	Dor Group	Human Rights	
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Subsection: 01- Company Policy			

<u>Date</u>	<u>Approval (name, title)</u>	<u>Prepared by (name, title)</u>	<u>The essence of change</u>	<u>edition</u>
23/12/2022	Dudi Friedman - CEO	Dr. Ran Avidov - QC and QA Manager	Creation	1.0

Human Rights

1. General

This document outlines Dor Chemicals Ltd.'s firm commitment to human rights and the scope, applicability, and accountability of our resulting human rights policy set out hereafter.

It is our expectation that this policy is equally followed by all involved internal and external stakeholders, including our suppliers, vendors, and partners. We emphasize that we view our human rights policy outlined here as a living document to be continuously reassessed and modified in accordance with the latest insights and developments in the human rights sphere.


2. Dor's Commitment to Human Rights

Dor Chemicals Ltd. recognizes that in the conduct of our business activities, there could be a risk of potential or actual human rights infringements. Beyond any such risk, we also believe that a human rights approach to our work strengthens our business conduct by demonstrating their alignment with universal values.

In doing so, we base our approach on the principles and codes outlined in the 1948 United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, United Nations Sustainable Development Goals (SDGs), the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labor Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work.

As such, we endeavor to act as a responsible corporate citizen striving to uphold the fundamental human rights of every individual and avoiding complicity in human rights abuses. We believe that all human beings on our planet should be treated fairly, and with dignity and respect.

Specifically, in accordance with Israeli law, we vigorously express our prohibition and rejection of any form of child labor, forced or bonded labor, or

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any kind of discrimination in all its forms. This extends throughout our supply chain.

We also expect our suppliers, business partners, and other stakeholders to also respect and not infringe upon human rights, and to respond decisively when incidents occur.

Our firm commitment to human rights is demonstrated through our policies and operational procedures, through communicating our human rights approach and stipulating our expectations both internally and externally, through engaging with interested stakeholders, and through having appropriate transparency.

In line with this belief, we are especially committed to facilitating an organizational culture that establishes and upholds an environment that is free of discrimination and harassment, where all individuals are granted equal opportunities to contribute fully and are treated with respect and dignity. This is expanded upon in our policies on Diversity, Equality and Inclusion, Prevention of Sexual Harassment, and Business Code of Ethics, the guidelines of which also feature in our Employee Handbook. All of these documents are available publicly on our website.

3. Scope


Our human rights policy applies at every level of Dor Chemicals Ltd—including all partners, employees (full-time, part-time, temporary, probationary, casual and contract staff) and students—and to every aspect of the employment relationship, including recruitment, selection, promotion, transfers, training, salaries, benefits, discipline and performance appraisals.

Further, our human rights policy applies to our physical offices but also extends outside of them in that we strive to uphold our human rights commitment in, for example, all electronic communications, off-site client meetings, business travel, and social events of our firm.

Any person at Dor Chemicals Ltd. who is found guilty of conduct against our human rights policy such as through acts of discrimination and/or harassment may be subject to disciplinary action, up to and including termination.

For more information, see the policies referenced above on our website.

4. Commitment to investigate

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We take responsibility for any human rights infringements that may result from our activities.

Any complaints and/or incidents that are counter to our human rights policy will be investigated and addressed swiftly, respectfully, and decisively to rectify any harm done and so uphold our commitments as stated in this document.

Any person at Dor Chemicals Ltd. who is found guilty of conduct against our human rights policy such as through acts of discrimination and/or harassment may be subject to disciplinary action, up to and including termination. Employees should refer to the Employee Handbook for details.

5. Contact

To report an incident, please contact Ethics Officer Yossi Atias (yossia@dorchemicals.com) or Anat Halimi our Human Resources manager (anath@dorchemicals.com).