



Responsible Employment Policy

Bezeq - The Israel Telecommunications Corp. Ltd.

This document reviews the key points of Bezeq's responsible employment policy.

The document was approved by Bezeq's management and the Board of Directors on February 24, 2022

Introduction

Fair and responsible employment is one of Bezeq's cornerstones for success. Bezeq believes in treating each employee fairly, decently, and as an individual throughout their employment, from the time they are hired to the time they retire. We aspire to build labor relations in the Company built on trust, transparency, and engagement with our employees. We put substantial resources into providing an innovative, pleasant, respectful work environment, free of harassment-free and inclusive of diversity, so that our employees can enhance their professional careers and personal development, free of religion, race, ethnicity, orientation or sexual discrimination.

Objective

This document presents the Company's responsible employment policy, outlining how it is implemented.

Our Commitment

We commit to fair and responsible employment as described in this document and in accordance with employees' lawful rights. If we detect any infringement to our employees' rights, we amend it and prevent it from being recurrent.

Gender Equality, Diversity and Inclusion

Bezeq believes in **gender equality**. We are working to build an inclusive, gender-neutral work environment where all genders can fit in and make the most of their skills and abilities for their own good and the company's benefit. Bezeq makes sure this value is reflected in all Company employment stages, starting from the hiring process to retiring, by providing suitable training, guidance, and procedures.

Diversity and inclusion allow different groups and communities to grow closer, enjoying access to resources, fair share, participation in the decision-making processes, and sharing the responsibility and results. We aspire to include all employees in our work, fully respecting and appreciating them, while protecting their rights to fulfill their potential to have equal opportunities and pursue their goals.



Based on this approach, we are committed to equal opportunity, employment diversity, and access to a nurturing work environment, which is necessary for all employees and managers.

We strive to promote gender equality and diversity. As a Company with a wide geographic distribution that serves different and diverse communities within the Israeli society, we are making every effort to treat everyone equally and considerately.

Employee Development and Enrichment

Employee development and expansion of their skillset and knowledge is of utmost importance to Bezeq. We strive for individual and organizational excellence. Training is at the heart of the Company's policy and its employee development commitment. Organizational surveys and feedback-based training program are regularly reviewed and modified accordingly to the Company's resources and business challenges, and are built following a comprehensive assessment of needs, in coordination with relevant members of management. The organizational training plan is posted on the organizational portal.

Besides the training required by law, the plan includes diverse training in various areas to enhance the employee performance, development of their skill set, and provision of tools to successfully cope and deal with the ever changing challenges of career world.

Engagement with Employees – Organizational Climate Surveys

Feedback and evaluations from all our employees are of utmost importance to Bezeq, we hold an annual organizational survey to collect and analyze their views. The survey results are analyzed and reported to the company's management and employees, and Bezeq works, based on these results, to draw conclusions and set organizational goals for the future.

Work/Life Balance

We recognize all our employees need to balance career demands and their personal life, and we are working to provide them with the necessary tools to achieve this balance through various methods depending on work demands at different positions.



Employee Committee – Freedom of Association

Bezeq acknowledges and honors freedom of association and the right to collective action under state law and effective agreements. We encourage reliable association based on mutual respect and compliance with the collective agreements, while protecting employees' rights. Bezeq is committed to not infringe or limit the freedom of association, as well as to the right of representation by a labor union.

Prohibition on Harassment, Abuse and Discrimination

As a responsible employer, Bezeq is committed to a safe and healthy work environment, free of racism, abuse, and sexual harassment. Our commitment to prevent discrimination of all kinds, based on race, sexual orientation, gender, language, religion, political opinion, nationality, and so on, is absolute. The company has different mechanisms enabling oversight of such matters. We expect all employees, managers, and executives to display mutual respect, recognition, and appreciation in daily labor relations. We have a zero-tolerance policy on any form of discrimination, harassment, abuse, or violence of any kind.

Pursuant to the law, the Company appointed a Prevention of Sexual Harassment Officer, who is in charge of implementing the prevention of sexual harassment policy and procedure. Each employee must complete a tutorial on preventing sexual harassment once a year. The Company demands its managers to play an active role in preventing sexual harassment and abuse in the workplace. To abolish these issues, we make sure all the necessary information on all measures the Company is taking to prevent sexual harassment and abuse within labor relations is accessible for every employee.

Notice of a complaint to the Prevention of Sexual Harassment Officer may be made orally, by telephone or in writing. A committee headed by the Vice President of Human Resources gathers as necessary to handle sexual harassment incidents.

Prevention of Forced Labor and Child Labor

Bezeq complies with all Israeli labor laws, and vehemently denounces all forms of child labor and forced labor. Employees' children are employed over the summer holiday under the law and in accordance with the internal procedures on the subject. The Company also has a few interns under the law, in coordination with their schools, within the company's community outreach program.



Reaching the Company on This Policy

We make sure to maintain an open and continuous dialogue with our employees, so that anyone can report without fear, including anonymously, to the relevant officers as necessary.

Appeals under this policy may be made orally or in writing, openly or anonymously, to the Vice President of Human Resources.

Sexual harassment complaints may be submitted to the Prevention of Sexual Harassment Officer.