



# THE CODE OF ETHICS

THE ETHICAL RULES FOR  
PROPER BUSINESS CONDUCT



## DELTA > THE PATH OF RESPONSIBILITY

### Dear partners

Delta Galil Industries Ltd and its subsidiaries worldwide (Hereinafter: “Delta” or “the Company”) is a global corporation with an international reputation that was built with much effort and that expresses the Company’s commitment to excellence and to its activities over the years, based on the principles of reliability and integrity, fairness and responsibility. The path of responsibility was embedded in Delta’s DNA since its inception.

Today we present to you, Delta’s employees, managers and stakeholders, the revised Ethical Code for Proper Business Conduct that has been revised after a process of discussion with managers and employees of the company.

The principles set forth in the code have accompanied us for many years, and are integrated into Delta’s organizational culture. The wording of this revised code meets Delta’s current needs, and we are all committed to comply with its principles, even as we passionately pursue our activities.

I ask that you read this document carefully, learn and assimilate its principles, and commit to comply with it, because the path of responsibility that we have chosen is composed of our actions and by the conduct of all of us. Each one of us is actually an “ambassador” of Delta, and therefore has a personal responsibility to act in obedience to the law and to maintain the highest ethical and moral standards.

With appreciation and gratitude for being partners to Delta’s path of responsibility.

**Isaac Dabah**  
CEO





# THE ETHICAL CODE > TOGETHER, WE REVEAL THE CODE OF EXCELLENCE

The term 'ethical code' has become increasingly common-place in the business community in recent years, but sometimes it can be difficult to fully understand what lies behind the concept. And that is exactly what this booklet is about. The Ethical Code is a tool for you as Delta employees, to help you make decisions in complex situations. The Ethical Code describes the expected behavioral level for all of us at Delta. The code is important in that it establishes standards that reflect Delta's core values, and directs the appropriate course of action in various situations and in the decision-making process.

The Ethical Code for Proper Business Conduct includes reference to issues such as prevention of discrimination and harassment, accurate financial reporting, environmental protection, and avoiding unfair trade and restrictive trade practices, etc.

If, after reading the standards in the code, you are still not sure about the correct course of action, discuss this with your manager. If you feel that this is not appropriate under the circumstances or that you have not received a satisfactory answer, feel free to contact Delta's ethics compliance Department (See contact details on the back of this booklet).

All references to Delta in this document apply also to all Delta subsidiaries worldwide, and to joint ventures in which Delta has management authority, unless stated otherwise.

## DELTA'S VALUES – THE THREAD THAT LINKS OUR BUSINESS ACTIVITIES

The Ethical Code is part of Delta's organizational and business culture, and as such, reflects our values:

- > **Delta Spirit** - Adding value into everything we touch.
- > **Growth Drive** - Passion for personal, professional and business growth.
- > **Team Work** - Embracing diversity, maintaining human respect and being fully committed to working as one toward a shared result.
- > **Fairness** - Integrity, transparency and trust in everything we do.
- > **Inspired by Innovation** - Celebrating creativity, an open mind and playfulness.
- > **Being Present** - Authentic and enthusiastic engagement with every stakeholder.

### Excellence and Innovation - Fits Us Like a Glove!

As a company that has championed excellence and innovation, we have elected to spice up the Ethical Code with various quotes from pioneering inventors and thinkers. People who throughout human history served as a role model for others. Just as these key figures drove human progress, so we too, managers and workers at Delta, believe that through excellence and a display of responsibility to all those around us, we will continue to make big strides.





# THE ETHICAL CODE > A MODEL OF PROPER BUSINESS CONDUCT AT DELTA

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Responsibility for the Company's conduct begins with the personal responsibility of each and every one of us for our actions, and behavior.

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Our success as a company and as individuals depends on the unique contribution of each one of us. We are obligated to treat all of our colleagues with integrity, dignity and without prejudice.

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Each one of us has a personal responsibility to act in full compliance with the law and to maintain the highest ethical and moral standards, with respect to the company assets and resources.

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We believe in a fruitful relationship between Delta and the community, based on mutual respect and on contributing to the benefit of all parties.

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Delta strives to be a better company for the environment and for the planet, and takes responsibility for, and active steps to minimize its impact on the environment

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The Company attaches great importance to the implementation of the Ethical Code among all managers and workers, in all units and subsidiaries worldwide.



## A > PERSONAL RESPONSIBILITY



Albert Einstein - father of the theory of relativity

**“Never do anything that is against your conscience even if the State demands it”**

### **Personal responsibility is a responsibility to ourselves and for our actions**

Delta is made up of a mosaic of thousands of partners, each with its own unique culture, ideas and aspirations. Every Delta employee is a world in themselves, but at the same time, being part of the same group, we share common universal values that we constantly nurture: integrity, compliance with the law, fairness, tolerance, respect for others and accountability for our actions and their consequences are prime examples of our shared values.

It is our duty to act according to the shared values and principles set out in the Ethical Code and to ensure that they are maintained at all times, wherever Delta operates.

Delta's interactions with its subsidiaries are based on trust, mutual cooperation, transparency and openness. Consequently, everything written in this code applies to Delta's subsidiaries as well, and they shall implement and adhere to the same ethical standards.

### **WHAT LIES BEHIND THE WORDS “PERSONAL RESPONSIBILITY”?**

#### **How can we determine whether something we are about to do is ethical?**

We use the “mirror test”, a series of questions we ask ourselves to help us decide about the ethical nature of our actions:

#### **The mirror test: looking ourselves in the eye...**

##### **> Is it legal?**

If it is not legal, or does not comply with Delta policy – don't do it.

##### **> How will it affect others?**

Have you considered the possible effects of the decision or act?

##### **> What will others think?**

If you were explaining your actions to your manager, to a relative, or to a TV reporter, could you justify what you have done?

What would you do if your decision or action became public knowledge?

##### **> Is it right and moral?**

##### **> Would a second opinion about the act or decision help?**

#### **Who do I approach with questions and issues relating to the Ethical Code?**

If, after reading the ethical standards in this Code and applying the mirror test you are still uncertain about what to do, talk to your manager or to a senior officer, who, in most cases, will be able to understand your situation and the complicated nature of the decision you are required to make. If you feel that this is not the appropriate step or that you did not receive a satisfactory answer, you are welcome to contact Delta's ethics compliance Department (contact information on the back of the booklet), which will handle the matter promptly, thoroughly, fairly, and discreetly.

#### **Give full support to reporting**

The responsibility to report a suspected violation of one of the code's principles is to our personal responsibility. Anyone who encounters a suspected violation is expected to report it as soon as possible.

Why such reporting is vital?

Delta is therefore committed to disciplinary action in the event of harassment of persons who in good faith have taken it upon themselves to report suspected illegal or unethical actions. By the same token, disciplinary action will also be taken against employees who knowingly file false reports.

**Remember:** Delta has always championed the virtue of excellence. We therefore ensure that we maintain the highest standards when dealing with ethical issues



## B > RESPONSIBILITY TO OUR COLLEAGUES



Alexander Graham Bell - inventor of the telephone:

**“Great discoveries and improvements invariably involve the cooperation of many minds.”**

**We bear responsibility for one another, and our success as a group and as individuals is dependent on the unique contribution of each one of us. Treating our colleagues fairly, with respect and without prejudice is a pre-condition for building trust and the foundation for working together as a winning team.**

**Delta strives to comply with binding international standards (such as the Fair Labor Association Code-of-Conduct and Principles of Fair Labor & Responsible Production) for employment conditions, and to create a caring, fair and safe working relationship and work environment.**

### WHAT LIES BEHIND THE WORDS “RESPONSIBILITY TO OUR COLLEAGUES”?

#### **Fair treatment is a worthwhile cause**

Delta is firmly committed to the fair and equal treatment of all its employees and candidates to join its ranks. Candidates and employees are assessed according to their competencies, qualifications and accomplishments. In every country that it operates in, The Company preserves and respects Human rights laws and standards prohibiting discrimination of any kind, including discrimination based on ethnicity, color, gender, religion, nationality, age, disability, or any other characteristic.

Delta adopts and adheres to rules and conditions of employment that respect workers and at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Delta will pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers’ basic needs and provide some discretionary income, Delta will work to take appropriate actions that seek to progressively realize a level of compensation that does.

#### **The composition of Delta’s employees – diverse, interesting and exciting**

The diversity that characterizes Delta’s human capital is treated as a highly valued asset, allowing the company to benefit from a great variety of opinions, talents and strengths. Delta therefore actively promotes diversity in its workforce, adhering strictly to mutual respect and tolerance.

Delta does not employ forced labor, including prison, indentured, bonded or other forms of forced labor.

#### **Harassment: drawing a red line**

Delta’s employees are entitled to work in an environment that is free of any verbal, psychological and

physical abuse, intimidation, sexual harassment, exploitation, assault or humiliation by any other employee, man or woman, regardless of their standing.

Delta expects each and every one of its employees to do all they can to avoid and prevent such prohibited acts, and urges employees to report any instance of harassment or abuse that they have witnessed.

Employees who feel that they have been subjected to abuse or harassment of any kind should approach the senior officer in every unit (directly or through a third party); Delta will take immediate and decisive steps to investigate and address the issue.

#### **What is yours stays yours - protection of privacy**

Delta is firmly committed to respecting the right to privacy of its employees, customers and other business partners. Access to information about employees, customers and partners and the use thereof is restricted to work related tasks only. Under no circumstances may any information about our employees and customers be given to outside parties, except as required by law.

#### **The right to associate**

Delta recognizes and respects the legal right of employees to associate, to collective bargaining and to take action to safeguard their rights.

#### **Suggestions for improvement as an opportunity for growth**

Delta encourages employees to openly or anonymously contact relevant persons in the Company to raise problems and suggestions for improvement, in all matters and areas related to the work environment and to work relations with their colleagues and managers.

#### **Taking no chances - Safety and Health**

Delta is committed to providing its employees with a safe and healthy work environment. The Company strictly enforces all safety and health laws and regulations. Each Site has a safety program in place including a safety officer suitably trained in applicable local and international laws and regulations.

Each and every one of us is responsible for complying with and upholding the safety and health laws relating to our work area. We are also responsible for taking the necessary precautions to protect ourselves, our suppliers, our co-workers and the public in general, including immediately reporting accidents, injuries, and unsafe, unhealthy and hazardous conditions.

#### **A life - leisure balance**

It goes without saying that satisfied and contented people make better, healthier and happier workers. Delta recognizes that when the needs of an employee have been met in all areas of life, this will impact directly and positively on the employee’s performance. We therefore aspire to achieve a balance between the employees’ private lives and their jobs, and encourage employees to live a rich life that includes sufficient time for family and leisure.

#### **To this end**

- > we do not require workers to work in excess of the regular and overtime hours allowed by local law.
- > Workers have one rest day in every seven day period.
- > We do not request overtime on a regular basis and overtime work is consensual.
- > We compensate overtime work at a premium rate.
- > When necessary and in specific roles, the company provides the tools and enables to work remotely.



## C > RESPONSIBILITY TO THE COMPANY



Louis Brandeis, United States Supreme Court Justice:

**“Sunlight is said to be the best of disinfectants...”**

**For the employees, Delta is a second home. Responsibility to the Company means that we are expected to comply with the law and with ethical and moral codes, consistent with the Company's business and communal conduct. We are responsible to do our best to protect the Company's assets and resources. Information is also an asset, and we are expected to exercise caution with insider information in our possession or in our care, and to protect it.**

### WHAT LIES BEHIND THE WORDS "RESPONSIBILITY TO THE COMPANY"?

#### **Delta is a law abiding company - compliant with laws and regulations**

To be a responsible company means first and foremost to comply with the laws and regulations of the countries where we operate. Delta takes a grave view of any failure to obey the law by its employees or its business partners, and expects its employees and partners to report any suspected violation of the law.

#### **Transparent and accurate:**

##### **accuracy, completion and transparency in financial and business reporting**

Being a public company, Delta attaches the utmost importance to upholding the highest standards in the management of records and in the reports that are issued to the Company Securities holders, the public and relevant authorities. We strive to facilitate fair and effective trade of the Company's shares. To this end, and by virtue of the fact that Delta is a public company, we are obliged by law to report periodically (and sometimes immediately) to the shareholders, the general public and authorities all relevant information. This information may relate to the Company's principal stakeholders (as defined by law), senior officers and to significant financial and business actions (undertaken by Delta). In reporting, we do not focus only on the "what" but also on the "how": all financial reports and business data published by the Company reflect accurately and completely the transactions and events relating to its activity, in compliance with accepted accounting principles, applicable regulations, and Delta's internal controls.

Transparency is an important value in our conduct and relation with our associates, business partners, customers and suppliers. We make a point of providing all our stakeholders with timely, accurate and reliable information.

#### **Protecting Delta's confidential information and intellectual property**

Information and knowledge are part of Delta's most important assets, but in contrast to information that the Company is required to publish and report by law, or data that we must transfer to our business partners as part of our contract with them, the Company also possesses invaluable internal information, the publication or transfer thereof prohibited.

**Delta's employees are privy to confidential information. Management counts on you not to reveal sensitive information.**

**Note: disclosure of confidential or classified information to** an individual or organization inside or outside Delta, directly or indirectly, without prior written consent of a senior Officer is liable to cause the company severe damage, and is strictly prohibited. Delta expects all its employees to protect classified information, even after the termination of their employment at the Company.

#### **Protecting information - it is in your hands**

We must protect confidential or classified information by storing it in a secure and locked location (where possible). Do not remove documents and reports that contain classified information - printed or electronically - from the Company's offices. Do not leave computer and communications devices placed at your disposal and containing confidential / classified information unsupervised (especially not in a car or in any other place that is not sufficiently protected).

#### **Halt, password!**

Access to classified sources of information in Delta's information system will be granted to authorized employees only. All employees must comply strictly with the Company's password policy. Do not give your personal password to any unauthorized persons (inside or outside the Company) and do not use the password when registering for software applications or on external sites.

#### **Information that is best kept quiet**

Delta expects all its employees to avoid conversations containing classified information on mobile phones, on internet platforms, in public places, etc.

#### **Insider information is "out of bounds" -**

##### **use of insider information for securities trading is prohibited!**

Employees are not allowed to trade in the Company's securities when they are in the possession of insider information. "Insider information" is defined by law as non-public information about a development at the Company, a change or an anticipated development or change, or other information about the Company which, were it known to the public, could result in a significant change in the price of Company's securities.

The following are some examples of information liable to be deemed "insider information":

- A.** Information on negotiations about entering into a deal (acquisition/merger) with an external entity, even if not all the elements of the deal have yet been concluded, and even if it is possible that the deal will not be completed.
- B.** Information on Delta's financial results prior to their publication.
- C.** Information about material decisions of the Board of Directors or management.
- D.** Information about financial forecasts materially different from the forecasts that the company has published.
- E.** Material business information not as yet reported to the public by the authorized persons in the Company.
- F.** Information about the Company's restructuring plan and/or resignation or dismissal of key Company personnel.

This prohibition applies at all times and especially during the quarterly "blackout period" defined as the period begins on the 15th of the month following the end of each quarter and ends 30 minutes of trade after the Company's quarterly financial statements are published in the stock exchange website (MAGNA).



## C > RESPONSIBILITY TO THE COMPANY

Trading in securities based on insider information at the employee's disposal is liable to lead to dismissal from Delta, fines or incarceration. If you are unsure as to whether the information in your possession is material and has not yet been published, it is your duty to contact and clarify the issue with the Chief Financial Officer (CFO) or with the Company's secretary (VP Finance) at Delta headquarters in Israel.

Employees receiving inquiries from an outside entity for material information regarding Delta's activities, results, plans or its position on public issues must not answer such inquiries, and must transfer them to the CFO or to the Company's secretary at Delta headquarters in Israel (employees of the United States subsidiary shall relay these inquiries to the Chief Operations and Financial Officer of the subsidiary, while the employees of all other subsidiaries are expected to transfer inquiries of this type to the subsidiary's CFO).

### "Protecting our home" - protecting Delta's assets

The employees of Delta are the company's most important asset. Together, they bear responsibility for protecting the Company's other assets and resources, including physical assets (buildings, installations and equipment, inventory and general supplies), all types of financial assets, and other assets.

Delta expects employees to use these resources efficiently, responsibly and in a controlled manner in order to achieve the Company's objectives and not to advance one's own personal objectives. Delta's managers and workers must take care to use the company's resources efficiently and in accordance with the Company's procedures when using resources for business travel, hosting, entertainment and leisure activities,

Delta also expects employees to look after computer and communications equipment, vehicles and any other assets placed at their disposal as if they were their own, to keep them in good condition, and to immediately report any damage to, or loss of, an item under their responsibility.

Any unlawful act on the part of a Company employee and/or an outside party that is in a business relationship with the Company, including theft, fraud, embezzlement, illegal copying or misuse of assets, unauthorized transfer of information, false publication or illicit use of insider information, is strictly prohibited and will result in disciplinary and possibly legal action.

### SO WHAT ABOUT CONFLICT OF INTERESTS?

Delta recognizes and respects the rights of its employees to take part in business, financial or other activities outside their Delta jobs. However, such activities must be lawful and not have any conflict of interest with the employees' responsibilities at Delta.

Business decisions shall be taken fairly for the benefit of Delta only, without personal interest or personal gain.

The following are three examples of a conflict of interest that must be reported immediately to the relevant person at Delta:

#### > Family relatives and other close relationships

A conflict of interest may arise when doing business with or competing against entities or organizations that employ or are partially or wholly owned by family members (up to and including second degree) or by close personal contacts of a Delta employee and when having interpersonal relationships, between associates working in the company. In any case of a conflict of interests relating to an employee's close ties, it is vital to keep a safe distance: employees must disclose such relationships to their direct manager or to the ethics compliance Department to determine the best possible course of action.

#### > Personal investments

Employees are not allowed to be in a conflict of interest; this includes not having a material interest, either directly or indirectly, in any business entity that has or seeks to have business with, or is in competition with Delta. Any such relationship requires the written approval of the employee's Unit Manager and of Delta's Chief Financial Officer. Generally, the term 'material interest' refers to holding more than 5% of the total shares of that entity by a Delta employee or any of the employee's relatives.

#### > Additional employment

Employees are not allowed to work or receive payment for business services from any business entity that does or seeks to do business with, or is in competition with Delta without the prior written approval of their Unit Manager and Delta's VP of HR.

A conflict of interest may also arise if an employee's activities outside Delta are so demanding that they prevent the employee from fulfilling their obligations to Delta.

#### Transparency – "put everything on the table"

In many cases, the best way to avoid an awkward conflict of interest is to provide full and transparent information about actions that may be misinterpreted by others. To determine the essence of an existing or possible conflict of interest, approach your direct manager, or the Ethical Code "hotline" or Delta's ethics compliance Department.





## D > RESPONSIBILITY TO OUR CUSTOMERS



Thomas Alva Edison – inventor of the light bulb  
“Anything that won’t sell, I don’t want to invent”

Many companies talk about providing service tailored to the customer's needs, for Delta this means both literally and figuratively. Our customers are the reason for our existence. Consequently, we have a responsibility to them. Bear in mind that each and every one of us is part of Delta’s overall service and quality system, be it through direct interaction with customers, or be it through providing in-house services to other departments. The quality and safety of our products, and the service we give our customers, are the outcome of our combined daily actions. We must therefore aspire to professionalism and excellence in everything we do.

### WHAT LIES BEHIND THE WORDS: "RESPONSIBILITY TO OUR CUSTOMERS"?

#### Delta creates value for its customers

Delta’s customer community is indispensable for the Company's continued development and growth. We manufacture high quality, high-value and innovative products for the end consumer - and that is exactly what our customers expect of us all the time. We are committed to providing our customers with uncompromising service and to respect and consider their needs.

#### At Delta, quality and safety "are always in fashion"

It is Delta’s policy to provide customers with high quality, innovative and safe products that comply with the highest standards, and on time.

Our service, safety and quality objectives are achieved by means of:

- > **Procedures:** establishing suitable procedures to guide all employees in meeting the objectives.
- > **Specifications:** formulating specifications for product safety, compatibility, manufacturing, composition and performance in order to meet the conditions required for the product's use.
- > **System controls:** ensuring that tasks are performed accurately and on time.
- > **Precise use of raw materials:** ensuring the consistent manufacture of quality products that meet high standards of safety, appearance and performance.

#### Delta's reputation is in the fine detail!

We all bear responsibility for every product leaving Delta's warehouse or factory on time and of the highest quality.

#### Inoffensive, dignified and respectful – Delta's marketing and advertising

Advertising and marketing constitute an integral part of our relationship with the customer. Delta believes that this must be conducted in a fair and clean manner. Over the years, we have developed a relationship with our customers based on trust, due in part to the fact that we are committed to about the truth and transparency in advertising and avoid misleading the public in any manner whatsoever. Delta strives to advertise its products in a way that does not offend any person or sector, and adheres strictly to inoffensive language and respectful use of images and photographs





# E > RESPONSIBILITY IN CHOOSING OUR BUSINESS PARTNERS



Sir Isaac Newton - discovered the force of gravity and the laws of motion, and invented the telescope:

“If I have seen further than others, it is by standing on the shoulders of giants”

Delta, like any other Company, does not operate in a vacuum, but forms part of a chain of business partners. Delta chooses its business partners carefully and always strives to work with business partners that espouse high ethical standards, helping us to supply high-quality and high-value products that meet customers' expectations.

## WHAT LIES BEHIND THE WORDS "RESPONSIBILITY IN CHOOSING OUR BUSINESS PARTNERS"?

### Managing our Supply Chain by the code of conduct

Delta believes in doing business with vendors, manufacturers, sub-contractors, agents, sales agents, distributors, contractors and consultants (hereinafter: "suppliers ") who demonstrate high standards of ethical business behavior (conduct).

Delta will not knowingly engage entities that operate in violation of laws, regulations and internationally accepted standards, including laws and regulations pertaining to the environment, worker employment, and health and safety. Delta will also not knowingly enter into a business relationship with entities that employ workers below the internationally or locally recognized legal age, or that employ forced-labor, or use physical punishment to discipline workers, regardless of the legality of such practices.

Delta selects suppliers on the basis of valid considerations only, without prejudice and without discrimination on the basis of ethnic origin, religion, race, age, or gender. Locating, selecting, negotiating and entering into engagements with suppliers is based on integrity, fairness and objective considerations only, such as: receipt of competitive quotations, verification of suppliers' capabilities, skills and quality, examination of their legal standing, financial stability, estimated lead times, and references from other customers, etc. Any contractual engagement shall strive to achieve the best possible value for the Company, and shall be devoid of any actions designed to further personal interest or gain.

We are committed to ensuring that any strategic supplier shall receive and act in the spirit of Delta's Ethical Code and the code of conduct.

We treat our suppliers as legitimate business partners and attach importance to developing long-term relationships with them. Therefore, we ensure provision of all relevant information in order for them to succeed in their mission, and we ensure fair and honorable agreements and purchase orders, through understanding that our credibility and ethical standards underlie our core activities.

### Policy on gifts, gratuities and payments – being wary about false impressions

Delta strives to avoid even the remotest possibility of a false impression that its business decisions are based on improper considerations. Consequently, Delta employees are not permitted to accept or to offer gifts, gratuities, or various types of entertainment or benefits.

### Note: when in doubt, rule it out...

If you have received a gift that is not consistent with standard guidelines and Delta's procedures, you are obliged to report it to your immediate superior, who will decide whether you are entitled to accept the gift or whether you must hand it over to Delta.

We stress that bribery, commissions or any payment that does not meet appropriate business standards for or from business partners, government officials or any other external party are strictly prohibited according to Delta procedures and legal requirements in this regard.

### “Playing only by the rules” - competitive information

Delta strives for fair business competition while maintaining moral and social standards. Information relating to competitors, customers and suppliers is a valuable asset in the highly competitive markets in which Delta operates. Delta is committed to obtaining competitive information by lawful means only, and will not slander its competitors.





## F > RESPONSIBILITY TO THE COMMUNITY WE OPERATE IN



Mahatma Gandhi - one of the greatest political and spiritual leaders of the twentieth century

“You must be the change you wish to see in the world”

Delta considers itself an integral part of the community wherein it operates. We believe in a fruitful relationship between us and the community, based on mutual respect and on contributing for the benefit of all those involved.

### WHAT LIES BEHIND THE WORDS

#### "RESPONSIBILITY TO THE COMMUNITY WE OPERATE IN"?

##### "Marching on the path" of commitment to the community

The company is proud of its contribution to the economic and social development of the communities in which it operates, and encourages every one of its units to participate in various activities for the benefit of the community.

We make a real effort to tailor our contribution to the various needs of the community, and we donate money, money equivalent and employee volunteering. Naturally, we do so after conducting comprehensive due diligence of our community partners.

##### Social Networks

When using social networks, an employee must also make a clear distinction between personal viewpoints and those of the Company.

##### Political activities of individuals – drawing a clear distinction between the employee and Delta

Delta respects the rights of its employees to participate in the political process and to engage in political activity. However, an employee who engages in political or civic activity must make it absolutely clear that the opinions and positions held are personal and do not reflect those of Delta.

Employees are not permitted to use the Company's resources to promote themselves or to express their support for candidates, causes or any political parties whatsoever.

##### Contribution to political causes

No corporate funds shall be used to make contributions or payments to political candidates, parties or to political causes whatsoever unless expressly stipulated otherwise in the Company's procedures.

##### Requests from government officials

Delta cooperates with every reasonable request from various authorities, and the information it provides the authorities is accurate and correct. Delta is entitled to all safeguards provided by the law. Consequently, any non standard request for information must be reported to Delta's CEO or CFO, depending on the type of request.

## G > RESPONSIBILITY TO THE ENVIRONMENT WE LIVE IN



Charles Kettering - inventor of the electric self-starter for cars

“My interest is in the future because I am going to spend the rest of my life there”

The principles of sustainability and environmental responsibility have taken firm root in Delta as this trend grows worldwide. Delta strives to be a better company both to the environment and to the planet and takes responsibility for its environmental impact with a view to minimizing its impact to the greatest extent possible.

### WHAT LIES BEHIND THE WORDS

#### "RESPONSIBILITY TO THE ENVIRONMENT WE LIVE IN"?

##### A "Greener" Delta – commitment to the environment

Delta is committed to responsible management of its environmental impact wherever it operates worldwide. As responsible world citizens, we take measures in the course of our daily routine to create a positive environmental impact. This sense of responsibility prompted us to define our sustainability policy and to launch our 'green campaign' to which we have recruited the support of all Company sites.

Delta and its employees are committed to:

- > Compliance with environmental laws and regulations.
- > Acting in accordance with the 'green policy' adopted by Delta, including:
  - Refining production processes, products and packaging while reducing their environmental impact.
  - Reducing quantities of waste generated.
  - Reducing energy and water consumption at Company sites.
  - Increasing the percentage of recycled and reused materials.

Our commitment to the sustainability goals we set ourselves is also reflected in the development of sustainable products. For more information on our 'green policy', check out the Delta website at [www.deltagalil.com](http://www.deltagalil.com).

##### Environmental reporting and setting of environmental objectives:

During 2021, Delta publishes its 7th ESG report which includes reference to performance and objectives in the areas of environment, compliance and community.

This reflects the Company's continuous efforts for greener and better planet.

Delta's ESG reports are available on the Delta website at:

<https://deltagalil.com/responsibility/esg-reports/default.aspx>

## H > DELTA'S COMMITMENT TO THE IMPLEMENTATION OF THE ETHICAL CODE

**IMPLEMENTING THE ETHICAL CODE – BECAUSE IN BUSINESS, JUST AS IN FASHION, "ONE NEEDS A MODEL" ....**

As part of Delta's stance on excellence and leadership, we strive to advance an ethical culture in the company, and the Ethical Code sets out the required model of conduct. We attach great importance to the implementation of the Ethical Code among all managers and workers, including the Group's subsidiaries.

The implementation process will be diligent and consistent, with management setting a personal example and committing to the process and to the text of the code. The Ethical Code will be implemented through training and Delta's intra-organizational communication channels, and the process will be overseen through assessment and measurement of its effectiveness.

We intend to implement in-depth and gradual integration of the Ethical Code into the work routine and culture at Delta.



WISHING US EVERY  
SUCCESS ON THE  
PATH OF RESPONSIBILITY  
THAT WE HAVE TAKEN  
UPON OURSELVES.

### **THE HOTLINE**

As a company that encourages transparency, constant improvement and respectful and fair work environment, and in order to allow the various associates of the company to report any issue with full openness and discretion, the company implemented a “hot line” mechanism, through which questions or reports related to the code of ethics can be raised. The company is committed to handle the applications received with no delay and as much fairness and discretion as possible.”

The email address of the “hotline” is - [ethics@deltagalil.com](mailto:ethics@deltagalil.com)

You can also report by calling +972547882276