

## Ensuring a Fair, Safe and Advanced Work Environment

At Visonic, we know our employees are the company's greatest asset. As part of this, we are committed to providing every employee with a fair, safe and technologically advanced work environment – one in which they can succeed and grow both professionally and personally.

We treat all employees with respect and appreciation, and we work to cultivate professionalism and excellence. By leveraging advanced technologies for bettering ourselves and achieving our goals, and by encouraging internal collaboration between employees and departments, we create an efficient and positive work experience.

Our dedication to ensuring an excellent work environment focuses on five key areas:

**Ensuring transparency** – By being clear and consistent about everything related to employees and employment processes, we create an environment that encourages honesty and cooperation. This applies across Visonic's worldwide operations and within local sites.

**Promoting career development** – We recognize that a key way to keep people engaged in their work, and happy in general, is help them advance their careers. We undertake to properly train employees and help them regularly refresh, update and enhance their knowledge and skills so that they can competently take on new roles. We conduct regular anonymous satisfaction surveys and internally publish the results and subsequent actions. And, regular employee and management reviews provide the formal foundation for maximum improvement and advancement in the company.

**Involving employees in decision-making** – Another way of helping employees remain motivated is to invite their participation in areas that stretch beyond their specific jobs, involving them in decision-making and implementation of various projects. At Visonic, employee forums provide a formal framework for employees to help shape company activities. Employees participate in the forums by submitting suggestions for projects and changes in relevant procedures; in relevant areas, they are also involved in the implementation.



**The following employee forums are active:**

- **Community** – How to help the community around us
- **Efficiency** – How to make our work more efficient and reduce costs
- **Green Business** – How to reduce the environmental impact of our operations and products
- **Organizational Culture** – How to build a strong and positive culture at work
- **Quality** – How to improve the quality of our products and services
- **Safety** – How to improve workplace safety in our Tel Aviv and Kiryat Gat sites
- **Service** – How to improve our service within the company and externally, to customers and partners
- **Welfare** – How to help and support employees through different life events

**Working fairly and with legal compliance** – "Think global; act local" is a maxim that has lately become popular in almost every industry. Nevertheless, it is a perfect fit with Visonic. As a global company, our positive work environment begins with full compliance with all relevant local laws wherever Visonic operates. Along with this, we work with respect for and in harmony with local cultures. We strive for fairness in all respects relating to employees and employee conditions.

Encouraging diversity – Visonic is an equal opportunity employer. On top of this, we encourage diversity among our staff and do not discriminate in hiring on any grounds. Quite simply, the best person for the job gets the job – regardless of nationality, religion, gender, age, sexual orientation, or physical or mental challenges. We are proud of our team around the world and believe that its diversity breathes extra strength and innovation into the company. We oppose all forms of harassment or discrimination and, in the event it occurs, we follow a clear set of procedures to ensure it immediately ceases and does not reoccur.

