



Global Human Rights and Fair Employment Policy

Gilat Satellite Networks Ltd. and its subsidiaries (“**Gilat**” or the “**Company**”) are committed to protecting human rights throughout its operation and supply chain. Gilat believes in the inherent value of all individuals and their fundamental human rights as reflected in the Universal Declaration of Human Rights 1948 and in the UN’s Guiding Principles on Business and Human Rights, as well as all other applicable laws.

The purpose of this global human rights and fair employment policy (the “**Policy**”) is to affirm Gilat’s commitment to upholding human rights and fair employment practices throughout our operations and supply chain. It sets out the principles and standards that guide our conduct, ensuring a safe, inclusive, and ethical working environment for all employees, partners, and stakeholders.

Gilat conducts its business without infringing on human rights and firmly condemn any kind of modern slavery or human trafficking. Our commitment is further supported by additional internal corporate documents (such as our Code of Ethics, Supplier Code of Conduct and other corporate policies, as applicable for each region or sector of employees). We expect all stakeholders to whom this Policy applies, to comply with such standards at all times.

Applicability

This Policy applies to all Gilat’s officers and employees, as well as to Gilat’s suppliers, partners, and vendors, across all regions and business activities.

Employees

The Company’s commitment to promoting human rights and fair labor standards amongst our employees includes the following aspects:

1. **Prohibiting Child Labor:** Gilat strictly avoids child labor practices and complies with the minimum age laws and regulations in each jurisdiction where Gilat operates.
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 for modern slavery practices at all times.
3. **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.

4. **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.
5. **Freedom of association:** Where permitted by law, employees may join unions or other work councils without fear of retaliation or discrimination. Where unions are restricted by laws, employees retain the rights to collective actions to protect their rights.
6. **Health and Safety:** Gilat acknowledges the importance of promoting an inclusive and safe work environment, with zero tolerance to violence, sexual harassment and any kind of practice which may harm employees or other business partners' health and safety. Gilat has adopted specific policy in this regard, which applies to all Gilat employees, products, and services.
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.

Supply Chain

Gilat expects its suppliers, partners and vendors to comply with all applicable human rights laws, including the prohibiting 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. Gilat reserves the right to audit suppliers and their facilities, and expects prompt reporting of any actual or suspected violations.

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.

Amendments to 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.

For any questions regarding the policy or to communicate violations please contact: HRUpdate@gilat.com.

Document Control:

	Name	Position/Title	Date
Prepared by	Efrat Artzi	Legal Counsel	February 10, 2026
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2	Efrat Artzi	Annual review	February 10, 2026