

Labor Practice and Human Rights Policy

Tagra Biotechnologies Ltd. develops and manufactures its range of ingredients for the Personal Care industry mainly for export at its plant in Tel Hai. Tagra also imports cosmetic ingredients for local distribution in Israel.

The company operates in full accordance with all laws of the State of Israel with regard to employment policy, social rights, non-discrimination, human rights, etc.

1. Tagra places great importance on maintaining the health of its employees and complies with strict safety procedures and regulations.
2. The company employs an external qualified safety specialist who is responsible for inspections, periodic employee training, seminars on labor safety and work-related accident investigations.
3. The company's employees are employed under good working conditions with clean work areas. Showers and sufficient toilets are available to maintain a high level of personal hygiene.
4. Appropriate protective equipment is readily available for employees in all manned positions at the plant, where potentially extreme conditions of exposure to noise or dust exist.
5. All workers are employed under a personal agreement in full accordance with employment regulations. All employees enjoy full pension benefits.
6. Tagra encourages its employees to develop in their profession. The company encourages its' workers to further progress in their particular field with assistance from Tagra.
7. Tagra does not hire any workers under the age of 18. Each candidate has to present an identification prior to employment.
8. Tagra does not tolerate any employment related discrimination based on religion, race, or sexual orientation, or any other. The company only accepts employees

based on their professional ability and suitability for the job setup and nothing else is taken into consideration.

9. Tagra respects its worker's right to freedom of association while ensuring compliance with laws governing working hours and protection.

Signed in: Netanya, Israel

Name: Ronen Roshkin

Title: CFO

Date: January 1st, 2023

Signature:



TAGRA
BIOTECHNOLOGIES LTD.