

# // Human Rights Policy



The BIG Group (the “Group”) is committed to conducting its activity with the utmost respect for human rights. This policy emphasizes our commitment to the protection and promotion of the basic rights and freedoms of everyone with any connection to our activities, including employees, customers, suppliers, contractors, and the communities within which we operate. The policy is consistent with the international principles stated in the Universal Declaration of Human Rights.

### Scope

This policy applies to the Group directly, as well as to all parties involved in the activity of the Group, including employees, contractors, suppliers, and business partners. We expect everyone with a connection to the Group’s activities to uphold these principles and act in the spirit of the policy, as detailed below.

### Policy statements

**A culture of respect** – We are committed to treating every person with respect, in a way that supports integrity, trust, and justice. This basic right is grounded, in practice, in the fundamental values of the Group – integrity, engagement, and caring for others.

**Non-discrimination and equality** – The Group endeavors to create a diverse and tolerant environment that encourages the inclusion and assimilation of diverse population groups.

- The Group hires employees from a variety of backgrounds, and opposes discrimination on the basis of race, skin color, religion,

disability, ethnicity, age, gender, sexual orientation, marital status, or any other characteristic protected by law.

- The Group works to create an appropriate environment for the full range of its customers, free of discrimination and inequality.
- The Group operates within the communities to which it belongs through social organizations promoting equal opportunities, and provides assistance to all population segments, without discriminating based on any form of difference.

### Labor rights – basic and universal

- Freedom of association – The Group respects the freedom of association and its employees’ right to join unions.
- Prohibition of child labor – The Group prohibits the employment of children and acts in accordance with the United Nations Convention on the Rights of the Child, in which child labor is considered a severe problem that infringes on every child’s fundamental right to childhood and exposes children to exploitation and various physical and mental dangers.
- Prohibition of forced labor – The Group vehemently condemns and avoids any involvement in forced labor, labor in exchange for debt of any kind, human trafficking, and illegal exploitation.

**A safe and healthy environment** – We are committed to providing a safe and healthy environment for all of our employees, tenants, and visitors, and acting to prevent accidents and injuries related to the activities of the Group.

**Fair working conditions** – We ensure that working conditions, including, among other matters, wages, work hours, and compensation, are compliant with all applicable laws and standards in the relevant country. In most cases, the Group provides wages and benefits in excess of the minimum requirements of the relevant law in the countries in which it operates.

**Privacy and protection of data** – We respect the privacy of all people and are committed to protecting personal data, in line with the privacy protection laws relevant to the countries in which the Group operates.

**Workers employed through subcontractors** – The Group is committed to ensuring that the working conditions and workers' rights of workers employed through subcontractors for the Group are maintained by their direct employer in compliance with the law.

## Inquiries

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