



Statement of continued support by the Chief Executive Officer-
Mr. Hagai Kotzer

4th July 2021

To our stakeholders:

DHVMED Ltd. is an environmental engineering consultancy that provides environmental services for a wide range of fields. We engrave our flag to uphold human rights, labor issues, environmental and anti-corruption policies.

I am pleased to confirm you that DHVMED reaffirms its support of the Ten Principles of the United Nations Global Compact.

In this annual Communication on Progress, we describe our express actions to continually improve the integration of the Global Compact and its principles into our business strategy, which is our DNA culture and guides our daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mr. Hagai Kotzer
CEO
DHVMED Ltd.
DHVMED LTD
512307265



Assessment, policy and goals

DHVMED is a subsidiary of Matrix, the leading information technology company in Israel. The company is traded on the stock exchange and therefore meets many criteria required by the UNGC. DHVMED is naturally obligated to comply with Matrix's code of ethics, and below are citations proving that UNGC principles are shared by Matrix in general and by DHVMED in particular.

The full code of ethics is provided on the Matrix website:

<https://www.matrix-globalservices.com/code-of-ethics/>

Human Rights

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

Compliance with the provisions of the law

Company Employees are obligated to comply with all laws that apply to them and/or to the Company and to refrain from any and all illegal activities. This obligation includes the requirement to comply with all laws pertaining to tender proceedings and all antitrust laws, as set forth in the Company's Enforcement Plan and in the Antitrust Procedure. All Employees must recognize that their illegal conduct in connection with the Company is occasionally also liable to impose liability on the Company itself or on other Company Employees.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Fair treatment at work and prevention of harassment

Company Employees who are in charge of other Employees shall not abuse their position in relation to their subordinates in any personal matter that is not work-related, and shall refrain from accepting any benefits from their subordinates. Company Employees shall not exploit their position in the Company to advance their own personal interests or those of any other party.



The Company operates in accordance with the Prevention of Sexual Harassment Law, 1998. All Company Employees are required to observe the Sexual Harassment Regulations adopted by the Company.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

We are a small, private company. We believe and operate in an “open doors” model, where every employee is empowered and feels free to address any manager in the managerial chain with any issue at any time. Regardless, by this time, no need for collective bargaining has ever arose or required by our employees.

Principle 4: the elimination of all forms of forced and compulsory labor.

There is no forced and compulsory labor. Moreover, the company recognizes the importance of balancing family and work and therefore allows great flexibility in working hours. This concept was practiced even before the Corona pandemic, so every worker could work from home one day a week and in addition complete their work at any hour of the day also from home. This gives employees the ability to spend more hours with their family. This year, after the Corona lockdown, the company switched to hybrid work so that employees come to the office only once a week and the rest of the week the work is done from home.

Principle 5: the effective abolition of child labor.

There is no employment of children in the company; the age range of our employees is 25 and over, all with one or more academic degrees.

Principle 6: the elimination of discrimination in respect of employment and occupation.

Equal opportunities at work and prevention of discrimination and harassment

The Company is strongly committed to providing equal opportunity in all aspects of employment, and to the absolute prohibition of any discrimination or harassment of any kind whatsoever. All of the Company's decisions and actions are practical and made in the interests of its business, and do not take



into account prohibited aspects such as gender, age, etc. The Company prohibits discrimination in the processes of selection, training and promotion in the workplace, and decisions relating to employment are based on the Company's business requirements, job requirements and qualifications, competencies and the Employees' areas of expertise.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

DHVMED is a company whose entire business is environmental protection. The company is engaged in the design of sewage treatment plants as well as a consultant in the fields of environmental protection such as: air quality, sewage, contaminated soils, waste, etc. The company works for the Ministry of Environmental Protection so that it also has a national influence on this issue.

We make sure to always find the solutions that meet the BAT requirements both as consultants in the recommendation to use the leading and best technologies and as engineers.

The people who work in the company consider it of paramount importance to preserve the planet. From this it is clear that the conduct within the company is aimed at preserving the environment in many areas such as usage of tools, paper recycling and many more.

This year the company increased the list of hybrid vehicles that employees can get and also decided to encourage employees even more to use public transportation by returning double their cost of public transportation. This benefit is also given to employees who get a car from work and still decide to leave it at home and travel by public transport.

In addition, the transition to hybrid work has reduced the need for travel by about 50%.

Therefore, DHVMED clearly adheres to principles 7-9.



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Prevention of bribery and corruption

The Company is committed to conducting its business in accordance with strict ethical principles and the absolute prevention of corruption and bribery. Corruption and bribery are contrary to the Company's core values, and non-compliance shall cause great damage to the Company's business. The Company applies a zero-tolerance policy against any and all Employees tainted with corruption and shall adopt all measures available to it against any Employee acting in contravention of these principles.

Accordingly, Company Employees and/or persons acting in the Company's name are prohibited from paying a bribe and/or promising anything of value with the intention of gaining a business or other advantage, and are prohibited from granting any benefits whatsoever to any party whatsoever, including private customers of the Company and customers who are public servants, directly or indirectly, with the aim of furthering transactions, winning tenders or obtaining any other advantage. Should the Company decide on giving token gifts (generally, in recognition of special events or holidays), these shall be given only by Employees who are authorized for this purpose, and they shall observe the Company's procedures and the provisions of the law in this respect. Sales promotion is a delicate and sensitive issue, and the Company shall take a grave view of any deviation from the Code of Ethics in this regard.

Further, Company Employees shall not accept benefits and/or gifts from business parties with which the Company is engaged, with the exception of customary token gifts of low financial value, which may be classified as public relations and/or sales promotion.

In all dealings with customers or other business parties, Company Employees are required to be alert to any conduct that may be indicative of a possible violation of the prevention of bribery and corruption provisions, and to immediately report the matter to the Code of Ethics Supervisor or the Company CLO.

What has progressed in the last year:



As is well known, the past year was the year of the Corona pandemic and every plan underwent a change, however the company also saw a positive challenge during this period and from it learned and improved itself.

In Israel there were 3 lockdowns but the company did not stop working and allowed employees to work from home for the entire period.

The company's CEO insisted on not firing any employee or taking unpaid leave. By doing so, no employee was harmed by loss of income and was given flexibility at work in favor of integration with the and family.

Only one employee requested to go on unpaid leave due to her family needs, as a result of which the company complied with her request and received her back with open arms upon completion of the lockdown.

As previously written, the company realized that there is a great advantage in combining work from home both in terms of employee well-being and the ability to balance home and work as well as saving on unnecessary travel on roads that contribute to air pollution.

The company gives its employees the option of getting a private car and in the past year has increased the options in choosing hybrid vehicles.

This year also added an element of employee incentive to travel by public transport by doubling the reimbursement of costs of public transport travel.

The number of flights and travel for customers has dropped to almost zero due to the Corona measures, but we have certainly learned alternative methods of work and online meetings that have been implemented up to now and thus prevent unnecessary travel.

The company is careful to maintain a gender balance of women and men, and makes it very easy in all matters of maternity leave, including special requests to go on a longer vacation than is allowed in Israeli law as well as to follow military obligations.