

Ethical Conduct Policy

Uphold the law

Alexander Schneider's policy is to obey the laws of Israel and all the countries where the company is active. Beyond the legal commitment to obey the law, the company also aims to lead and to set an example to other companies in its field.

Respect for Employees

Every employee enjoys basic rights, should be treated with respect and be awarded equal opportunity. Every employee has the right to freedom of thought, conscience, religion and opinion as long as they do not infringe on the rights of other employees.

Alexander Schneider is committed to give each employee and each employment candidate an equal opportunity. The company prohibits discrimination based on race, age, gender, religion, disability, sexual orientation, marital status or political views.

Alexander Schneider's employees should avoid any kind of abusive behavior, violence or threats towards other employees in the company, including sexual harassment and physical or verbal violence, and any activity that may cause offensive or abusive hostile atmosphere.

Business integrity

Alexander Schneider's success depends, among others, on its ability to anticipate the competition. Still, not all means are permissible in order to achieve the goal, and the competition has to be conducted fairly.

Alexander Schneider is well known for its reputation of being honest and having integrity. To maintain the company's reputation among customers, partners, competitors and the public, each employee is committed to adhere to the principles of the following behavior:

Fairness to customers – treat customers and business partners equally and fairly.

Avoidance of unfair competition - the company will not distribute false information, misleading facts or cast shame on the competing business.



Avoiding corruption in business – Alexander Schneider and its employees undertake not to give or receive bribes, give or receive any payment that is illegal or not ethical, and avoid any corrupt business activities.

Gifts and Benefits

Alexander Schneider's employees are allowed, in marketing and promotion activities, to bestow customers, prospective customers or business partners business meals and modest gifts or souvenirs bearing the company's logo with the value of no more than \$100.

Benefits received by employees of the company from their business partners, are not allowed, except for token gifts (such as flowers, pens, calendars, etc.) whose value does not exceed \$100 per year. In the case of an attempt by a business partner to confer a significant gift to a company employee, the employee must inform his or her immediate supervisor.

Use of company assets

Alexander Schneider owns material assets, business commercial assets and others. Any use of company assets will be done legally and ethically and solely for the purpose of promoting the company's business, as follows:

Material possessions – material assets, such as products, raw materials, production and testing equipment, furniture, communications, computing, network, cars, trucks and office equipment will be used only to promote the business activities of Alexander Schneider. The goods should be kept intact and should not be used for private purposes, not given or lent to others and will not be sold without permission.

Confidential information and intellectual property – Alexander Schneider recognizes the importance of intellectual property and the need to maintain the confidentiality of information. Alexander Schneider and employees shall take all necessary steps to preserve and strengthen the company's intellectual property, and will refrain from any infringement of intellectual property of other companies.

Employees shall refrain from access to confidential information of employees, of the company and of its business partners unless the use of such information is needed to fulfill



their role. Workers will also refrain from transferring the information to others subject to the non-disclosure agreement they have signed with the company.

ICT systems and communications – computing and communications systems, including Alexander Schneider’s licenses, software and networks will be used solely for the company's purposes. The company and its employees will not use these systems to access, retrieve, transport, distribute, display, store or print information that could mislead, harass, defame or threaten, including but not limited to information that is presumed obscene, racist, pornographic, related to gambling or any information that is illegal or inconsistent with professional and ethical conduct.

Supply chain ethics

Alexander Schneider and its employees will conduct business only with suppliers and contractors who run their business honestly, fairly, treat their employees well and in accordance with the law, avoid child labor and refrain from corruption and meticulously maintain ethical behavior.

