



STRAUSS GROUP SUPPLIERS – ETHICS CHARTER

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

Strauss'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 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 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 suppliers. "Supplier" means any business, company, corporation, person or other entity which sells, or seeks to sell, goods or services of any kind to Strauss, and includes the supplier's employees, agents and other representatives.

Please read this document, sign on the bottom and send it to Strauss's Procurement Department. Should you have any questions, do not hesitate to contact Strauss's Procurement Manager.

Strauss 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 supplier, I hereby warrant and covenant as follows:

1. I shall operate ethically

I am aware that as a Strauss supplier, I have an influence on Strauss'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, to obey the law and to act in accordance with Strauss'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.

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

2. I shall comply with the requirements of the law

As a Strauss supplier, I shall comply with all relevant requirements of the law, the regulation and rules in my work with Strauss. 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 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 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 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 supplier, I shall not offer, promise, approve or give, directly or indirectly, to any Strauss employee any benefit, gift, cash or in-kind in order to receive preferential treatment by Strauss or with the aim of influencing decisions or gaining an unfair advantage. I acknowledge my awareness that Strauss employees are equally prohibited from directly or indirectly, 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

I am aware that the receipt of anything of value by Strauss employees and managers from the company's suppliers may be considered as bribe, impair the objectivity of Strauss employees, create an appearance of conflict of interest and damage the company's reputation. Therefore, the receipt of gifts and hospitality by Strauss employees and managers is restricted by the following rules: (i) the gift/hospitality must be of modest value in accordance with the circumstances, and in any event not to exceed NIS 300; (ii) gifts are given as gesture of good will, in the context of acceptable events and circumstances (such as holidays, promotions, retirement, third-parties events, etc.) and not for the purpose of actually or apparently influencing decisions or inducing commitments; (iii) gifts must not be cash or cash equivalent (such as gift certificates, credit etc).

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

As a Strauss 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 and to conduct my business with integrity.

7. I shall refrain from improper business activity

As a Strauss 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 considers itself a partner in the process of reducing the ecological footprint.

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

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

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



conduct by Strauss's employees or agents.

Via the Hotline:

<https://report.whistleb.com/en/strauss>

For Strauss Code of Ethics and Policies [click here](#)

It is understood that this document shall not create employee-employer relations between Strauss 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 and/or its liability for the product/service supplied to Strauss.

Signed:

Supplier's name:

Name of contact person:

Company/Authorized Dealer no.:

Signature of authorized signatory: