



---

# HUMAN RIGHTS POLICY

---

NOFAR ENERGY

## Introduction

O.Y. Nofar Energy (“Nofar”) is committed to upholding and promoting the highest standards of human rights in all aspects of our operations. We recognize our responsibility to respect and protect the rights of all individuals affected by our activities, including employees, customers, suppliers, and the communities in which we operate. This policy outlines our commitment to human rights and the principles that guide our actions.

**Nofar is committed to conduct its business in line with the relevant Labor and employment laws where we operate including the United Nations Guiding Principles on Business and Human Rights and United Nations Global Compact.**

## Scope

This policy applies to all employees, directors, managers, and contractors of Nofar Energy as well as our business partners, suppliers, and other stakeholders.

All Nofar employees and business partners must mind the following human rights principles, in addition to Nofar’s Code of Ethics and all relevant compliance policies.

Non-compliance with these principles may result in disciplinary actions, up to and including termination of employment or contract.

## Principles

Respect for Human Rights

We respect all internationally recognized human rights, as set out in the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

## Non-Discrimination and Equality

We are committed to creating an inclusive work environment that respects diversity and promotes equality. We do not tolerate any form of discrimination or harassment based on race, colour, sex, gender identity, sexual orientation, religion, national origin, age, disability, or any other characteristic protected by law.

## Fair Labor Practices

We uphold the rights of workers to fair wages, reasonable working hours, and safe and healthy working conditions. We prohibit the use of child Labor, forced Labor, and human trafficking in all our operations and supply chains.

## Freedom of Association

We respect the rights of employees to form, join, or not join trade unions and other lawful organizations of their own choosing, and to bargain collectively.

## Health and Safety

We are committed to providing a safe and healthy work environment for all employees. We continually assess and address health and safety risks and ensure that all employees have access to necessary safety information and training.

## Privacy and Data Protection

We respect the privacy of all individuals and protect personal data in accordance with applicable laws and our internal policies.

## Implementation and Accountability

### Monitoring and Reporting

We monitor compliance with this policy and conduct regular assessments to identify and address potential human rights risks. We encourage employees and stakeholders to report any concerns or violations of this policy through our established reporting mechanisms [what is it?].

### Continuous Improvement

We are committed to continuously improving our human rights practices and adapting our approach based on feedback, evolving standards, and best practices.

### Governance

This policy is overseen by Nofar's Legal department, which is responsible for its implementation, monitoring, and review. Any updates to this policy will be communicated to all relevant parties.

## Contact Information

For questions or concerns about this policy, please contact Shir Stopper at [Shir@nofar-energy.co.il](mailto:Shir@nofar-energy.co.il)