

Occupational safety and health policy (OSH)

Allot Ltd. manages its business operations in a manner that protects the health and safety of its employees, customers, subcontractors and anyone else who may be affected by our activities and are committed to their participation in OSH processes.

Allot is fully committed to managing safety and hygiene risks through the implementation of appropriate management systems. Our Occupational Safety / Health Policy Management complies with the OHSAS18001 standard, and our system components comply with international standards for additional management systems, such as ISO9001: ISO14001, ISO27001, EU RoHS Directive and more.

Our policy is based on early and proactive prevention of accidents and damage to workers' health by systematic identification of risk factors, risk assessment and reduction to acceptable level. Risk identification and assessment procedures will be performed for all workstations. Activities, work sites, materials, processes, machinery, facilities and any equipment and means used by the organization. Activities that involve an unacceptable risk to employees or other persons will not be approved.

To implement this policy, Allot:

- * Works to ensure that every employee gets a safe and healthy work environment by investing the necessary resources to maintain a safe and healthy work environment for our employees worldwide. As well as for other people with whom we cooperate
- * Is required to answer (or exceed) all relevant regulatory requirements in the field of safety and health. In cases where the law and regulations do not provide appropriate controls, we use our own standard measures to protect our employees
- * Conducts a safety and hygiene training program, in accordance with the risks and the work environment
- * Formulates policies and procedures for any activity for which there are risk factors
- * Works to reduce the levels of risks that have been identified to an acceptable level
- * Provides employees with safe equipment and tools for use and appropriate personal protective equipment, as required by law or any standard, guideline or relevant procedure of the manufacturer or supplier

Allot believes that its human resources are essential in the implementation of our safety and hygiene policies and in achieving our goals, which we therefore adopt

- * A supportive and open-minded workplace, reflected in encouragement of initiative and creativity, freedom of expression and criticism
- * Improving professional skills with the personal development of our employees, by providing quality and effective training
- * Access, availability and transparency of high-quality information and data



Everyone, at all levels of our organization, is responsible for complying with the safety and health policy and thus managing the environment, safety and health will become part of our organizational culture and promote sustainable growth

This policy will be updated annually, unless specific legislation requires that it be updated at a different frequency

Regards,

Erez Antebi
CEO, Allot