



Code of Ethics

Rev. 2 | September 2021

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1. Words from our CEO

Since Plas-Fit (formerly Plassim Fittings) was established in 1998, our people have always conducted themselves with clear assumptions and values: to be the leaders in our field, by investing in people and respecting our social, natural and cultural environment.

Our goal, as a responsible and sustainable organization, is to be as transparent as possible regarding our business activities; To establish with our customers, suppliers and those employed by us, relationships based on trust, as well as with public institutions and private factors and with society.

We see great importance in ensuring the implementation of the ethical infrastructure that demonstrates our company's commitment to ethical, value-based and transparent activities alongside being the main building block of trust with our employees, customers, and business partners.

In 2018, we published the first version of our Code of Ethics, enabling it to be distributed among the company's employees. In recent years, there have been changes in society and legislation, which together with the experience we have gained using the first document, have led us to create in 2021 a second version of the Plas-Fit Code of Ethics, which complies with both local and global legislation and regulation. This includes behaviors that are prohibited by law, which are regularly updated.

In 2021, we completed the process of building the ethical infrastructure, which included the implementation of a renewed code of ethics, a series of policy documents on fundamental issues, and refreshing of the main work procedures. The refresh was carried out based on a re-examination of the fundamental issues, as part of a process of broad strategic work carried out and the main changes that took place in the business, social and environmental environment.

Plas-Fit's current policy documents presents the company's position statements and principles on a number of core issues, including human rights, diversity and inclusion, environmental sustainability, employee health and safety, contribution to our community, bribery and corruption prevention.

I hereby ask all the employees of Plas-Fit to show a firm commitment to the Code of Ethics in its latest version, as we have demonstrated so far, which will assist us to move towards the highest standards professionally and responsibly, in all our day-to-day actions.

Sincerely,
Kobe Friedrich,
CEO

Connecting to your Success!





We are here to develop the next product that will give you peace of mind and confidence and to produce simple and fast solutions that will make your work more efficient.

2. Goals And Scope for Application

The code of ethics is the basis for the corporate responsibility of Plas-Fit.

The Plas-Fit Code of Ethics expresses the organization's culture and aims to clarify and institutionalize the norms of behavior that express the company's values and policies and is not just a guide for the sake of appearance, but a binding document for all company employees.

This guide is designed to raise awareness of all company employees to the general values and principles that should be our guiding light, regardless of the degree of responsibility or position held by each of the employees, to ensure ethical and responsible behavior.

The 'Code of Ethics' does not replace or repeal the relevant legislation of any country, nor of the international community, with respect to civil and criminal law or employment and trade laws or company internal regulations or relevant joint agreements.

Our 'Code of Ethics' applies to all employees at Plas-Fit, from salaried employee to managers. Every employee who begins his period of employment with the company, will receive a copy of the code and must read it and agree to the outline of the conduct specified in it.

All employees must conform to the bylaws of the code and promote the ethical values that appear in it and the managers in each area are responsible for making sure that they implement it and act on it.

We encourage our employees to always consult their direct supervisors to promote the use of the 'Code of Ethics', in any situation where they have doubts, and they wonder if their actions or those of any third party may conflict with the ethics principles outlined by Plas-Fit in the Current document.

3. Our Values and Vision



Plas-Fit, a company that always thinks outside the box, loves challenges, humble and determined, with a deep history and extensive knowledge of plastics. We are a company that sets for itself goals to renew and bring new solution, to continuously improve and advance as part of our DNA.

We believe it's important to do what we love and love what we do and so we carefully select our employees in order to create an innovative, breaking through company, that is connected to its customers and colleagues, a company that is fun to work in and fun to work with.

We believe in innovation as a way of life and believe that a true connection to our customers and to the field creates innovative, reliable, fast and easy to install products. As a central part of our core values and with deep understanding that each customer is a different world with different needs, we provide flexible and personal service that derives from a sense of mission.

4. The Components of Our Code of Ethics and Commitment

Our values are reflected in the commitments that Plas-Fit has towards the community in which we operate, by promoting a fairer society that shares its assets, while complying with relevant legislation and adhering to the rules of sustainable development.

4.1 Towards society and human rights - Employee chapter: Human rights and workers, work environment, discrimination and harassment, employee population, company assets and resources.

4.1.1 Basic and universal labor rights

We respect, uphold, and promote fundamental and universal labor rights:

- **Prohibition of child labor:** We support children's rights to experience childhood without the responsibility involved in work. We do not employ children in our business, in accordance with the regulations applicable in the countries in which we operate.
- **Prohibition of forced labor:** We support human's rights to choose their workplace freely. We are not involved in forced labor or work in exchange for debt of any kind. We do not tolerate any form of trafficking or illegal exploitation of human beings.

4.1.2 Safety and health

- Plas-Fit employees are the company's most important resource. The relationship between the company and its employees is a foundation stone for the success and sustainability of the organization and accordingly we invest all the attention and energy required to protect them and the visitors to our sites. Therefore, we strive to be at the forefront of accident prevention and strive for zero work accidents.
- We strive to provide a safe and healthy environment for all our employees, contractors, suppliers and visitors through the proactive identification and correction of unsafe conditions and behavior and we systematically investigate accidents and near miss accidents and take actions to prevent their recurrence.
- We hold safety committees on an ongoing basis in collaboration with employees and managers and work to continuously implement recommendations for improvement and correction as needed.
- We are committed to systematically identifying risks and managing them with proper risk assessment and risk minimization actions. This includes attention to workstations and office environments that are compliant with the planning and guidelines of ergonomics and ensuring safe lighting and ventilation mechanisms.
- Our employees are responsible for maintaining a safe workplace, preventing safety and environmental incidents, and complying with company laws and regulations. In the event of an accident, an event close to the accident or a safety concern, employees must notify management without delay so that the matter is addressed.
- Our employees are instructed to perform work only if they are capable, trained, in good health and alert enough to perform it.
- We expect our managers to adhere to safety and health procedures and guidelines relevant to their work and to ensure that their staffs follow safety and health procedures and guidelines.
- As part of the process of mentoring new employees, we provide our employees with related training to help them perform their duties with awareness and safety thinking, to ensure they and

our factory visitors are safe. Safety training includes all aspects of occupational safety.

- Our employees are instructed to immediately report to management of any accident, injury, illness, unsafe or unhealthy conditions, spillage or release of substances into the environment that have occurred or nearly occurred, so that steps can be taken to correct, prevent or control these conditions immediately.
- We monitor compliance with all relevant laws regarding safety and health at work, as well as internal procedures in all areas in which we operate.

Plas-Fit's management undertakes to:

- Act in a proper balance between economic development and maintaining employee safety and protecting the environment.
- Comply with the provisions of the law concerning the protection of the safety and health of workers and environmental impacts.
- Provide employees with a safe work environment and act proactively to identify and control risks at work and harm to the environment.
- Draw conclusions from safety and environmental incidents and to carry out corrective actions from a factory-wide perspective.
- Provide information and guide employees regarding risks at work, safety instructions, lessons learned from safety incidents and ensure that all managers and employees act in accordance with them.
- Set goals and objectives in the field of safety and the environment and carry out an action plan for their implementation.
- Act for continuous improvement of safety and health conditions and minimize environmental damage.
- The management of Plas-Fit considers each of the managers and employees responsible for maintaining their safety and personal health and reducing environmental damage.

4.1.3 Equal opportunities at work

Plas-Fit has a strong commitment to providing equal opportunity in all aspects of employment as well as a total ban on any discrimination or harassment of any kind. All the company's decisions and actions are practical and do not consider prohibited characteristics such as gender, age, and the like. Plas-Fit prohibits discrimination in the selection, training and promotion processes in the workplace and bases the decisions related to employment aspects on the company's business needs, job skills, abilities, and area of expertise of the employees.

Inclusion and diversity

At Plas-Fit, we place a major emphasis on promoting women alongside creating a culture of inclusion in all its shades and encouraging a diverse employment that represents the fabric of the community in which we operate. Along with understanding the importance of the issue and with current efforts, we understand that there is still a long way to go in the journey to promote diversity and inclusion. We will continue to promote and support the processes and changes that are taking place and we will challenge ourselves on these issues. A central pillar of Plas-Fit's activity in the company's strategy of diversity and inclusion, as well as in its continuous activity, is gender equality. The consistent progress in the field of gender equality at Plas-Fit is illustrated by the continuous improvement in the relevant follow-up indicators: as of December 31, 2021, the percentage of women employed in the company out of the total number of employees in the company stands at 51%.

We are a company that sets for itself goals to renew and bring new solution, to continuously improve and advance as part of our DNA.

We believe it's important to do what we love and love what we do and so we carefully select our employees in order to create an innovative, breaking through company, that is connected to its customers and colleagues, a company that is fun to work in and fun to work with.



Promoting opportunities for workers from Arab society in Israel

Since its establishment, Plas-Fit has employed workers from Arab society. In recent years, we have been working harder to create a wider inclusion of Israeli Arab workers in our organization, as well as to promote social equality in Israel and to help bring the various populations closer together.

Arab society constitutes about 21% of the population of the State of Israel and increasing its integration into the labor force is critical for the growth and strengthening of the Israeli economy and for strengthening the relationship of trust among all citizens of the state. Therefore and as an understanding of its value to the business and the company, Plas-Fit acts to create a wider inclusion of employees from the Arab society in the organization. As of 31.12.2021, the employees of the Arab society constitute approximately 66% of the total employees of the company.

Regulation, fair employment and prevention of harassment

- Reasonable working hours: We comply with the working hours regulations in the State of Israel and respect the restrictions that apply to overtime and exceptional working hours, including weekends and national or religious holidays. We do not force employees to work overtime.
- Fair compensation: We support the right of people to fair compensation for their work. We comply with all regulations dealing with wages and benefits in Israel. Whenever possible, we provide wages and benefits that exceed the minimum requirements by the law, especially to employees in positions at the bottom of the wage scale, so that they can provide for themselves and their families with dignity.
- Company employees in charge of other employees, will not abuse their status towards their subordinates in any personal matter unrelated to work and will refrain from receiving any benefit from their subordinates. Company employees will not take advantage of their position in the company to advance their own personal interests or those of another party.
- The company operates in accordance with the Law for the Prevention of Sexual Harassment, est. 1998. All employees of the company are obliged to act in accordance with the regulations for the prevention of sexual harassment which have been adopted by the company.

4.1.4 Avoidance of political activity

The company will maintain the workplace clean from political aspects. The company's employees will refrain from any kind of involvement in politics within the organization, both in the use of the organization's resources for the purpose of promoting any candidate and in promoting employee involvement in regional, national elections, etc.

4.1.5 Company assets and resources

Company employees and exposure to information

The Company's employees are obligated to maintain the Company's business and commercial secrets, while taking precautions to prevent their exposure to others, both inside and outside the Company. Over the years, the company has accumulated knowledge and experience in the areas in which the company operates and some of them are unique to the company itself and give it an advantage over its competitors. For the sake of clarity, the trade secrets include, among other things, all the company's documents, engineering information, product drawings, information about suppliers, customers and other parties with whom the company is in any contact, business plans and strategic plans.

Business activity and information security

Plas-Fit is aware of the legal framework that applies with respect to the personal information processing of its customers, employees, suppliers and relevant third parties, and undertakes to the data subjects that privacy protection is considered whenever Plas-Fit processes personal information. Plas-Fit is committed to respecting the principles of privacy protection, and these will be reflected using all the internal means required to shape the structure of our business activities in accordance with the principles of law.

Rights of information subjects

Plas-Fit is always attentive to its customers and employees and will process the personal information transferred to it by the information bearers while considering their rights.

Plas-Fit will cooperate with the requests of the information subjects regarding their rights.

Information protection and security

Information security is one of the most important aspects of personal information protection. The new Privacy Protection (Information Security) Regulations and the new European legislation on the subject impose several additional requirements regarding information security.

Plas-Fit's policy is based on accepted and recognized standards in the field of information security.

Our level of information security will be adapted to the nature of the data processing activity and will be updated in accordance with technological developments. At the very least, our information security includes the storage of personal information in a secure environment and a requirement for third parties who process personal information on our behalf, to apply security measures at the same level when processing personal data.

A marketing activity that adheres to the principles of information protection

In the case where Plas-Fit uses the personal data of its customers for marketing purposes, it does so transparently and in compliance with the relevant principles of privacy information. For example, applying the rules and principles that apply to direct mail activities, which allow consumers to easily choose to stop receiving direct mail from Plas-Fit.

Accordingly, all digital assets operated by Plas-Fit will adhere to the principles of transparency towards the information subjects.

4.2 Towards suppliers and business partners: Relationships and selection processes, conflicts of interest and benefits

We see our suppliers as significant partners in the company's success. We build and maintain long-term relationships with our suppliers, based on respect, fairness and mutual benefit. We ascribe importance to the stability of the relationships with the strategic suppliers, to the trust between the parties and to the mutual and long-standing loyalty that has been formed between us.

Our supply chain, which includes hundreds of suppliers of goods and services in various markets, forms a necessary basis for our ability to produce a variety of products that meet the needs of our range of customers. Most of our production takes place in our factory in Israel and is supported by an operational network of warehouses, logistics and distribution to supply our products to our customers. We act with integrity towards our suppliers and work with suppliers who share our world of values

and standards, thereby increasing trust in all levels of our business and enabling our customers and all other stakeholders to believe in our company and our products.

Plas-Fit's Responsible Purchasing convention describes how we apply the principle of responsible procurement that serves as a statement of commitment from Plas-Fit's management and senior executives; It is a guideline for managers and employees in our business and a commitment to our employees, our business partners, our suppliers and the rest of the people we come in contact with.

We expect our suppliers to operate according to the same standards for ethical, responsible and sustainable business activity according to which Plas-Fit operates. Partnership and integrity towards our suppliers, as well as working with suppliers with values common to ours, allow us to gain the trust of customers and other stakeholders. In addition, we are committed to respecting human rights along our value chain. We comply with human rights laws in the countries in which we operate and conduct business activities out of respect for human rights.

Our responsible purchasing convention applies to all suppliers who have a business relationship with Plas-Fit. We apply the principles of fair procurement to all our procurement categories. However, we usually work more intensively in this area with a selection of suppliers who provide us with essential products, suppliers who represent a significant share of our expenses.

We set ourselves the goal of acting honestly and fairly in all our communications with suppliers. We select suppliers based on price, quality and service and based on their stable financial, legal, and ethical status.

The inclusion and diversity in procurement

Cultural diversity and inclusion are core principles in our procurement process. We believe that our business results improve and our communities make the most of it when we work with suppliers with small, local companies that are close to our factory. We welcome small, local, women-owned or minority-owned businesses, and encourage them to offer us their services.

Ethical commitment of suppliers

Our ambition is to work with suppliers who operate in an ethical and responsible approach only. Our expectations regarding the ethical conduct of suppliers (including their subcontractors) are as follows:

- Business conduct based on integrity.
- Compliance with all laws and regulations.
- Creating a fair and dignified work environment for their employees, including compliance with labor laws regarding working hours and overtime.
- Respect for freedom of association and prohibition of discrimination, harassment, child labor or forced labor.
- Ensuring safety and hygiene and proper facilities for the welfare of employees.
- Maintaining the confidentiality of information, preventing bribery and corruption in all their forms and complying with Plas-Fit's gift policy.
- Responsible behavior towards the environment and conservation of resources as much as possible.



The joined forces of Friedrich molds and Plassim Fittings created Plas-Fit, an innovative and breaking through company that combines in-depth knowledge of more than 40 years in plastics, together with 60 years of deep knowledge of irrigation and communication solutions

Obedience

We are constantly working to comply with all laws and regulations that apply in all the markets in which we operate, and even to act beyond these guidelines. The procurement team at Plas-Fit receives guidance on aspects related to responsible procurement and relies on this policy document in their procurement decisions as much as possible.

Our approach is supported by the company's responsible purchasing convention as well as by the Plas-Fit code of ethics for suppliers - which is included as of 2022 as part of the terms of the agreement with our suppliers.

Commitments of suppliers to the Code of Ethics

All new and existing Plas-Fit suppliers are asked to sign the Code of Ethics for Suppliers.

4.3 Towards competitors, authorities, and reports: Treatment of competitors, registration and reporting management, bribery and corruption

Prevention of bribery and corruption

Plas-Fit is committed to the highest standards of bribery and corruption prevention, as part of its values and integrity. Bribery or corruption, of any kind, in any jurisdiction, regardless of local practice or custom, are strictly prohibited.

As a result, we do not give, offer or accept payments or anything else of value, to any person, for the purpose of influencing or encouraging misconduct or gaining an unfair advantage, including obtaining or retaining business, permits or business licenses required for Plas-Fit's operations.

In many markets and cultures giving and receiving gifts and hospitality (such as meals and entertainment activities) are common and are considered an accepted way of doing business. Therefore, small gifts and reasonable hospitality are appropriate when given or received with good intentions and are related to business activity and are proportionate and appropriate to the circumstances. However, if they are accepted or given for the purpose of obtaining or conferring an advantage obtained through improper conduct or any other unfair advantage, they are strictly prohibited.

The company pursues a policy of "zero tolerance" towards any employee whose hand is infected with corruption and will take all measures at its disposal against any of its employees who will act in violation of these principles.

Accordingly, the Company's employees and / or those acting on its behalf are prevented from giving bribes and / or promising anything of value, with the intention of gaining a business advantage or other advantage and are prohibited from giving any benefits to any party, including its private and public customers, directly or indirect, in order to promote transactions, win tenders or in order to gain any other advantage. If the company decides to give symbolic gifts (usually on events / holidays, etc.), these will only be given by authorized employees, who will ensure compliance with the company's procedures and legal provisions in this regard.

In addition, the Company's employees will not receive benefits and / or gifts from business entities with which the Company is associated, except for accepted token gifts with low monetary value, which can be classified as public relations and / or promotional.

Donations

Permitted donations when made without any intention of corruption, are given in full transparency, are documented and approved under the Plas-Fit donations procedure. Without derogating from the generality of the aforesaid, Plas-Fit does not make donations to private individuals, political parties, political or religious bodies and sports organizations.

We communicate this policy to all our employees and all our relevant partners. Relevant employees, and whenever possible, anyone acting on behalf of Plas-Fit will be instructed with respect to this policy document and with respect to the specific procedures set forth herein. The frontal training for participants are designed to enable familiarity with bribery prevention legislation and to understand the relevant Plas-Fit procedures and the consequences of non-compliance with the procedure.

Violation results

This policy document will be strictly enforced, and Plas-Fit will take disciplinary action and / or other appropriate action against anyone who acts on its behalf and is in violation of the terms of the policy. These steps can include termination of employment / engagement.

We encourage reporting to a direct manager, human resources manager, ethics supervisor or CEO of Plas-Fit regarding any concerns and any suspicious behavior that may violate this policy.

An employee who does so in good faith will receive our support, even if it turns out to be wrong. (See Section 5 - Implementation of the Code of Ethics)

4.4 Towards the environment: products, technologies and environmental impacts

Plas-Fit recognizes and sees the environmental issue as an important social value and recognition of natural assets: air, water, and energy and will act to improve its environmental performance, both in terms of adopting advanced and energy-saving technologies and in developing recycling and waste disposal channels and minimizing environmental pollution.

Plas-Fit does everything in its power to comply with environmental laws and has appointed an environmental trustee for this field.

Plas-Fit aims to reduce its environmental impact through:

- Using environmentally friendly materials and recycled materials as much as possible.
- Proper treatment of waste, sewage and emissions.
- Recycling - The company undertakes to act to promote the recycling of most of the raw materials and defective products in the plant and to use as much recycled raw material as possible. Also recycle all waste streams that allow this in existing applicable technologies for example: paper, cartons, nylons, tuners, e-waste and iron, drinking bottles, batteries and more.
- Prevention or reduction of environmental hazards.
- Energy saving - increasing the use of renewable energy, reducing the use of energy and natural resources, especially electricity and water.
- Savings - the company is committed to preventing waste of resources, and to promoting the values of savings and informed consumption.

As a central part of our core values and with deep understanding that each customer is a different world with different needs, we provide flexible and personal service that derives from a sense of mission.



4.5 Towards the community: connections, contribution, values and principles of involved in the community

- Plas-Fit encourages the development of the human capital of the community in the periphery by creating employment opportunities and training for its employees.
- Plas-Fit appointed a trustee in procurement, to encourage purchases from manufacturing companies in Israel, with an emphasis on small businesses, local businesses and businesses operating in the field of agriculture.
- Plas-Fit contributes as much as it can from its financial and human resources for the various social goals, we have set for ourselves.

5. Implementation of the Code of Ethics

The person in charge of operating and implementing the code of ethics in the company is the CEO of the company, Mr. Kobi Friedrich (hereinafter: "Supervisor of the code of ethics"). The Supervisor of the Code of Ethics is at the disposal of the Company's employees for guidance, instruction and advice in all matters involving proper conduct in accordance with the rules of the Code of Ethics. Notwithstanding the aforesaid, the Company's employees may also consult with their superiors or any other relevant professional body in the Company, when they have doubts as to the proper course of action in the performance of their duties in the Company.

Violation of the Code of Ethics

The code of ethics is an integral part of the company's disciplinary rules that apply to all employees and is an integral part of the terms of employment of all company employees.

The Company reserves itself the right to take disciplinary and / or legal action against any employee who violates any of the rules mentioned in the Code of Ethics, including, but not limited to, dismissals.

Report violation of instructions

The employees of the company will report to the Supervisor of the Code of Ethics if, in their opinion, there is a fear of a violation of the provisions of any law or the provisions of the Code of Ethics by any of the employees. The Company expects that any employee who believes that any person is asking him or her to act illegally, morally or ethically, or if he or she has any suspicion that another employee is doing so, will report it immediately in accordance with the reporting procedure set forth in this Code. The Company's position is that failure to report such misconduct constitutes a violation of this Code.

The company expects employees to cooperate in internal investigations into misconduct and will take punitive measures at its disposal in connection with the code violations.

Non-harassment

The Company will treat any report with the utmost secrecy, while protecting the submitter of the report from any harassment, harm or "retaliatory actions".

An employee who has reported in good faith of what he considers to be a violation of the Code of Ethics, even if it turns out later that there was no violation, will never bear negative consequences. If the reporter knowingly made a false report (such as for the purpose of harming another employee), he will be subject to severe disciplinary sanctions by the company.

Inquiries and reports

Any application in connection with the Code of Ethics and its implementation and the submission of reports or complaints regarding violations of the law or the Code of Ethics, in any form, may be submitted to the direct manager of the reporting person, or to the CFO or to the Supervisor of the Code of Ethics by the following means:

**Commissioner of the
Code of Ethics:**

Plas-Fit's CEO,
Kobi Friedrich
Tel: 054-4389365
Email: k.friedrich@plas-fit.com

**Complaints regarding accounting
reporting procedures, internal
accounting audits and other audit
matters may be directed, also to the
Company's CFO:**

Ms. Tanya Gomberg
Tel: 054-4389412
Email: t.gomberg@plas-fit.com



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