

/ Our Approach to Human Rights

Introduction

We believe that all people deserve respect and we support the universal understanding that human rights are rights inherent to all human beings, regardless of nationality, place of residence, sex, gender, gender identity, national or ethnic origin, color, religion, language, or any other status or dimension of diversity.

Our approach is guided by the human rights set out in four core frameworks:

- / The Universal Declaration of Human Rights
- / The UN Guiding Principles on Business and Human Rights
- / The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- / The OECD Guidelines for Multinational Enterprises

Our Approach

Operating lawfully

We conduct our business in a manner that aims to respect the rights and dignity of all people, complying with all applicable legal requirements. Where adequate legal provisions or requirements do not exist, we take our lead from the internationally recognized human rights frameworks and apply these across our operations. Further, we aim not only to respect and uphold human rights, but also to avoid engagement in activities which could be or could be construed as complicit in abuse of human rights.

Upholding labor rights in our operations

As part of our stand on human rights, we respect the rights at work of our employees and are guided by the Fundamental Principles and Rights at Work of the ILO. SolarEdge is committed to providing equal opportunity in all aspects of employment and does not tolerate any illegal discrimination, harassment or retaliation of any kind. All employment practices and decisions, including those involving recruiting, hiring, transfers, promotions, training, compensation, benefits, discipline and termination, must be conducted without regard to age, sex, race, color, ancestry, religion, creed, citizenship status, disability, national origin, marital status, military status, sexual orientation, gender identity or any other protected status or activity, and must comply with all applicable laws. In addition, the Company will provide reasonable accommodation for disability and religion as required by law.

SolarEdge prohibits harassing or discriminatory conduct in the workplace, whether based upon age, sex, race, color, ancestry, religion, creed, citizenship status, disability, national origin, marital status, military status, sexual orientation, gender identity or any other protected status or activity. This includes sexual harassment, regardless of whether it is committed by supervisory or non-supervisory employees.

SolarEdge supports diversity in the workplace and abhors any form of prejudice or discrimination against any of our employees, business partners, suppliers, and customers due to age, gender, race, religion, creed, sexual orientation, disability, or political affiliation. We strictly enforce equal opportunities for all job applicants seeking employment at SolarEdge. We believe with diversity comes a great number of different cultural influences, which can positively impact the workplace.

Specific aspects of our approach also include:

- / We treat all our employees equitably, fairly and without discrimination.
- / We provide working conditions that protect employees' safety and wellbeing and aim to be fully compliant with all regulations governing hours of work and rest.
- / We respect freedom of association and collective bargaining processes, in line with our employees' wishes. We collaborate in good faith in such processes.
- / We prohibit all forms of forced labor. Our employees are free to choose to work for our company and free to leave if they wish. All employees are free to terminate their employment. All employees are permitted to freely leave their work premises after the end of the working day.

- / We prohibit child labor. We do not employ individuals under the age of 18 other than for summer intern programs in certain locations (not in manufacturing roles).
- / All employees receive and sign a written employment contract in a language they can understand. These contracts always include a copy of the company's employee code of conduct. All employees receive pay slips with detail of complete pay, benefits, and deduction information in a language they can understand.
- / No employee is required to deposit money or identity papers during his/her employment.
- / We do not delay or withhold payments to employees under any circumstances other than as required by law or a court order.
- / We actively create a culture and practice of inclusion, free of harassment or intimidation of any kind, and aim to ensure that everyone has access to development opportunities, open communication within the company and opportunities to contribute.
- / We provide channels for employees to raise queries or grievances and aim to achieve resolution of any difficulties fairly and rapidly.

Upholding labor rights in our supply chain

We aim for suppliers in our supply chain to be aware of and commit to respecting human rights in their own operations and throughout their own supply chains. In particular, we recognize that the illegal extraction and trade of natural resources, and associated human rights violations, conflict and environmental degradation are matters of international concern. These issues are especially acute in the eastern provinces of the Democratic Republic of Congo (DRC) in the extraction and trade of ores of tantalum, tin, tungsten and gold, which flow to world markets through the DRC and adjoining countries. Once refined, these metals are commonly used within electronic products and by many other industries. SolarEdge does not procure metals as raw materials and only a fraction of the world's minerals produce originates from the DRC, but we are taking action to increase transparency and ensure responsible procurement by our suppliers and sub-suppliers, in order to protect the human rights of all involved in the supply of metals to our company. See also our [Policy on Conflict Minerals](#). We also report annually on our progress, in line with regulation, and our latest report can be found on the [Corporate Governance Section](#) of our website.

Upholding rights in our communities

We respect the rights of people in the communities in which we live and work. We aim to engage in community activities that support local prosperity and improve the quality of life.

Employee training

We provide training on human rights and the role and responsibilities of every SolarEdge employee as part of our Employee Code of Conduct training which is mandatory for all employees.

Applying due diligence

We assess human rights risks throughout our business as part of our annual risk assessment process, and assign internal audits relating to compliance in human rights matters accordingly as relevant as part of our annual audit program. See our [Approach to Compliance](#) for further details. Where we identify human rights risks that are associated with our business, we provide for or cooperate in the remediation of any negative effects on people and their rights.

Providing grievance mechanisms

We invite all parties who may have a concern or grievance with our company or activities of on behalf of our company to report such a concern or grievance to the Audit Committee of the Board of Directors via email to audit@solaredge.com or to our Vice President, General Counsel at 1 Hamada Street, Herzilya Pituach, Israel 4673335 (telephone: 972-9-957-6620). In all cases, concerns will be investigated and addressed according to due process.

Human Rights Governance

The SolarEdge Board of Directors is responsible for oversight of human rights matters (and all ESG issues), and receives periodic updates from executive management on these issues. Managerial accountability for human rights at SolarEdge rests with our Vice President, General Counsel, who reports to the Chief Executive Officer. All business leaders at SolarEdge are also responsible for upholding human rights in their respective areas. In particular, the Global Vice President for Human Resources plays an important role in supporting implementation of human rights practices within SolarEdge.

Validity

This Approach to Human Rights is endorsed by SolarEdge's Board of Directors and its Executive Management Team. It is supported by internal procedures and reporting mechanisms that enable effective implementation.

Last updated: July 2022.