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CERAGON DIVERSITY, EQUITY, AND INCLUSION POLICY

PURPOSE

Ceragon is committed to cultivating and encouraging diversity, equity, and inclusion in all aspects of its work, allowing every employee to reach their full potential by feeling included and respected.

Ceragon embraces its employees' differences in age, color, disability, ethnicity, family or marital status, gender identity, language, nationality, physical and mental abilities, political affiliation, race, religion, sexual orientation, socioeconomic status, and other unique traits.

At Ceragon, we value difference and recognize that people from diverse backgrounds and experiences can contribute valuable insights to the workplace.

SCOPE

1. Employees are subject to this policy in the workplace and/or outside of the workplace (e.g., at meetings, events, and social interactions with colleagues).
2. This policy applies to both in-person and remote working.

COMMITMENTS

Diversity and inclusion are core values at Ceragon. Ceragon strives to provide informed, authentic leadership for cultural equity by:



Recruitment

Ceragon's recruitment process is inclusive and equitable and welcomes applications from a wide range of candidates, including but not limited to:

1. Advertisements that will be clear, use inclusive language, be capability based and will not restrict access or preference for someone of protected characteristics unless there is a genuine occupational qualification which must be clearly stated.
2. Selection will be thorough and will be conducted against defined criteria and will be in line with the applicant's suitability for the role.

Employment

1. Ceragon will strive that the terms and conditions of employment shall be drawn up with reference to this policy including:
2. Ensuring fair treatment in terms of compensation and benefits / remuneration without relation to any of the protected characteristics.
3. Promotion and development opportunities will be based on merit and the needs of the role and will not be unlawfully discriminatory.
4. Reasonably prevent and appropriately respond to any form of harassment or victimization, to eliminate unlawful discrimination.

Training and professional development

Ceragon is committed to ensuring equal opportunities and inclusion in its training and development including:

1. Encouraging employees to discuss their career aspirations and development needs including training needs with their manager or the Human Resources department.
2. Equal access to development and training opportunities regardless of protected characteristics.



Reasonable adjustments for disabled people

Ceragon is committed to ensuring inclusion and accessibility for disabled people. This includes but is not limited to implementing reasonable adjustments: Any reasonable adjustments to working terms or equipment which would assist disabled people, will be accommodated where possible and proportionate to the needs of the role.

EMPLOYEE RESPONSIBILITIES

1. Every employee is responsible for treating others with dignity and respect.
2. Every employee is required to complete annual diversity awareness training.
3. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

MONITORING

1. Ceragon's CHRO shall be responsible for receiving all concerns related to instances of potential non-compliance with this policy.
2. This policy will be reviewed annually by the Human Resources department to ensure it is meeting its objectives and where necessary, the Human Resources department shall recommend changes to the board to review.
3. This policy will be updated every three years, or sooner if deemed necessary, to ensure current measures are enforced to achieve equity, diversity, and inclusion within the organization.



RIGHT TO TERMINATE OR AMEND POLICY

1. Ceragon reserves the right to modify, suspend, change, or terminate this policy at any time.
2. This policy does not create any contractual rights or obligations, whether expressed or implied. Subject to local law, the English-language version will prevail.

