

Occupational health and safety policy (OH&S)

3/2025

Allot is committed to providing a safe and healthy working environment for all its employees, customers, subcontractors, and any other individuals who may be affected by our operations. We are dedicated to ensuring their active participation in our OH&S processes.

Allot is fully engaged in managing safety and hygiene risks by implementing effective management systems. Our OH&S Policy aligns with ISO 45001 standards and integrates additional management systems that comply with internationally recognized standards, including ISO 9001, ISO 14001, ISO 27001, and the EU RoHS Directive.

Policy Objective:

Our primary goal is the proactive prevention of accidents and the protection of worker health through systematic risk identification, risk assessments, and reduction of risks to an acceptable level. We will evaluate potential hazards across all workstations, activities, work sites, materials, processes, machinery, facilities, and equipment utilized by our organization. Activities posing an unacceptable risk to employees or others will not be approved.

Commitments and Responsibilities:

To effectively implement this policy, Allot commits to:

- Providing every employee with a safe and healthy working environment by investing the necessary resources to ensure workplace safety, both for our employees worldwide and for those we cooperate with.
- Complying with all relevant health and safety regulations and legal requirements. Where laws or regulations do not provide sufficient controls, we will implement our own higher standards to ensure the safety of our employees.
- Delivering comprehensive safety and hygiene training that is tailored to the specific risks of each job role and work environment.
- Developing clear policies and procedures for managing risk in all activities involving potential hazards.
- Actively working to reduce identified risks and improve safety measures to an acceptable level.
- Providing employees with the necessary safe equipment, tools, and personal protective equipment (PPE) in compliance with applicable laws, standards, and supplier guidelines.

Employee Involvement and Workplace Culture:

We believe that our human resources are essential to the successful implementation of our OH&S policies and the achievement of our safety goals. Our company fosters a supportive, open-minded workplace culture that encourages initiative, creativity, and worker participation. We promote the freedom of expression and constructive feedback from all team members.

We are also dedicated to improving the professional skills of our employees and encouraging personal development through quality and effective training programs. High-quality information and data are made easily accessible and transparent to all employees.

Accountability:

Every individual at Allot, from management to front-line workers, is responsible for adhering to this health and safety policy. By making health, safety, and environmental management an integral part of our organizational culture, we aim to promote sustainable growth and ensure the ongoing safety of all individuals involved in our operations.

Review and Updates:

This policy will be reviewed annually or more frequently if required by new legislation or changes in our operations.

Eyal Harari
CEO, Allot Ltd.

