

// Promoting Employee Health and Safety

The BIG Group accords the utmost importance to protecting the health and safety of its employees.

Encouraging physical exercise and promoting healthy lifestyles

- The company encourages its employees to participate in physical activities and offers all interested employees a membership at a fitness center of their choice if they attend a minimum of twice a week.
- Headquarters employees can choose to participate in weekly yoga classes, which promote physical health, provide exercise adapted to long periods sitting at the computer, and create a positive emotional effect.
- A light, healthy breakfast primarily consisting of fresh vegetables is provided daily for headquarters employees.
- The company participates in two main annual sports events: the Har La'Emek (Mountain to Valley) Race and the Tel Aviv Race. Employees are invited to take part in the events, highlighting the importance of these activities and offering an opportunity for a team-building athletic experience.
- The company also holds the annual Sivan Hike, an event for employees and their families in Hashalom Valley, near the BIG Yokne'am shopping center, where BIG has built a lookout in memory of an employee who passed away.



Health-related examinations and instruction

- Health screenings: all employees over the age of fifty are eligible for annual physical examinations.
- Instructional sessions are held to raise awareness of breast cancer and the importance of early detection.
- First-aid training for employees is provided by MADA emergency medical services.
- Employees are trained in the use of a defibrillator installed on company premises.

Aid for employees

- The company provides support to employees who are sick, including continued employment at full pay, assistance with financing of treatment if necessary, and a gradual and cautious return to work.
- In the event that an employee is hospitalized in difficult circumstances, the company assists with financing of nearby accommodations for the employee's family members.
- The company offers professional counseling by a psychologist or social worker to employees in need of emotional or mental support.
- In cases of the death of an employee, we stay in close contact and continue to support their families.

Ensuring a healthy work environment

- The company emphasizes office ergonomics, focusing on adaptation of the office environment to the employee. This includes the use of high-quality orthopedic chairs, effective lighting, large screens, and an air purification system.

The impact of employee connectedness

- The company believes that interpersonal connections among employees have a positive effect on workplace atmosphere, cohesiveness, and personal and professional motivation. The following practices are aimed at fostering connectedness:
- An annual team-building trip for all employees of the company.
- An annual team-building trip for management.
- A professional learning tour for shopping-center managers, every two years, at shopping centers abroad.
- An annual team-building day for employees held with their families.
- The BIG Group sees protecting and promoting its employees' safety and health as key values. The company's head of human resources is responsible for implementing plans in this area.

Inquiries

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