

Netafim Ltd Communication on Progress United Nations Global Compact

March 2012



www.netafim.com

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Company Profile

Netafim is the global leader in smart drip and micro-irrigation solutions. Netafim is committed to enable its customers to grow more with less. This means achieving better quality crops and higher yields in a cost-efficient manner, while using fewer of the world's limited resources – water, arable land and energy.

Delivering state-of-the-art technology, international agronomic expertise and capacity-building training, Netafim is dedicated to helping farmers around the world achieve their goals of sustainable productivity.

Netafim is headquartered in Tel Aviv, Israel and operates from 13 plants in 10 countries, and over 30 subsidiaries and representative offices in over 110 countries, employing over 2,900 people. Worldwide, Netafim manufactures over 400,000 kilometers of irrigation dripperlines every year.

Netafim's products provide diverse and comprehensive solutions for cost-effective irrigation for agriculture and other applications. In addition to irrigation products, Netafim offers customers comprehensive support solutions from planning to harvest, and a full program of training and educational programs in agro-technical applications and sustainable productivity.



Netafim's Vision

Netafim will fully leverage the potential of drip and micro-irrigation to efficiently utilize the world's most precious resources – arable land, water and energy – for ensuring global food security and environmental preservation.

Netafim's Mission

- 1. Successfully tackle the daily irrigation requirement challenges at each worldwide site.
- 2. Anticipate the ambitions, goals and needs of current and potential clients, and provide a creative and competitive solution.
- 3. Provide clients with uncompromising comprehensive and reliable solutions and services, enabling them to derive maximum yield and profit from their crops.

Netafim's Values

Maintaining "Netafim's spirit"

Notwithstanding today's mega-corporate competitiveness, along with expansion of our international activity and strengthening of our global position, Netafim continues to maintain a unique spirit of mutual cooperation, dedication, loyalty and support vis-à-vis our employees and clients.

Knowledge sharing

We share with our clients all over the world the knowledge accumulated over many decades as well as the experience, expertise and our unique innovation breakthroughs. Our familiarity with a variety of cultures and growing methods, along with our presence in numerous countries, create an optimal infrastructure for continuous growing and development, which will enable us to share our knowledge with agronomists around the globe.

Commitment for quality

Netafim is committed to the highest standards of performances, efficiency and quality, as well as to uncompromising service and dedication to our clients. The consistency in following these principles is key to our long-term success.

Constant learning

Creativity, curiosity, desire for knowledge, and openness to new ideas enable us to change and improve the irrigation market. We implement a "learning organization" culture in order to transform hundreds of new ideas into practical solutions. This is expressed in our continuous training programs and professional courses for employees, and in our willingness to acquire knowledge from clients, suppliers and colleagues.

Commitment to protecting the environment and to the quality of life

We are committed to developing water-saving methods and systems. We are full-fledged partners in promoting and increasing global food production for hungry populations. We are an inseparable and integral part of worldwide efforts to protect the environment.

CEO Commitment

Netafim's participation in the UN Global Compact dates back to mid-2008. Netafim was one of the first five companies in Israel to confirm its commitment to upholding and promoting the Ten Principles of the United Nations Global Compact and broad support for the Millennium Development Goals. We continue to see our business goals as perfectly aligned with the spirit and practice of participation in the UN Global Compact and hereby reconfirm our intention to maintain, increase and intensify our adherence to the UNGC goals. This is why, in 2011, we were among the first 50 companies around the globe to confirm our participation in the Global Compact LEAD program and the Blueprint for Corporate Sustainability framework established by the UN Global Compact. In 2012, we will publish our GRI-based first, full, global Sustainability Report. In the meantime, this Communication on Progress will serve as an update regarding the way Netafim upholds the Global Compact principles.

We appreciate the efforts of The United Nations Global Compact as a truly global initiative to raise the bar for corporate responsibility and we are proud to be an active member. We regularly speak at UNGC Network events, bringing our unique experience of sustainable agriculture to the table for the benefit of other UNGC participants. Netafim has endorsed the CEO Water Mandate, the only Israeli company to do so, and participates in the Water and Human Rights Workstream.

We are committed to doing everything in our power to ensure we comply with the Ten Principles of the UN Global Compact, the LEAD program and the CEO Water Mandate and commit to reporting publicly each year on our progress. We will ensure that our stakeholders are aware of this commitment and receive our updates.

Igal Aisenberg President and CEO

Principle 1: Business should support and respect the protection of internationally proclaimed human rights

Netafim is committed to upholding all laws, regulations and practices which are designed to protect human rights in all activities in Israel and all over the globe. Netafim strictly opposes all form of discrimination and actively recruits all individuals without regard to differences of colour, race, gender, nationality, religion, sexual orientation or other personal indicators of diversity. Netafim is strictly committed to practices which prevent all forms of sexual discrimination, sexual harassment, child labour and forced labour.

Netafim strives to do business in a fair and ethical manner, observing a strict Code of Business Conduct in all global operations. The Code of Business Conduct rests on a strong platform of business values and legal compliance and applies to all Netafim employees and directors without exception in relation to all activities whether internally with colleagues, or externally with customers, suppliers, partners, shareholders and all other Netafim stakeholders.

Netafim's Code of Business Conduct encompasses a commitment to integrity and provides guidelines for ethical behavior, defines the responsibilities of employees and managers in safeguarding company's assets, sets expectations for ethical interactions with external contacts, compliance with the law, mutual respect, responsibility for the community and the environment, and reporting ethical breaches.

Embedding the Code of Business Conduct and a Culture of Ethics

During 2012, Netafim plans to communicate the updated Code of Business Conduct to all employees and engage them in actively upholding the Code. A comprehensive training and discussion pack has been developed, including presentation of company-relevant ethical dilemmas that will be delivered by company Human Resources Managers and Business Managers in all Netafim subsidiaries. All Netafim employees will be asked to sign the Code of Business Conduct as confirmation of their agreement to the new principles and all new hires will sign the Code as part of their employment contract and receive training during their first months of employment. The Code of Business Conduct has been translated into three languages (Hebrew, English and Spanish).

The Code will be available on Netafim's intranet portal. In addition, wall posters presenting ethical dilemmas will be posted in Netafim offices around the world to raise awareness about ethical issues employees may face in the course of their daily work.



Netafim's Whistleblower Policy

Netafim's Code of Business Conduct includes a strict requirement of all employees to report suspected breaches of the Code's provisions. Such reports are directed to the Netafim General Counsel via mail, email or internal intranet portal. All submissions are thoroughly investigated and appropriate action taken and reported to Netafim's Board of Directors.

Netafim takes care to ensure there are no reprisals against employees which report alleged breaches of the Code of Business Conduct.

No significant incidents were reported in 2011.

ENABLE LEADERSHIP BUSINESS RESULTS DRIVE THE CULTURE BUSINESS ENVIRONMENT

Upholding employee rights - Human Resources Management at Netafim

People Management at Netafim is led by a VP for Human Resources who is a member of the Company's Executive Management Team. HR Managers support Netafim business operations in business regions and through a small HQ-based staff. Human Resources policies aim to ensure employee rights are respected and that employees are able to contribute at the maximum of their potential.

Employee Reward and Recognition

Netafim aims to reward employees fairly, equitably and competitive in local markets in which Netafim operates. All employees receive base salary which is equal to or higher than the legal minimum wage in all countries of operation. Local remuneration levels are determined in the local subsidiaries in line with local employment laws, market norms and the Netafim Code of Business Conduct.

Typical benefits packages in addition to salary for Netafim permanent employees include both elements required by law and elements which go beyond legal provisions. All employees are provided with Pension Plans, Health Insurance, Paid Vacation, Maternity Leave and Sick Leave. In addition, additional benefits are offered by country in accordance with market standards and local norms. These may include an annual bonus, annual clothing budget for all non-production employees (production employees receive appropriate clothing), gifts for birthdays, and other family celebrations, free or subsidized meals and special savings funds.

Netafim operates two main programs that reward and celebrate outstanding employees:

- Outstanding Employee Program an annual global event held in Israel to which selected outstanding employees from all over the world are invited. The four day event includes educational visits to Netafim sites in Israel to build understanding of the business, make connections and see where it all started! In 2011, 28 employees attended the conference: 9 women and 19 men from 12 countries.
- Appreciation Program this program allows managers to allocate bonuses of different kinds (cash or "weekend getaways" for staff and their spouses) at their discretion, to employees that demonstrate exceptional performance.

Employee Health and Safety

Netafim is committed to maintaining a safe and healthy work environment for all employees. This includes strict compliance with occupational health and safety regulations and standards around the world and comprehensive employee training in safety procedures upon joining the company and during their job tenure.

Netafim employees, especially those working in manufacturing facilities, participate in several health and safety training modules each year. This applies equally to new employees who receive safety training as part of their corporate orientation, and all employees are offered annual health checks every year. Noise, hazardous materials, air quality and radiation surveys are performed regularly.

Netafim Health and Safety Policy

The Netafim Management Team is committed to a safe working environment and embedding safe working practices throughout the entire Netafim operation. Netafim strictly adheres to all laws relating to workplace safety and allocates resource to ensure effective monitoring of good practice.

The focus is on accident prevention and all employees are trained in best practice. In Israel, Netafim adheres to the Standard SII 18001:2007 (Standards Institution of Israel) Israeli Occupational Health and Safety standard, at all plants.

Netafim maintains a Corporate Safety Committee which is comprised of management, Safety Officers and employees. The Committee meets several times a year to review practices and approve annual safety plans and progress. All Netafim factories have a local Safety Committee which is charged with monitoring local practice and ensuring relevant training as well as reviewing safety incidents and agreeing corrective action. Preventive safety measures are common practice at all Netafim operations.

During 2011, Netafim's three factories in Israel worked towards certification against the health and safety standard, ISO 18001. Certification is expected in 2012. In order to prepare for ISO 18001 certification Netafim performed a survey of each work station in all three Israeli factories In order to identify health and safety risks. Resulting safety risks or health hazards which were identified have been addressed and rectified without delay. In addition, ten Netafim employees attended a Health and Safety Trustee course at the Israeli Institute for Occupational Safety and Hygiene in order to equip them to implement ISO18001 effectively.

Supporting and empowering communities

Netafim's establishment is firmly rooted in the social value system that characterized the development of the Kibbutz movement in Israel. This placed emphasis on shared resources, shared community values and providing for all members of society including the most vulnerable. Community involvement has therefore been a core element of Netafim's corporate identity from the very beginnings of the company. Netafim's approach is based on two key elements:

<u>Contribution of Netafim's core business skills and products</u>: Netafim's core business, advancing precision irrigation and sustainable productivity, advance community empowerment and economic development. Drip irrigation products provide a basis for improving livelihoods and enable communities to do more with less. Through donation of Netafim's products and providing training to local communities, Netafim makes a significant contribution to the quality of life and sustainability in communities around the world.

Netafim employees are encouraged to get involved in community projects, providing a response to local community needs in a spirit of collective responsibility and solidarity. Netafim's volunteering programs include longer term large scope programs as well as specific projects that provide ad hoc volunteering opportunities. In the ongoing community programs, Netafim employees are engaged in regular activities, donating their time and skills to assist different populations in need, such as those with disabilities, school children, and vulnerable communities. Other volunteering opportunities include food drives, building or renovating community gardens, and participating in an annual 'Good Deeds Day'.

A Case Study: Empowering Communities in Zambia

In 2010-2011 Netafim has cooperated in a project in rural communities in Zambia, which took place as part of research investigating the different ways that rural communities could finance their own path toward water improvements and prosperity. A main part of the research includes a program in the Kazungula District in southern Zambia which aims to enable economic development for 5,000 villagers through income-generating gardens which will enable them to fund the development of clean and accessible water sources to irrigate their crops.

Netafim donated 50 Family Drip Systems (FDS) for growing peppers, zucchini, squash, cabbage, onions, beet root and more, providing the Kazungula District villagers with a financial platform to improve their water infrastructure. In addition, Netafim has provided the farmers with irrigation and farming training as well as agronomic knowledge to help them improve their ability to generate income.

Netafim's involvement in this project demonstrates its commitment to building sustainable productivity and advanced agricultural capabilities in emerging economy countries. By enabling Zambian villagers to do more with less, whole communities can become self-sustaining.

For more information about this project, see: <u>www.globalgiving.org/projects/abundant-zambia</u>





A Case Study: More riding, More Hope!



The non-profit organization Etgarim was established in 1995 by a group of disabled Israel Defense Force veterans and rehabilitation experts to enable children, adolescents and adults with special needs to realize their optimum potential and to integrate within society through outdoor sports and active recreational activities. Currently, around over 5,000 disabled children adults participate in Etgarim activities in 240 different frameworks across Israel.

This was the beginning of a fruitful collaboration between Etgarim and kibbutz Hatzerim, which many of its members' work for Netafim. The spirit of sports, challenge and giving quickly spread in Netafim's plant and offices at Hatzerim, and later to the entire company inspiring a great deal of employees to take part.

Netafim volunteers participate in activities at Etgarim clubs throughout the country. Ten employees from Netafim's Hatzerim offices take part the weekly tandem rides with Etgarim members with disabilities that prevent them from riding bikes on their own. Etgarim also organizes special rides and annually marathons. Netafim volunteers participate in these events, and in 2011, over 100 Netafim volunteers participated in "Wheels of Hope", a nation-wide riding experience.

For more information about Etgarim, please see: <u>www.etgarim.org</u>

Principle 2:

Business should ensure that they are not complicit in human rights abuses.

Child Labor and Forced Labor

Netafim opposes all forms of child labor and forced labor. There are no children under the age of 15 employed in any of Netafim's operations around the globe. All Netafim employees work with the Company at their own free will, having signed agreed employment contract prior to starting with the Company.

Working with Suppliers

Netafim works with a wide range of suppliers of raw materials, products and services in Israel and abroad. In many cases, Netafim suppliers are long-serving suppliers which work in partnership with Netafim on new product developments and improvements in design.

Netafim maintains a system of monitoring of supplier performance in terms of quality, timeliness of supply, adherence to safety standards and overall service and ranks suppliers according to purchasing requirements. All suppliers undergo a strict approval process before they are approved for supply to Netafim and the best performing suppliers are awarded a certificate for good performance.

In 2012, Netafim will include requirements relating to ethical conduct and sustainability in purchasing contracts, in order to ensure further adherence to sustainable practices throughout the Netafim supply chain.

Principle 3:

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

Netafim supports the right of employees to freedom of association and collective bargaining. In practice, all Netafim employees are hired on personal contracts and are not members of employee representative bodies. Netafim's respect for employee rights, "open door" policy of management and high involvement of employees in business decisions has generally meant that Netafim employees have not felt the need to form an association to protect their rights.

Principle 4:

Business should support the elimination of all forms of forced and compulsory labor.

Netafim strongly supports the elimination of all forms of forced labor and declares that all Netafim employees around the world are employed by Netafim of their own free will and are not coerced into any form of employment in any way. All employees are free to leave the Company at any time.

Principle 5:

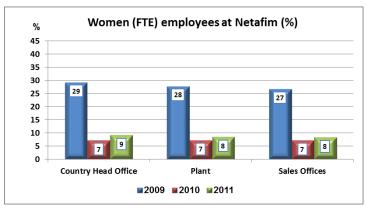
Business should support the effective abolition of child labor.

Netafim opposes all forms of child labor and declares that there are no children under the age of 15 employed in any of Netafim's operations around the globe. All Netafim employees work with the Company at their own free will, having signed agreed employment contract prior to starting with the Company.

Principle 6:

Business should support the elimination of discrimination in respect of employment and occupation.

Netafim is an equal opportunity employer and welcomes both men and women in all types of roles. Traditionally the agricultural business has been male-dominated and this is also reflected in Netafim's employee numbers, of which 16% were women in 2011. Most women at Netafim tend to be employed in head office technical and administrative roles, while fewer are in plant or field based roles. 29% of the company's Executive Management team are women.



With operations in 35 countries, Netafim places a great effort on local workforce empowerment while ensuring the most appropriate skills to advance Netafim's business by hiring locally at all Netafim's operations and subsidiaries worldwide.

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Principle 7:

Business should support a precautionary approach to environmental challenges.

Environmental stewardship is core to Netafim's business offering and is constantly at the forefront of our priorities in all our activities from product development and design, to applications of Netafim products and their life-cycle impacts. Netafim's impacts on the environment through drip irrigation systems include optimization of arable land use, reduction of energy consumption, water conservation and lower agrochemical consumption, all of which make a positive contribution to climate change. We believe that our prime contribution is our responsibility to improve global sustainability though advancing awareness and use of precision irrigation systems for sustainable productivity and enabling farmers around the globe to grow more with less.

In addition, Netafim strives to minimize the environmental impacts through the application of a precautionary approach to the way Netafim manages manufacturing, logistics and support operations and our direct consumption of materials for the purpose of manufacturing and distributing our products.

Environmental Policy

Netafim is committed to Sustainable Development and a positive overall impact on the environment. We aim to deliver a proactive, sustained improvement in environmental performance and minimize negative environmental impacts through Netafim's products and operations, while complying with all environmental legislation and regulations in every country in which we operate. We strive to quantify our environmental impacts and accept accountability for them through emphasis on environmentally positive product design, minimizing resource consumption in all manufacturing and supply chain operations, reuse, recycling and responsible waste management. We strive to work in partnership with key stakeholders to ensure environmental impacts are addressed at each stage of the supply process for the benefit of our customers, society as a whole and for future generations.

Netafim's works to uphold this Environmental Policy through:

- Environment Supervisors at Netafim manufacturing plants who are responsible implementation of the Environmental Policy.
- Establishing goals, targets and timetables for environmental performance, supported by performance measurement indicators and reporting systems.
- Allocating resources, defining authorities, responsibilities and environmental disclosures, informed by environmental legislation and Netafim Environmental Policy, as part of a multiyear plan to reduce environmental impacts in core areas such as carbon emissions, waste, energy and water efficiency, recycling and use of recycled materials.
- Delivering training programs for company employees at all levels to ensure awareness and adherence to environmental goals.
- Regular Executive Management Team reviews of Netafim's environmental performance against targets.

Key environmental practices at Netafim include:

- Adherence to ISO Standard 14001 at key factories which includes regular external audit and verification.
- Environmental Impact Assessments of Netafim products focusing on water, chemicals and power consumption effects during manufacture and use.
- Environmental Risk Assessment of the direct environmental impacts of Netafim production operations, including conservation and rehabilitation of nature and biodiversity; air water and soil pollution prevention; noise and odor prevention; reduction of greenhouse gases; reduction of natural resource and water use and waste management and reduction (sewage and hazardous waste and detergents).

Principle 8:

Business should undertake initiatives to promote greater environmental responsibility.

Raw material inputs

Initiatives to reduce the volumes of input raw materials used are focused on reducing the amount of plastic used by Netafim and this is done in two ways:

- 1. All plastic waste from the production lines are rerouted back into production, resulting in near-zero raw material loss at all Netafim plants around the world
- 2. By design, Netafim targets to reduce dripperline wall thickness specifications in a way which is compatible with the high performance of Netafim systems.

Recycling of Plastic Dripperlines

As part of Netafim's environmental responsibility and life-cycle approach, as well as responsiveness to customer needs, Netafim has been developing processes to retrieve used dripperlines and recycle them back into production or redeploy them for use in other industries. Because of farmers' preference, it is not always possible to use recycled materials for agriculture, but landscape and extraction systems can use recycled content dripperlines without concern.

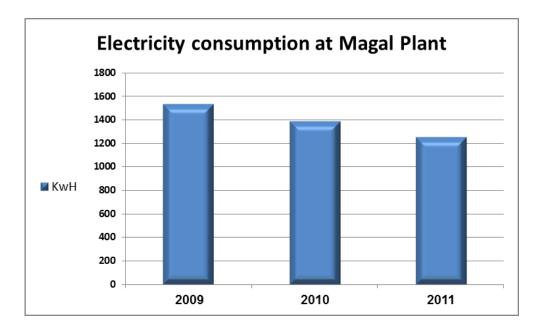
Since 2007, Netafim has partnered with local recycling operations in many of the countries in which Netafim operates to retrieve dripperlines and route acceptable quality products for recycling and the remainder for resale. During 2012, Netafim will formalize retrieval and recycling policy to apply to all global operations.

The countries which have made the greatest progress in terms of dripperline recycling at Netafim are U.S., Israel and Australia. In 2010 Netafim collected, recycled and put back into production 945 tons of material, and 1,250 tons in 2011.

A Case Study – Magal Factory, Israel

Magal is one of the largest Netafim plants, delivering over 27% of Netafim's global dripperlines production. During the past three years, Magal plant has undertaken wide-ranging environmental initiatives, investing over \$250,000 in environmental infrastructure, serving as a model plant for other Netafim operations around the world. These activities have led to consistent reduction in energy consumption, water usage and improvements in waste handling. Initiatives included replacing light fixtures to T5 energy saving fluorescent lighting, installing motion-sensors for lighting activation, replacing air-conditioning units with new, more efficient models, adding insulation areas in different parts of the plant to prevent escape of cool air and installing automatic shutdowns on computers, air conditioning and lights, as well as making equipment upgrades to more energy efficient models.

This has yielded a reduction in electricity consumption per ton of processed raw materials for the production of dripperlines of almost 20% KwH per ton from 2009 to 2011.



Principle 9:

Business should encourage the development and diffusion of environmentally friendly technologies.

Research and Development is a core value at Netafim as we continuously search to provide next generation solutions to deliver more with less in a way which promotes sustainable productivity. Netafim's R&D focuses on product offerings both in terms of irrigation delivery systems (Product R&D) and growing methodologies that are supported by Netafim products (Agronomic R&D).

In all cases, the focus is on the entire lifecycle of Netafim products as they are used in agriculture in diverse local conditions with a range of crops throughout the world. Today, Netafim focuses of higher levels of recycled and recyclable raw materials in order to improve overall lifecycle sustainability.

Netafim places customer health and safety at the forefront of design efforts and all products are designed with minimum levels of hazardous chemicals and consideration for health and safety aspects during use.

Product R&D – collaboration with the Office of the Chief Scientist

Netafim's precision irrigation is state-of-the art technology, recognized as leading edge throughout the world and brings significant benefits both for economic growth and for advancing sustainable business. The Office of the Chief Scientist in Israel (OCS) therefore sees Netafim as a worthy partner for investment and collaboration. Netafim, as a private business with limited resources, is pleased to partner with the OCS to gain funding for breakthrough innovative research that would otherwise not be possible at the same pace. Often these projects represent both high investment and are high risk and therefore merit special attention by the OCS.

OCS projects are generally selected by Netafim to meet particular challenges that the OCS has an interest in working on. The projects focus on Netafim's line of expertise in drip irrigation and precision agriculture, with the objective of developing and improving new farming methods and delivering solutions to global agricultural challenges. The process of project selection is detailed and exhaustive, requiring full disclosure of Netafim technology approaches and detailed statistics and risk evaluation factors

For the past three years, Netafim's collaborative relationship with the OCS has intensified and at present, ten significant projects are under development. In 2009-2010, Netafim received over \$1 million from the OCS to advance these projects.

For more information about the Office of the Chief Scientist see: <u>http://www.tamas.gov.il/NR/exeres/B3F78073-454A-48D5-A8BA-6D088DDECCD5.htm</u>

Principle 10:

Business should work against corruption in all its forms, including extortion and bribery

Netafim's Code of Business Conduct rests on a strong platform of business values and legal compliance and applies to all Netafim employees and directors without exception in relation to all activities whether internally with colleagues, or externally with customers, suppliers, partners, shareholders and all other Netafim stakeholders.

Netafim's Code includes a strict policy regarding improper payments and gift giving: (quoted from the Netafim's Code of Business Conduct):

Improper payments

Netafim's reputation for honesty and integrity must not be put at risk by offering illegal payments to any public or other officials of any non-government organizations. Netafim will not permit bribes or improper payments, as such are illegal.

Gifts and gratuities

We maintain and strengthen our credibility and integrity by refusing to accept gifts or entertainment from business partners and not offering similar favors to customers, suppliers or other third parties, except in accordance with this policy. All our business decisions are to be made based on merit alone and no conflict of interest or granting of benefits exists in the relationships between employees and parties outside the company with whom they have business relationships.

- We do not give or receive cash gifts.
- We only offer gifts or entertainment to create good will and sound working relationships.
- We are allowed to accept or give the following gifts, provided that our integrity is not compromised, such as token advertising accessories, a gift of reasonable value given to an employee marking a personal event, per governing policies.
- Any other gift or a proposal for a gift must be reported to the local HR or Managing Director.

Contact Details

This Communication on Progress will not be printed in hard copy. It will be available to all through the UN Global Compact website and the Netafim corporate website. Netafim employees around the world will be informed of this communication which will serve as a basis to further dialog and development of corporate responsibility practices

Netafim Ltd

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Netafim welcomes feedback and suggestions regarding this

Communication on Progress.

Thank you!



www.netafim.com