



Statement on Employee Safety and Security

Leumi Group attaches great importance to maintaining the security and safety of its employees and visitors, and invests considerable resources in creating a safe environment for them.

Promoting Employee Safety and Health

In the Group companies, safety is handled and controlled in a comprehensive and meticulous manner, to ensure that the environment in the Group's facilities is free of potential hazards and supports the employees' ongoing, efficient work.

Leumi is committed to implementing the highest standards to ensure the employees' safety and complies with all laws, regulations and compulsory standards in the realm of health and safety at work, including a safety management plan. Leumi also complies with the ISO 18001 standard of the Standards Institution of Israel for occupational health and safety.

Safety is managed by Leumi's Real Estate Subdivision through the main mechanisms for promoting and ensuring occupational safety, including the following:

- **The Safety Committee:** A committee comprised of representatives of professional units, employees and members of management. The Committee holds eight meetings over the course of the year, at which irregular events are discussed. The Committee members receive updates about ongoing activity and special projects which impact employee safety and hygiene. The Committee is comprised of representatives from the professional units - half of whom are employee representatives and half of whom are management representatives. The safety issues are not included in the agreement with the Employee Committee.
- **Conducting surveys and inspections in the Bank's units:** Leumi takes a proactive and prudent approach in all matters related to a safe working environment, regularly and proactively initiating a series of safety and environmental inspections and surveys, including checking for the presence of pollutants, odor hazards, and more.
- **Investigating work accidents:** In case of a work accident, the employee must report to his/her direct manager and complete an online form. The complaint is forwarded to the safety officer, who investigates it and reports to the relevant personnel for the purpose of drawing conclusions and, if necessary, fixing maintenance and planning hazards. In addition, the employee is referred to the Human Resources Division to exercise his rights. Leumi's Engineering and Safety Subdivision handles inquiries and questions regarding work accidents and work safety.
- **Preventing occupational diseases:** The Bank takes care to prevent occupational diseases, conducts environmental and health risk surveys and monitors exposed environments. Included in the above are the employees of the cash and clearing center, who are exposed to noise and hazardous dust.

Bank Leumi acts to reduce the noise effect and to improve the ventilation and dust suction systems, and provides protective gear as well as tailored annual safety training.

- **Training:** all contract employees working on projects in the Bank's sites undergo safety training. In addition, employees, suppliers and contractors in the areas of construction and maintenance who work on the Bank's premises and are exposed to environmental hazards, undergo annual training.

Safeguarding the Employees and Customers

The Fire Safety and Security Subdivision is responsible for safeguarding the lives of employees, customers and suppliers and all visitors to the Bank's sites, as well as for safeguarding the Group's property. The Subdivision is responsible for the following:

- Activating comprehensive high-tech security systems to deter, safeguard, document, support and prevent security incidents and robberies.
- Providing appropriate responses to various emergency scenarios, including robberies and burglaries, fire safety, emergency preparedness, earthquakes and fire.
- Increasing employee awareness to security issues and providing guidance regarding conduct in emergency situations and criminal incidents, including developing a "toolbox" for employees dealing with verbal and physical violence by customers, distributing a tutorial on security and safety and conducting emergency drills.
- Training branch employees how to prevent robberies and handle robbery incidents, in order to minimize damage and, first and foremost, protect and save lives.

Information on the actions performed by Leumi in this context can be found in the Report and on the Corporate Social Responsibility website at:

https://www.leumi.co.il/Lobby/corporate_responsibility/35988/.