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Diversity, Equality, and Inclusion

1. General

- 1.1 Dor Chemicals Ltd. is committed to encouraging equality, diversity and inclusion among our workforce, and to eliminating illegal discrimination.
- 1.2 The goal is for our workforce to truly represent all parts of society, and for every employee to feel respected and able to give their best.
- 1.3 The Company is also committed to taking action against illegal discrimination against contract workers, suppliers, customers, and/or in any interaction of the Company with the public.

2. Purpose

- 2.1 To provide equality, fairness and dignity to all our employees, whether temporary, part-time or full-time.
- 2.2 Prevent unlawful discrimination against agency workers, suppliers, customers, or the public.
- 2.3 Not to unlawfully discriminate based on:
 - age
 - Disability
 - Gender change
 - Marriage and Civil Partnership
 - Pregnancy and maternity
 - Race (including color, nationality, and ethnicity or nationality)
 - Religion or faith
 - gender
 - Sexual orientation
- 2.4 Oppose and refrain from any forms of illegal discrimination of company employees. This can be reflected in the following issues:

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- Compensation and benefits
- Terms of employment
- Dealing with complaints and discipline
- Dismissal
- Redundancy
- Vacation for parents
- Flexible work applications
- Employment Screening


2.5 To object to and refrain from any forms of illegal discrimination against contract workers, suppliers, customers, and/or any interaction of the Company with the public.

3. Rules on diversity, equality, and inclusion

- 3.1 Respect and encourage equality, diversity and inclusion in the workplace.
- 3.2 Create a work environment free of bullying, harassment, victimization and unlawful discrimination, promote respect for all, and ensure the contribution of all staff is recognized and appreciated. This commitment includes training managers and all other employees on their rights and obligations under the policy of equality, diversity and inclusion.
- 3.3 All employees should understand that they, as well as their employer, can be held accountable for acts of bullying, harassment, victimization, and unlawful discrimination, during employment, against co-workers, customers, suppliers, and the public.

4.Procedure

- 4.1 Employees who believe they have been exposed to any type of discrimination that conflicts with the company's DEI policy and related initiatives should seek assistance from a supervisor or HR director. For more details regarding sexual harassment, please see the policy on Prevention of Sexual Harassment (01-02-023). For more information on reporting, see the "Whistleblower" policy (02-01-008).
- 4.2 The Company shall treat with severity all complaints of bullying, harassment, victims and unlawful discrimination by employees, customers, suppliers, visitors, the public and any other person in the course of the Company's activities.
- 4.3 Such acts will be treated as misconduct in the framework of the Company's complaint and/or disciplinary proceedings, and appropriate actions will be taken. Particularly

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serious complaints may amount to serious misconduct and lead to the termination of the transaction.

4.4 Moreover, sexual harassment may lead to criminal proceedings, such as allegations of sexual assault (see Policy on the Prevention of Sexual Harassment 01-02-023).

4.5 For more information, please contact Human Resources.

5. Company Obligations

5.1 To make decisions regarding employees based on their qualifications and performance (except for any necessary and limited exemptions and exceptions as prescribed by law).

5.2 Reviewing the transaction procedures and procedures when necessary to ensure fairness, as well as updating them and the policy from time to time to take into account changes in the law.