



## Electra Group – Policy on Human Rights

### Introduction

Electra Group and its subsidiaries operate across a wide range of segments, including public and private sector construction and contracting in and outside of Israel, operations, service and maintenance, infrastructure, environment, public transportation, real estate development, concessions, and more. The diversity of the group's activities, work sites and environments introduces daily contact with thousands of employees, contract workers, suppliers, customers, and communities. As an industry leader, Electra views the safeguarding of human rights and dignity of individuals as paramount, and implements fair, equal, and responsible principles. This policy reflects the underlying principles guiding the group and its subsidiaries and serves as a broad framework for fair, professional, and responsible conduct throughout the entire value chain. This policy further expresses Electra's commitment to comply with the laws of the countries in which it operates as well as with fundamental international human rights standards that embody the principles of dignity, liberty, and equality.

The principles set forth in the

[OECD Guidelines for Multinational Enterprises on Responsible Business Conduct – Human Rights Chapter](#), [United Nations Sustainable Development Goals](#) (SDGs) and [United Nations Universal Declaration of Human Rights](#) inform the group's respect for the protection and preservation of human rights and its approach to respecting human rights in its operations and business relationships.

### Core Principles

Electra believes that fair, transparent, and values-based business relationships form the foundation for long-term success. The group is committed to protecting human dignity and ensuring that its activities, including those of its subsidiaries and subcontractors, are carried out while safeguarding recognized and fundamental human rights. The group implements an approach of harm prevention, risk mitigation, and fair conduct throughout the entire supply chain - from management and employees to suppliers, contractors, tenants, site workers, service users, and visitors to the company's sites.

The group adheres to applicable local laws in its regions of operation as well as to internationally accepted standards, including human rights values derived from foundational international charters.



## **Fair Employment, Equality, and Inclusion**

The group regards fair employment as a fundamental element in the protection of human rights. All group employees are entitled to adequate legal employment conditions, fair treatment, and a respectful work environment. Electra follows fair recruitment processes and professional promotion based on qualifications and performance.

The group prohibits any form of knowing or unknowing discrimination, on the basis of sex, gender, gender identity, sexual orientation, age, origin, nationality, religion, belief, marital status, physical or mental disability, health status, financial status, or any personal characteristic not relevant to professional qualification. Electra is committed to responsible, professional and equality based employment-related decision making, including with respect to compensation, promotion, employment terms, training, or task allocation.

The group promotes an organizational culture that promotes diversity and creates an accessible, respectful, and enabling work environment that respectfully addresses the varied needs of employees.

The group recognizes its employees' right to unionize as well as existing collective agreements, and facilitates open and transparent discourse with employee representatives, based on law and customary arrangements applicable to the sectors in which it operates. Electra respects employees' choice to join labor unions, elect representatives, and freely conduct collective bargaining negotiations.

The group's Code of Ethics defines its values and standards of conduct. [Link to the Code of Ethics](#)

## **A Safe, Respectful, and Accessible Work Environment**

Electra is committed to creating a work environment in which every individual acting on its behalf or present on its behalf within its subsidiaries and operation sites, whether as an employee, contractor, or visitor - can operate with a full sense of personal safety.

Occupational safety is a material component of Electra's activities, particularly given that a significant portion of its workforce operates at construction sites. The group implements advanced safety protocols, conducts ongoing risk assessments, provides periodic training, immediate incident response, and maintains a continuous process of monitoring and improvement of safety standards.

Electra views the personal well-being of its employees as a key element of a high-quality work environment. Electra promotes initiatives that contribute to employees' physical and mental health, including encouraging a healthy lifestyle, preventing burnout, adapting the work



environment to evolving needs, strengthening a sense of belonging, and fostering a work and personal life balance. The group promotes a work environment free from harassment, bullying, violence, or harm of any kind, and provides its employees with suitable channels for reporting and professionally addressing any concern.

Furthermore, Electra strives to ensure physical and service accessibility at its facilities and across its digital service channels, and tailor its services to accommodate for the diverse needs of various populations.

### **Engagement with Subcontractors and Suppliers**

Electra's supply chain is broad and varied, and integrates contractors, consultants, service providers, and suppliers across numerous segments and sectors. Electra expects that all parties acting on its behalf, conduct themselves in line with this policy and respect the legal rights of their employees based on principles of fairness.

Electra reserves the right, where necessary, to review suppliers' and subcontractors' compliance with legal requirements, fundamental human rights and safety standards. Where deficiencies are identified, and depending on the circumstances, Electra may require clarifications, initiate corrective measures, or terminate the engagement.

### **Prevention of Child Labor, Forced Labor, and Human Trafficking**

Electra does not employ forced or child labor. This applies equally to any supplier, consultant, or subcontractor engaged with or by Electra. Electra group prohibits any form of worker exploitation, including forced labor, confiscation of documents, or the collection of illegal brokerage or recruitment fees, and regards the assurance of fair and dignified employment conditions as a key element of its operations.

In addition, the group rejects all forms of human trafficking and implements measures to ensure that its activities do not, directly or indirectly, support conduct that infringes upon the fundamental rights of workers throughout the supply chain.

### **Community and Public Responsibility**

Electra's projects often involve direct interaction with many communities: neighborhoods adjacent to construction sites, residents of buildings and facilities, infrastructure users, community organizations, and others. The group is committed to interacting with sensitivity and consideration of the human community environment in which it operates, and to minimizing any potential adverse impact on the community's quality of life.



As an integral part of its corporate culture, Electra group contributes to community resilience through social initiatives, support for local welfare causes, and collaborations with non-profit and social organizations.

### **Organizational Ethics and Integrity**

Electra group maintains an organizational culture based on integrity, legal compliance, and transparency. Electra expects its employees, managers, and anyone acting on its behalf to conduct themselves fairly, respectfully, and professionally, as well as to meet ethical standards and the group's rules of conduct as set out in the Code of Ethics. The group promotes responsible and well-considered decision-making as part of its day-to-day operations.

### **Reporting, Implementation, and Oversight Channels**

Electra maintains and implements reporting channels that allow employees to report concerns for human rights violations or conduct incompatible with its values. Reports are reviewed seriously and discretely, and where necessary, clarifications or corrective measures are implemented.

The group will periodically review the implementation of the principles set out in this policy and will promote improvement processes based on insights gained, regulatory developments, and operational needs. Matters relating to ethical conduct and human rights form part of the group's routine reporting within its ESG corporate responsibility reports.

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