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# DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB) POLICY

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NOFAR ENERGY

## Introduction

O.Y. Nofar Energy Ltd (“Nofar” or “Nofar Energy”) is committed to fostering a culture of diversity, equity, inclusion, and belonging (DEIB). We believe that a diverse and inclusive workforce drives innovation, enhances performance, and creates a supportive environment where everyone can thrive. This policy outlines our commitment to DEIB and the principles that guide our actions.

## Scope

This policy applies to all the Nofar employees, contractors, and stakeholders.

## Objectives

1. Promote diversity in all aspects of our operations.
2. Ensure equity in opportunities, resources, and treatment.
3. Foster an inclusive environment where everyone feels valued and respected.
4. Create a sense of belonging for all individuals within our organization.

## Principles

### 1. Diversity

- We value and celebrate the unique perspectives and backgrounds of our employees, including differences in race, ethnicity, gender, age, sexual orientation, disability, religion, socioeconomic status, and other characteristics.
- We strive to reflect the diversity of the communities we serve in our workforce.

### 2. Equity

- We are committed to providing equitable access to opportunities, resources, and support for all employees.
- We actively work to identify and eliminate barriers that may prevent individuals from achieving their full potential.

### 3. Inclusion

- We create an inclusive environment where everyone is encouraged to contribute their ideas and perspectives.
- We promote a culture of respect, collaboration, and open communication.

## 4. Belonging

- We aim to create a sense of belonging where all individuals feel accepted, valued, and part of the team.
- We recognize and appreciate the contributions of all employees, fostering a supportive and cohesive community.

# Implementation

## 1. Recruitment and Hiring

- We are committed to fair and inclusive hiring practices that attract diverse candidates.
- Job postings and recruitment materials will reflect our commitment to DEIB.

## 2. Policies and Practices

- Our policies and practices will be reviewed regularly to ensure they promote DEIB and do not inadvertently create barriers.
- We will implement practices that support work-life balance and flexibility.

## 3. Employee Resource Groups (ERGs)

- We support the formation and operation of ERGs to provide a platform for underrepresented groups to connect, share experiences, and advocate for change.
- ERGs will be given the necessary resources and support to thrive.

## 4. Accountability and Reporting

- We will establish metrics to measure our progress in DEIB initiatives and report on these metrics regularly.
- Employees are encouraged to provide feedback on DEIB efforts and report any concerns or incidents through established channels.

# Non-Retaliation

Nofar strictly prohibits retaliation against any individual for raising concerns or participating in DEIB initiatives. Any act of retaliation will be subject to disciplinary action.

# Continuous Improvement

We are committed to continuous improvement in our DEIB efforts. We will seek feedback, learn from best practices, and adapt our strategies to enhance our DEIB culture.

## Contact Information

For questions or concerns about this policy, or to get involved in DEIB initiatives, please contact Mrs. Hila Segal, Head of HR Department, at [hilla@nofar-energy.co.il](mailto:hilla@nofar-energy.co.il)