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Appendix

Standard appendix to engagement agreements with suppliers and service providers

General

This Appendix constitutes an integral part of the agreement between "SapirSprint" (the "Company") and the Supplier. The Supplier shall act in accordance with the principles set out below in the course of its activities with the Company and in its business activities in general.

1. Background and Purpose

The Company attaches the utmost importance to Corporate Social Responsibility (CSR) and expects its business partners, including suppliers and service providers, to act in accordance with accepted ethical, social and environmental principles. This Appendix sets out the principal requirements in this area.

2. Employment Conditions and Fair Employment

- Strict prohibition of child labor and of forced labor in any form whatsoever.
- Compliance with the requirements of applicable labor laws, including minimum wage, working hours and weekly rest.
- Prohibition of discrimination of any kind in recruitment, terms of employment and promotion.
- Respect for employees' right to freedom of association, in accordance with the law.

3. Occupational Health and Safety

- Ongoing monitoring to prevent negligence in the implementation of safety measures for equipment and devices.
- Periodic inspection and maintenance of equipment and safety devices in accordance with the manufacturer's requirements and the law.
- Maintaining functional and accessible protective equipment and first-aid supplies at every work site, and maintaining them on an ongoing basis.
- Taking measures to protect pregnant and breastfeeding employees from exposure to high-risk working conditions, in accordance with the law.

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4. Business Integrity and Prohibition of Corruption

- Strict prohibition of giving, offering or accepting any bribe, benefit or improper payment of any kind.
- Prohibition of extortion, embezzlement and any act that contravenes the rules of business integrity.
- Immediate reporting to the Company of any suspected conflict of interest, bribery or corruption relating to the engagement between the parties.

5. Reporting, Transparency and Non-Retaliation

- Encouraging the Supplier's employees to report concerns regarding ethical or safety violations through an internal reporting channel or through the Company's reporting channel.
- Protecting the anonymity of anyone reporting in good faith, and strict prohibition of any retaliation or adverse change in terms of employment as a result of such a report.

6. Environment and Sustainability

- Acting in accordance with the requirements of environmental law applicable to the Supplier's activities.
- Continuous effort to reduce environmental impact, including waste management and consumption of energy and resources.

7. Monitoring Mechanism and Continuous Improvement

- The Company may carry out periodic inspections, surveys or audits (including CSR audits) to examine the Supplier's compliance with the requirements of this Appendix.
- In the event of non-compliance with the requirements, the Supplier shall be required to submit a Corrective Action Plan within an agreed timetable.
- The Company reserves the right to reconsider its engagement with a supplier that fails to act to correct material findings in this area.

8. Supplier's Declaration

The Supplier hereby declares and undertakes that it has read the above Corporate Social Responsibility Requirements Appendix, that it understands its contents, and that it shall act in accordance with the principles set out therein throughout the entire term of its engagement with the Company.