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Global Human Rights, Fair Employment and Occupational Health and Safety Policy

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Global Human Rights, Fair Employment and Occupational Health and Safety Policy

1 Applicability

This Global Human Right, Fair Employment and Occupational Health and Safety Policy (the "**Policy**") applies to all Gilat's employees, offices and directors, as well as to Gilat's suppliers, partners, and vendors, across all regions and business activities.

2 Protection of Human Rights

Gilat respects and supports human rights, as set out in the Universal Declaration of Human Rights 1948 and in the UN's Guiding Principles on Business and Human Rights, as well as other applicable laws. Gilat's commitment to promoting human rights includes the following key aspects:

- 2.1 **Prohibiting Child Labor.** Gilat prohibits child labor practices and complies with applicable minimum age laws and regulations in each jurisdiction in which it operates.
- 2.2 **Prohibiting Forced Labor.** Gilat ensures the terms of employment are voluntary and of a free choice. Gilat prohibits compulsory, bonded or coercive labor and maintain zero tolerance to modern slavery and human trafficking practices at all times.
- 2.3 **Fair Compensation and Hiring Practices.** Gilat compensates its employees with fair salaries and social benefits, and reviews the compensation package annually. Gilat maintains a responsible global compensation policy that rewards employees for their efforts and commitment.
- 2.4 **Freedom of association and collective bargaining.** Where permitted by local law, employees may join unions or other work councils, and may engage in collective bargaining without retaliation or discrimination. Where unions are restricted by laws, employees retain the rights to collective actions to protect their rights.
- 2.5 **Dignity and Privacy.** Gilat is committed to treating all individuals with dignity and respect, and to protecting their privacy. The Company processes personal information in accordance with applicable privacy data protection laws, as reflected in its internal policies and procedures.
- 2.6 **Reporting and Non-Retaliation.** Employees and third parties may raise

human rights concerns without fear of retaliation.

- 2.7 **Migrant workers.** While Gilat generally does not employ migrant workers, Gilat recognizes their potential vulnerability. If migrant workers are employed, Gilat is committed to protecting their rights and welfare equally, with zero-tolerance of exploitation, forced or compulsory labor at any level of the supply chain.

3 Fair Employment Practices

Gilat is committed to maintaining fair, respectful, and lawful employment practices across its operations, in accordance with applicable laws, as reflected in the following standards:

- 3.1 **Equal Opportunity.** Gilat promotes equal opportunities for training, development and advancement.
- 3.2 **Non-Discrimination, Diversity and Harassment Prevention.** Gilat prohibits any kind of discrimination based on color, race, gender, age, sexual orientation, ethnicity, religion, family status, political affiliation or disability. Gilat is committed to inclusion throughout the recruitment, employment, and (when applicable) dismissal or termination of employment.
- 3.3 **Fair and Lawful Employment Conditions.** Gilat is committed to providing fair and lawful employment terms, including wages, working hours and benefits, in accordance with applicable laws.
- 3.4 **Ethical Recruitment.** Gilat prohibits deceptive, coercive or abusive recruitment practices.
- 3.5 **Grievance Mechanism.** Employees may raise employment-related concerns without fear of retaliation.

4 Health & Safety

- 4.1 Gilat is committed to providing a safe and healthy working environment for its employees and other individuals who may be affected by its operations, and maintains internal policies and frameworks addressing health and safety matters, which apply across its operations, as relevant.
- 4.2 Gilat complies with applicable occupational health and safety laws and regulations and promotes a culture of safety and risk awareness.

- 4.3 Gilat seeks to identify and mitigate occupational health and safety risks associated with its activities, facilities, and work environments, and to provide appropriate training and guidance to employees, as relevant to their roles.
- 4.4 Gilat maintains zero tolerance to violence, sexual harassment and any kind of practice which may harm employees or other business partners' health and safety.

5 Supply Chain Responsibility

Gilat expects its suppliers, partners and vendors to comply with all applicable human rights laws and regulations, including the prohibition of child, forced, indentured, or involuntary labor. In addition, Gilat conducts, from time to time, due diligence to assess and address risks of modern slavery within its supply chain and may require suppliers to provide evidence of their compliance.

Suppliers are expected to provide safe and healthy working conditions, enable the reporting of violations, and ensure reporting without retaliation.

Suppliers, partners and vendors are also required to adhere to the standards set forth in this Policy, and to communicate these standards throughout their organization and supply chains as well.

Gilat reserves the right to audit suppliers and their facilities, and expects prompt reporting of any actual or suspected violations.

6 Amendments and Implementation of the Policy

Gilat reserves the right to amend the terms of this Policy from time to time, by posting the revised terms on the Website. The new Policy will be effective from the date of publication. Responsibility for the implementation of this Policy rests with the Company's Chief People Officer, with support from relevant internal functions, including HR, Legal, and Procurement, as applicable.

For any questions regarding the policy or to communicate violations please contact: HRUpdate@gilat.com. Reports and complaints may be made confidentially and without fear of retaliation.

Document Control:

	Name	Position/Title	Date
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