

/ SolarEdge: Supplier Code of Conduct

Introduction

SolarEdge is an organization that cares deeply about the world in which we live. We are driven by the principle that continuous improvement in the ways in which we produce and consume energy will lead to a better, more sustainable future. To achieve this, we focus on constant technology innovation, engineering excellence and efficient production to create holistic solutions, which combine renewable energy production with smart energy consumption for every aspect of energy usage. We aim to reduce the global carbon footprint, without slowing down technology evolution or jeopardizing our standard of living.

SolarEdge adheres to strict standards of corporate social and environmental responsibility and expects all of its suppliers to do the same. As such, as a condition of being selected as one of SolarEdge's suppliers or continuing business with SolarEdge, vendors which provide, or intend to provide, goods and services to SolarEdge or any of its subsidiaries ("SolarEdge Suppliers"), are required to comply with this [Supplier Code of Conduct](#) ("Code"). Failure to conduct business in violation of the standards set forth in the Code could result in a termination of the supplier relationship with SolarEdge.

SolarEdge Suppliers are required to report any suspect unethical or illegal business practices in violation of the Code to reportaconcern@solaredge.com.

SolarEdge Suppliers shall comply with all applicable laws and to adhere to the following principles while conducting business with or on behalf of SolarEdge. SolarEdge will not knowingly engage with suppliers who are in violation of the following standards:

1. Fair Dealing and Integrity

SolarEdge Suppliers shall conduct business in accordance with applicable laws, rules and regulation and shall deal honestly, ethically and fairly at all times with their employees, customers, suppliers, competitors, local communities and other third parties. SolarEdge Suppliers shall not take unfair advantage of anyone through manipulation, exaggeration, concealment, misrepresentation of facts, abuse of confidential or privileged information or similar practices.

2. Conflict of Interest

SolarEdge employees are required to avoid situations that involve, or appear to involve, a conflict between their own interests and the interests of the SolarEdge. SolarEdge Suppliers shall promptly inform SolarEdge of any activity, transaction or relationship that may create an actual, potential, or perceived conflict of interest with SolarEdge, including but not limited to, existence of any financial or personal relationships and/or arrangements with SolarEdge employees that is reasonably likely to may appear to influence their relationship with SolarEdge.

3. Anti-Corruption

SolarEdge takes a zero-tolerance approach to bribery and corruption. SolarEdge Suppliers shall not use bribes, kickbacks or engage in other corrupt practices in conducting SolarEdge's business. SolarEdge Suppliers shall not offer anything of value on behalf of SolarEdge, or to SolarEdge employees and agents, in order to gain an improper advantage. Furthermore, SolarEdge Suppliers shall not request or accept anything of value which they know or suspects is being offered in order to obtain an improper advantage.

In addition, SolarEdge Suppliers must comply with the U.S. [Foreign Corrupt Practices Act](#) ("FCPA") whether they are located in the United States or abroad, and all federal, state, and local anti-corruption and ethics laws in every country in which we do business.

4. Environmental Protection and Responsible Sourcing

SolarEdge Suppliers shall comply with all applicable environmental laws, regulations and standards while striving to reduce the negative impacts of their operations on the environment. SolarEdge Suppliers shall ensure the safe and lawful handling, movement, storage, recycling/reuse or management of waste, air emissions and wastewater discharges.

SolarEdge Suppliers are expected to supply SolarEdge only products that are manufactured with responsibly sourced commodities. SolarEdge Suppliers shall comply with the OECD Due Diligence Guidelines and conduct due diligence with respect to sourcing, extraction and handling of tantalum, tin, tungsten, gold, "3TG", and cobalt and make a reliable determination of the origin and source of such minerals. SolarEdge Suppliers shall have a policy and process in place to ensure that any of these minerals contained in the products manufactured by SolarEdge Suppliers do not directly or indirectly finance or benefit armed groups in Democratic Republic of the Congo or an adjoining country.

SolarEdge Suppliers are encouraged to exercise adequate due diligence similar to 3TG and cobalt for any materials and minerals contained in the products delivered to SolarEdge that directly or indirectly contribute to human rights and/or environmental violations.

5. Human Rights and Labor

Human Rights

SolarEdge is committed to respecting human rights and to provide fair and humane working conditions for its employees. At SolarEdge, the employees are treated equally and equitably regardless of race, sexual orientation, national origins, gender, age, religion, pregnancy, or disability. SolarEdge Suppliers are expected to share the same respect for human rights, including those principles recognized in international human rights standards such as the Universal Declaration of Human Rights. SolarEdge Suppliers shall not use any form of forced labor and shall allow their workers to terminate their employment at any time in accordance with the notice period required under the applicable law.

Child Labor

SolarEdge does not tolerate the engagement of underage labor in any form. SolarEdge Suppliers are expected to avoid child labor in their operations and take steps to eliminate such practices wherever they exist in the supply chain. Underage labor refers to engagement of any individual who is younger than the local minimum working age or the age of 15, whichever is older. In addition, SolarEdge Suppliers are expected to abide by and comply with all local laws related to age-related working conditions and adhere to international standards set forth by the International Labor Organization.

Wages, Benefits, and Working Hours

SolarEdge Suppliers shall compensate their workers in accordance with applicable laws, including applicable minimum wage and overtime laws and locally mandated benefits (including health benefits, pension, etc.). SolarEdge Vendors may not require their workers to work overtime hours beyond what is permitted under the applicable laws.

Protection of Workers

SolarEdge Suppliers shall provide their workers with safe workplaces in compliance with all applicable health and safety laws. SolarEdge Suppliers shall protect workers from exposure to chemical, biological and physical hazards, shall monitor their workplace for any other safety hazards, and provide a safe and secure environment for their workers. SolarEdge Suppliers shall ensure that their workers have adequate access to the training and tools required for performance of their duties.

Freedom of Association

SolarEdge Suppliers shall ensure that their workers are granted the freedom to engage in collective bargaining and joining or forming trade unions to the extent permitted under the applicable laws. SolarEdge Suppliers may not require or force their workers to surrender their government issued identity documents, including passports or work permits.

6. Protection of Confidential Information, Intellectual Property, and Privacy

SolarEdge Suppliers are required to protect SolarEdge's confidential information and intellectual property in compliance with this Code as well as any non-disclosure or other agreement signed by the SolarEdge Vendor.

Such information includes any trademarks, patents, copyrights, business methodologies, trade secrets, and any other information that a reasonable person could consider, from the nature of the information or from the circumstances of its

disclosure is confidential or of proprietary nature. SolarEdge Suppliers shall ensure that the confidential information is secured against loss, misuse or un-authorized access, modification or disclosure. SolarEdge Suppliers should recognize that unauthorized use or disclosure of any such information may have personal, legal, reputational and financial consequences for the vendor. Furthermore, SolarEdge Suppliers shall not participate in any activity that could violation any of the principal data protection legislation in applicable jurisdictions.

7. Supply Chain

SolarEdge Suppliers shall implement due diligence procedures for their own suppliers, subcontractors and other participants in their supply chains, to ensure that they each meet the standards set out in this Code. SolarEdge Suppliers shall treat their own suppliers fairly and ethically, including by making payments in accordance with agreed payment terms. SolarEdge reserves the right to audit Suppliers' compliance with this Code.

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