the employee's consent and is properly compensated.
- The Supplier will address any violation or concern of violation of these laws and rights.

## Freedom of association

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- The Supplier will respect employees' rights to freedom of association and collective negotiations and will ensure that its employees are able to express themselves when it comes to working conditions.
- When local laws or circumstances restrict these rights, the Supplier is expected to apply other means for meaningful dialogue with its employees regarding employment in the workplace.

## Health and safety

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- The Supplier will provide a safe and healthy work environment for employees and will apply routine measures to reduce occupational risks.
- The Supplier is required to develop and implement health and safety procedures in all aspects of its business. The Supplier is required to ensure that its employees comply with all occupational health and safety laws and regulations, including by holding regular training on the subject.
- The Supplier will hold a business license according to its field of business and all the certificates required to perform the work, including for all the tradesmen and professionals it employs.

## Prevention of bribery and corruption

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- The Supplier will act honestly, transparently, and fairly throughout its activity and engagement with the Company.
- The Supplier will refrain from any form of bribery and/or corruption or actions that may be construed as such; the Supplier will not accept gifts or favors from the Company's employees, nor will the Supplier offer, guarantee, or grant, directly or indirectly, any gifts or favors to the Company's employees with the aim of obtaining preferential treatment from the Company.

- The Supplier will avoid any situations or concerns of conflicts of interest and will prevent conflicts of interest that could lead to corruption.
- The Supplier will apply all measures to prevent money laundering in its area of influence.

## Competition

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- The Supplier will respect the rules of free and fair competition in all business relationships and will not act in violation of any competition and/or antitrust laws.
- The Supplier will maintain the confidentiality of business/commercial information in general and, will not share quantities, prices, strategies, or any other matter with any other supplier or customer.

## Compliance and control

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- To ensure compliance with the principles set out in this Code of Ethics and with the applicable regulations, the Supplier will provide Bezeq Group companies with any information that may be required to validate their compliance with them.
- Where required, Bezeq Group companies or a representative on their behalf may, in coordination with the Supplier, monitor the Supplier's compliance with the principles set out in the Code of Ethics.
- If the Supplier fails to comply with these principles, Bezeq Group companies will provide guidelines for adaptation to and compliance with the principles of the Code of Ethics, at their discretion. Substantial non-compliance with the principles of the Code of Ethics could result in the termination of the engagement between the parties.