



Health and Safety Policy

Bezeq - The Israel Telecommunications Corp. Ltd.

This document reviews the main points of Bezeq's Safety and Health Policy.

The document was approved by the Company's board of directors on February 8, 2023

Introduction

Bezeq cares for the health and safety of its employees and has adopted an uncompromised approach of 'zero accidents' in the Company.

Bezeq operates in compliance with all the relevant laws and regulations, and where necessary, operates beyond them, making a constant effort to improve safety and implement a culture of safety among its employees, managers and third parties working on its behalf.

Objective

This document presents Bezeq's commitment and its Safety and Health Policy, and how it is implemented by the Company.

Our commitment

Management is committed to the health and safety of its employees, customers, suppliers, and the general public. We are committed to incorporating health and safety considerations into all aspects of the planning and implementation of our work.

All our employees receive personal protective equipment as required by law and in accordance with the highest standards.

Our employees receive appropriate and sufficient information and training to perform their duties, and are fully aware of their responsibilities.

We allocate relevant resources to maintain a safe and healthy workplace to prevent work-related injuries and illnesses.

We define goals and objectives, regularly evaluating our management system and performance to identify health and safety opportunities and gaps.

If we detect any deviation from this standard, we take corrective actions to prevent its recurrence.

Our goal is to act to continuously improve and increase the awareness of these issues regarding our employees and partners, and expect they act with the highest standards, which is the goal we set for ourselves.

Safety committees

The Company has division safety committees and a joint national committee with members representing the Company's management and employees. The safety committee has several duties: the committee discusses and analyzes cases to draw conclusions and prevent their recurrence, while it works to improve safety and health conditions in the divisions, and can take disciplinary measures against employees who violate safety procedures.

Employee responsibility

Our employees are responsible for maintaining a safe workplace, preventing safety incidents, and complying with all laws and Company procedures.

Employees are required to report any work accident to the Company's safety officer and to any other party as required by law, while the relevant officers will launch an investigation of the incident and draw conclusions.

Safety certification and training

Bezeq invests heavily in preserving the safety of its employees, suppliers, customers, and the general public, and its goal is to proactively create a corporate culture committed to safety.

To maintain a safe workplace and avoid safety incidents, Bezeq writes and distributes safety guidelines and implements a training program with tutorials on the subject. There are also audits and training sessions. In addition, the Company responds immediately to any emergency.

Bezeq's technicians attend training sessions held by the safety supervisor, and every morning the regional manager briefs them on safety and reminds them of procedures. There are also regular safety training sessions and workshops at least once every quarter.

Safety certification and training in the Company include first aid training, traffic safety certification, certification for safety officers, and general safety training for technicians.

Investigations of work accidents

When a work accident occurs at Bezeq, the safety department investigates the incident and its outcome with the aim of preventing recurrence. Accidents are investigated by the Company's safety supervisors, the circumstances of the accident are reviewed, and the direct and indirect causes of the

accident are also examined, and recommendations are made accordingly to prevent future accidents.

Bezeq's method for analyzing accidents is based on a root cause analysis of the accident, with special emphasis on identifying system-wide factors and risk management factors. This method encourages the finding of those accident factors that when addressed properly will prevent similar accidents in the future and develops recommendations to improve the organization's safety management system.

Once every six months, a work accidents statistics report is sent to all managers in the Company. The report addresses the problem associated to accidents in the Company, the nature of the accidents, causes, identification of types of accidents, populations, and an economic calculation of the damage incurred by the organization due to work related accidents.

Field inspections by occupational safety supervisors

Bezeq's occupational safety supervisors perform on-site inspections of the employees in the field to ensure that they implement all the necessary protection measures mandated for employees on the site, the use of personal protective equipment, and compliance with safety guidelines in the work procedures, in accordance with Safety Regulations and the provisions of the law requirements.

The goal of these inspections, among other things, is to check that work procedures are implemented on site, as well as to identify whether there are any failures or actions that could cause injuries to the employees and harm the environment, and issue warnings on any findings. The inspections are conducted in accordance with a proactive systematic plan, using modern technological means, tablets, structured safety apps, which helps the safety supervisors to carry the task and optimize their work.

Once the inspection is over, an email is sent to relevant managers pointing out any inspection findings, deficiencies, and recommendations for their correction. There is also a disciplinary procedure for employees who violate the safety guidelines.

Duties of the safety office

Bezeq has trained safety officers whose job is to keep an eye on their working environment, identify hazards, report problems, and recommend appropriate solutions.



Bezeq decided to train all direct managers as safety officers and as part of their duties, they participate in safety training for employees, accompany the safety supervisors on safety inspections, and are invited to attend the Company's safety committee meetings.

Inquiry to the Company relating to this policy

Inquiries regarding this policy can be made in writing or verbally, openly or anonymously, to the officers in charge of the Company's operations and logistics division, such as the managers, safety supervisors, safety officers, and members of the safety committees. We are committed to investigating all information we receive that contains suspected violation of this policy. Bezeq will take further action, as necessary.

For inquiries contact: avi.hoi@bezeq.co.il