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Cardo Systems Ltd. – Social Responsibility Policy

At Cardo Systems Ltd. (“Cardo”) we understand the urgency for conducting business in a socially responsible and ethical manner, and therefore prioritize Social Responsibility at the core of our business. This policy outlines Cardo's dedication to human rights, fair labor practices, ethical business conduct, and community engagement.

Social responsibility is the way in which Cardo considers social, environmental, economic and ethical aspects in order to achieve success and sustainability. At Cardo, social responsibility is an important factor in business success, and is therefore a necessary element in the culture and management approach.

At Cardo, we consider compliance with social responsibility laws to be a minimum threshold requirement, and adopt a “Beyond Compliance” approach, while committing to five fundamental principles: transparency, accountability, stakeholders' engagement, conduct that is “beyond compliance”, and setting high ethical standards.

Cardo's Social Responsibility guiding principles are as follows:

Ethical Business Conduct

- Integrity: We are committed to conducting our business with honesty, integrity, and transparency.
- Compliance: We adhere to all applicable laws, regulations, and industry standards in every market which we operate in.
- Anti-Corruption: We prohibit all forms of bribery, corruption, and unethical practices within our organization and supply chain.

Environmental Stewardship

- Sustainability: We strive to minimize our environmental impact by promoting energy efficiency, waste reduction, and sustainable sourcing of materials.
- Pollution Prevention: We actively seek to prevent pollution by managing our emissions, reducing waste, and using resources responsibly.

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- E-Waste Management: We are committed to responsible management and disposal of electronic waste, ensuring it does not harm the environment.

Human Rights and Labor Practices

- Human Rights: We respect and support internationally recognized human rights, ensuring fair treatment for all employees and stakeholders.
- Fair Labor Practices: We promote fair wages, safe working conditions, and respect for labor rights across our operations and supply chain.
- No Discrimination: We are committed to providing an inclusive workplace, free from discrimination based on race, gender, age, disability, religion, or any other characteristic.

Community Engagement

- Local Development: We support the development of local communities by creating job opportunities, investing in community projects, and fostering local talent.
- Charitable Giving: We actively contribute to social causes through donations, sponsorships, and volunteering activities.
- Education and Training: We invest in education and training programs that empower individuals and communities, focusing on areas related to our industry.

Stakeholder Engagement

- Transparency: We communicate openly with our stakeholders, providing regular updates on our social responsibility initiatives and progress.
- Collaboration: We work collaboratively with stakeholders, including customers, suppliers, and local communities, to achieve our social responsibility goals.
- Feedback Mechanism: We encourage and facilitate feedback channels from stakeholders to continuously improve our social responsibility practices.



Furthermore, Cardo will:

- ✓ Fulfil and exceed its compliance obligations.
- ✓ Incorporate social responsibility factors into business decisions.
- ✓ Continually improve the Social Responsibility Management System.
- ✓ Increase employee awareness of Social Responsibility guidelines.
- ✓ Ensure a respectful, fair and pleasant work environment and care for the employees' welfare.
- ✓ Create a safe and healthy work environment, fair wages and working hours for her employees.
- ✓ Have a zero-tolerance approach for discrimination, bribery, corruption and harassment.
- ✓ Create positive social impact by encouraging employees to volunteer, donating, etc.
- ✓ Increase the company's transparency, trust and credibility for all its stakeholders.
- ✓ Ensure high standards of business ethics by applying Cardo's Code of Ethics (employees and suppliers).

This social responsibility policy applies to all Cardo employees, suppliers, business partners, subcontractors, customers and any other interested parties.

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VP Operations & Engineering

Cardo Systems, Ltd.

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