



## SARINE GROUP

### HUMAN RIGHTS WORKPLACE POLICY

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#### 1. Purpose and Scope

1.1 Sarine Technologies Ltd. (“**Sarine**”) and its subsidiaries (collectively, the “**Group**”) are committed to fostering a diverse, fair, safe and health work environment.

1.2 This Human Rights Workplace Policy (“**Policy**”) applies to all the Group’s operations within its direct control.

#### 2. Policy Statements

##### 2.1 Non-Discrimination and Equal Opportunity.

2.1.1 We maintain an inclusive work environment free from discrimination and harassment.

2.1.2 Employment decisions are based on merit, qualifications, and business needs, irrespective of race, color, religion, gender, sexual orientation, age, disability, or other protected characteristics.

##### 2.2 Safe and Healthy Work Environment.

2.2.1 We strive to provide safe working conditions and adhere to all applicable health and safety laws, fostering continuous improvement in workplace safety practices.

##### 2.3 Prohibition of Forced and Child Labor.

2.3.1 We prohibit forced, bonded, or compulsory labor, as well as the employment of individuals below the minimum legal working age.



## 2.4 Fair Wage.

2.4.1 We comply with applicable laws governing wages, overtime, and working hours in all locations where we operate.

## 2.5 Privacy and Data Protection.

2.5.1 We uphold the privacy of our employees and ensure responsible handling of personal data in compliance with applicable laws and regulations.

## 2.6 Ethical Practices.

2.6.1 We prioritize ethical behavior and integrity in all workplace conduct.

## 3. **Implementation and Oversight**

3.1 Sarine has adopted a whistleblower policy that encouraging the Group's employees to report any illegal, improper or unfair practices they encounter in their interactions with the Group.

3.2 Sarine's ESG Committee oversees the implementation and ongoing relevance of this Policy. It is reviewed periodically to ensure alignment with evolving expectations and standards.

3.3 Any modifications to this Policy shall be approved by Sarine's Board of Directors.

4. The Policy outlines general principles and guidance and does not establish a basis for claims or liabilities against any of the Group's entities.

## 5. **Disclosure**

5.1 This Policy is published on Sarine's website for public knowledge.

**Approved by the Sarine Technologies Board of Directors on February 23, 2025.**