



## STRAUSS GROUP SUPPLIERS – ETHICS CHARTER

Strauss Group seeks to promote fair and responsible business conduct in every aspect of its activity. Sustainability is a vital element of our corporate spirit and guides our business strategy. Strauss Group is committed to a policy of compliance and upholds the highest of standards of business conduct and management.

Strauss Group's suppliers are an important link in the value chain of our business operations. We expect compliance with high standards of business conduct and management not only from ourselves but from our suppliers across the whole value chain as well, trusting that they will be guided by the same criteria in this context.

As a condition for continued engagement with the supplier, Strauss Group reserves the right to inspect and request appropriate confirmation from the supplier in order to assure that the supplier fulfills the policy required according to this paper.

This Ethics Charter is in force globally and applies to all Strauss Group suppliers, including in its partnerships and daughter companies. "Supplier" means any business, company, corporation, person or other entity which sells, or seeks to sell, goods or services of any kind to Strauss Group, and includes the supplier's employees, agents and other representatives.

Please read this document, sign on the bottom and send it to your contact person at Strauss Group's procurement department.

Strauss Group thanks its suppliers for their attention, and is certain that by adhering to a policy of high standards of business management, together, we will succeed.

### **As a Strauss Group supplier, I hereby certify and pledge as follows:**

#### **1. I shall operate ethically**

I am aware that as a Strauss Group supplier, I have an influence on Strauss Group's image and on its customers and consumers, and I am therefore expected to be familiar with this Charter and to implement it in my conduct vis-à-vis Strauss Group, to obey the law and to act in accordance with Strauss Group's policy and rules of conduct with respect to the subjects set forth in this paper. I understand that failure to sign this document may serve as grounds for the termination of my engagement with Strauss Group.

As a Strauss Group supplier, I am responsible for ensuring that sub-suppliers, agents and other third parties I employ for the purpose of my work with Strauss Group, as permitted under the agreement with Strauss Group, are in compliance with the provisions of this Charter.

#### **2. I shall comply with the requirements of the law**

As a Strauss Group supplier, I shall comply with all relevant requirements of the law, the regulation and rules in my work with Strauss Group. I covenant to abide by the laws and regulations which apply to me and to the standards of the industry or business sector to which I belong. I covenant to obtain and maintain all valid licenses required of me by law for the management of my business, including business license, manufacturer's license, etc.



**3. I shall be a fair employer and provide a fair work environment**

As a Strauss Group supplier, I shall employ my employees in accordance with the labor laws, collective agreements and expansion orders, including as regards the number of hours of work per day, breaks and days of leave, amount of overtime, social benefits, leave, sick leave and convalescence.

I shall not discriminate when hiring employees due to race, color, gender, religion, age, physical handicap or origin, and I shall comply with the provisions of the law in all aspects relating to the prevention of sexual harassment.

I shall ensure that foreign workers are employed in accordance with the law, including, *inter alia*, rights and social benefits according to the law and non-abuse of my position as employer.

I recognize that Strauss Group considers itself responsible for and committed to its entire supply chain and I shall therefore not employ employees under conditions of work without pay or forced labor, and nor shall I work with plants, service providers or subcontractors engaging in such practices.

I acknowledge that any and all harassment or physical, sexual, psychological and/or verbal exploitation of employees is strictly prohibited, and no use shall be made of any of these means to enforce discipline. I further acknowledge that child labor is strictly prohibited. Youth shall be employed in accordance with the law and under no circumstances during school hours.

**4. I shall strictly observe good safety and hygiene practices**

As a Strauss Group supplier, I covenant to provide my employees with a safe, clean, orderly and sanitary workplace, to grant a suitable living and working environment, and to observe the provisions of the safety and hygiene laws.

I further covenant to ensure that all work equipment is in good repair and maintained according to applicable standards and laws.

**5. I shall ensure prevention of corruption**

As a Strauss Group supplier, I shall not offer, promise, approve or give, directly or indirectly, to any Strauss Group employee any benefit, gift, cash or in-kind in order to receive preferential treatment by Strauss Group or with the aim of influencing decisions or gaining an unfair advantage. Strauss Group employees are equally prohibited from requesting, receiving, offering, promising, granting or approving such benefits from/to the employees of any government authority or persons in the business sector in connection with the Company's business. This limitation also applies to employees' families.

**Gifts**

To the extent that the gift is not meant to procure preferential treatment by Strauss Group and does not create an appearance of a bribe or improper payment and/or a conflict of interest, I am aware that Strauss Group employees may receive tangible or intangible (e.g. tickets to events, etc.) gifts from suppliers, provided, however, that the gift is of a value of up to NIS 300 (appx. 85 USD), is logical and reasonable, is permitted by law, is not given in exchange for an improper advantage, is of a nature and value that are suited to the event, position or circumstances, is given and received transparently and is fully and accurately documented in Strauss Group's records. Strauss Group's Ethics Officer shall not approve any gift which fails to comply with these criteria.



**6. I shall refrain from conflicts of interest and be committed to business integrity**

As a Strauss Group supplier, I covenant to act with decency, dignity, transparency and responsibility in the management of my business. I covenant to refrain from any conflict of interest with Strauss Group and to conduct my business with integrity.

**7. I shall refrain from improper business activity**

As a Strauss Group supplier, I shall not coordinate prices with rivals, shall not divide or allocate customers or markets with rivals, and shall not share with rivals past, present or future information with respect to pricing. I further covenant to comply with all antitrust and competition laws.

**8. I shall promote environmental responsibility**

As a company that invests greatly in environmental responsibility, Strauss Group considers itself a partner in the process of reducing the ecological footprint.

As a Strauss Group supplier, I shall meticulously observe the provisions of the law applying to environmental quality, and shall take action to increase awareness of the importance of protecting the environment among my employees and managers.

I shall strive to save energy and water and to treat wastewater, waste and pollutants appropriately.

**9. I shall assure quality**

As a Strauss Group supplier, I shall deliver products or services that comply with all of Strauss Group's requirements, particularly those relating to quality.

**10. I shall report in the case of an ethical dilemma**

As a Strauss Group supplier, I shall promptly report to Strauss Group's Ethics Officer any and all violations of proper conduct as far as Strauss Group is concerned, or any and all improper conduct by Strauss Group's employees or agents.

Via the Hotline: [www.ethicspoint.com/straussgroup](http://www.ethicspoint.com/straussgroup)

By email: [ethics@strauss-group.com](mailto:ethics@strauss-group.com)

It is understood that this document shall not create employee-employer relations between Strauss Group and the supplier and/or its employees.

This document and its contents shall not eliminate and/or reduce the supplier's liability in accordance with the terms and conditions of the order/agreement with Strauss Group and/or its liability for the product/service supplied to Strauss Group.

**Signed:**

Supplier's name:

Name of contact person:

Company/Authorized Dealer no.:

Signature of authorized signatory: