

# OUR COMMITMENT TO HUMAN RIGHTS





Respecting Human Rights at ECI is a core value. Our business activities touch the lives of people around the globe in many ways, and we take care to conduct our business responsibly, according to the highest ethical standards, which encompass respect for all human beings, and acknowledgement of their rights. We do everything within our power to uphold and protect such rights.

ECI maintains five core expressions of our commitment as a Company and as individuals to Human Rights:

- Our core values
- Our corporate Code of Ethics
- Our support for the United Nations' Global Compact initiative
- Our Platinum Plus award in Israel's Maala Social Responsibility Ranking
- Our standards, policies and procedures regarding corporate responsibility

This document compiles ECI's policies, statements and commitment to upholding Human Rights.

More information can be found on our website: [www.ecitele.com](http://www.ecitele.com)

Feedback to ECI:

We welcome feedback and queries from any sources on our commitment to Human Rights and related policies. Please send us your feedback, queries or concerns through the contact form on our [website](#).

We treat all feedback seriously as this helps us become a better company.

ECI



## OUR CORE VALUES

ECI maintains five core values that provide the backbone of our corporate ethical culture. These core values include both "integrity" and "respect for individuals".

**OUR CUSTOMERS:** We are dedicated to creating value for our worldwide customers by developing and providing technologically advanced solutions and services. We build lasting relationships with our customers by listening, understanding, and anticipating our customers' needs. We are easy to do business with and always strive to be responsive and professional. ECI customers can trust our commitment to their success.

**INTEGRITY:** We are committed to conducting ourselves in a manner consistent with the highest standards of integrity. We are honest, ethical, and fair in all our activities. We keep our word, deliver on our promises, and acknowledge our mistakes. Our personal and business conduct ensures that ECI is a company worthy of trust.

**RESPECT FOR INDIVIDUALS:** We treat one another with respect and dignity, appreciating individual, cultural, and national differences. We seek to learn, and therefore we listen to one another attentively and compassionately and communicate often and openly. Recognizing that valuable ideas can come from anyone regardless of level or position, we encourage individuals to express their views and use their talent to the fullest. The company policy prohibits discrimination against employees, stockholders, directors, officers, customers or suppliers on account of race, color, age, sex, religion or national origin. All persons are treated with dignity and respect.

**TEAM SPIRIT:** At ECI, our team spirit binds us together, transcending organizational, functional, and geographic boundaries. We work hard towards a common goal and deliver beyond expectations. We cooperate, collaborate, and empower one another in recognition that a global effort translates into exceptional solutions and services.

**INNOVATION:** We constantly strive to redefine our standard of excellence in everything we do. Therefore, we are open to ideas that challenge the convention, seek diversity of views and drive innovation. We encourage both individuals and teams to constantly search for innovative technologies and creative business solutions and recognize their achievements.



## OUR CODE OF ETHICS

*"We, at ECI, pride ourselves on our reputation for integrity. The trust and confidence of our customers, investors and employees is one of our greatest assets. Our goal is to exceed the expectations of these communities through the adoption of the highest ethical standards at all times."*

*Darryl Edwards, President and CEO*

Our Code of Ethics defines the expectations of all ECI employees with regard to compliance with all laws and regulations in the countries in which we do business, as well as uncompromising ethical standards of behavior. All employees confirm to abide by ECI's Code of Ethics when joining the Company and receive detailed training about its content and requirements.

The Code of Ethics can be downloaded from [our website](#).

## OUR PARTICIPATION IN THE UNITED NATIONS GLOBAL COMPACT

ECI supports the Ten Principles of the United Nations Global Compact (UNGC) which encompass commitments to uphold Human Rights:

- **PRINCIPLE 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **PRINCIPLE 2:** Businesses should make sure that they are not complicit in human rights abuses.

In addition, the UNGC principles include labor practices and the upholding of employees' rights in the workplace:

- **PRINCIPLE 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **PRINCIPLE 4:** Businesses should support the elimination of all forms of forced and compulsory labor.
- **PRINCIPLE 5:** Businesses should support the effective abolition of child labor.



- **PRINCIPLE 6:** Businesses should support the elimination of discrimination in respect of employment and occupation.

ECI confirms that these principles act as a guiding light for our business and underpin corporate policy and practice.

## OUR LEADERSHIP IN THE MAALA SOCIAL RESPONSIBILITY RANKING

As a private company, ECI is not required by law to disclose aspects of non-financial performance to stakeholders. However, in support of our commitment to ethical practices and to ensure our conduct, including upholding Human Rights, aligns with the best practices among leading companies, ECI participates in the Maala Social Responsibility Ranking in Israel.

The ranking includes leading, large, public and private companies representing over 50% of the business product in Israel. ECI has participated in this ranking since 2004. Maala is a not-for-profit organization promoting Corporate Social Responsibility in Israel, producing an annual ranking based on self-declared performance of companies against a detailed questionnaire in five areas: ethics, responsible workplace, community investment, governance and environmental protection. ECI has maintained its position since 2008 as a top-ranking company, and is consistently ranked at the highest level of Platinum Plus.

For further details, please visit the [Maala website](#).

## OUR STANDARDS, POLICIES AND PROCEDURES RELATING TO CORPORATE RESPONSIBILITY

**EMPLOYEE RIGHTS:** We respect the rights of our employees in all aspects of their employment with ECI, including, but not limited to, terms, conditions and hours of work, a safe working environment, competitive compensation and benefits, equal opportunity and freedom from discrimination and harassment, personal and professional development and open and collaborative communications. These aspects of our corporate approach are encompassed in ECI's human resources policies and practices which are regularly reviewed and monitored.

**CHILD LABOR:** We respect and support the rights of all children, and we are committed to preventing their harm and actively safeguarding their interests. We do not employ children in any part of our business.

**FORCED LABOR:** We do not engage in any practice which could be construed as forced labor. All ECI employees are employed within the provisions of law and employment contracts which are entered into of employees' own free will.



**FREEDOM OF ASSOCIATION:** We respect the rights of employees to freedom of association and collective bargaining. We aim to maintain collaborative, open and positive relationship with employees and address issues relating to their rights in a positive manner.

**NON-DISCRIMINATION:** ECI maintains a policy of equal opportunity and enjoys a high level of diversity among its workforce around the world. Recruitment and human resources policies are designed to nurture non-discriminatory practices for new and current employees in all matters relating to their employment with ECI.

**HUMAN RIGHTS IN OUR SUPPLY CHAIN:** ECI works with suppliers in our supply chain to ensure they are aware of ECI's standards relating to human rights and encourages them to adopt similar standards.

**CONSUMER RIGHTS:** As a business-to-business operation, we do not sell directly to consumers. However, we are conscious of laws and regulations which affect end-users and work tirelessly to ensure our solutions are safe and compliant with the highest standards of practice as demanded by our customers.

**ADHERENCE TO EXTERNAL STANDARDS:** ECI adopts a range of external quality and safety standards which support the protection of human rights. These include International Standards Organization (ISO) and the OHSAS (Occupational Health) Standard, and in 2011, ECI adopted the Social Accountability Standard, SA8000, which protects the rights of employees in our supply chain. ECI is also assessed by the global benchmarking firm, EcoVadis, and consistently achieves a GOLD ranking, placing ECI in the top 5% of companies globally that are ranked by EcoVadis for their CSR performance.