



# A Guide to Corporate Social Responsibility



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# Message from the CEO



## The SolarEdge Vision

As an organization that cares deeply about our employees and the people we work with, we place great importance on corporate social responsibility (CSR). By integrating CSR into our company guidelines, we expect everyone working with SolarEdge to adhere to the directives and regulations on legal compliance, quality and control, ethical conduct, human rights, anti-corruption practices, and environmental protection outlined in the following chapters.

Our expectations extend to SolarEdge's partners, subcontractors, and suppliers, who we encourage to reach beyond merely fulfilling basic compliance. We believe in the people we work with, and their ability to make the right decisions when faced with difficult challenges. We encourage all parties to review this document carefully, and to join us in successfully implementing this important mission.

A handwritten signature in black ink, reading "Zivi Lando", written over a horizontal line.

Zivi Lando

CEO

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# Introduction to SolarEdge

Beyond striving to improve the quality and efficiency of our products, we believe that a clear directive on corporate social responsibility is a must for any successful company to thrive. By working together and applying our guidelines on corporate social responsibility to our daily business practices, we are confident that SolarEdge's employees, suppliers, and partners can help make a positive impact on society as a whole.



## CSR applies to all parties

All SolarEdge employees worldwide, including consultants and contractors, should carefully review and follow the directives in this guide. For clarification on any of the policies discussed in the following chapters, as well as scenarios not covered here, or to report cases of suspected non-compliance, employees should speak to their supervising managers. For further clarification, employees are advised to turn to the legal department for assistance.

## Management and leadership

We expect SolarEdge management to demonstrate strong leadership skills, while encouraging employees under their supervision to carefully review and apply the rules and values presented in this guide. It is the managers' responsibility to discuss and clarify any questions or concerns raised by employees in regard to SolarEdge's policies on CSR.

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# Business Practices

SolarEdge is committed to practicing fair business while strictly complying with industry-related legal regulations throughout the regions in which we operate. Furthermore, we enforce a zero-tolerance policy on any violations of the following:

- / International Charter on Human Rights
- / Anti-corruption practices
- / Environmental protection
- / Ethical business conduct
- / Fair competition practices

## Fair competition

SolarEdge believes that promoting fair competition in the marketplace leads to an overall improvement of the products and services offered across the PV power industry. We take the utmost care in preventing any actions that could be construed as hindering fair competition practices.

## Bribes and gifts

It is strictly prohibited for SolarEdge employees to accept bribes in exchange for products or services, and we oppose any form of corruption or exploitation. Gifts, not including those of nominal value, should only be given out or accepted by SolarEdge employees with the consent of a manager.

## Donations

SolarEdge supports worthy social and humanitarian causes through donations, which are reviewed, approved and made by the Donation Committee. The donation budget is determined according to the company's consolidated net profit from the previous financial year. The donation program is managed according to our Donation Policy.



## Conflict minerals statement

The illegal extraction and trade of natural resources, and associated human rights violations, conflict, and environmental degradation, are matters of growing international concern. We are committed to respecting human rights and the environment in accordance with accepted international conventions and practices, such as the United Nations Universal Declaration of Human Rights, ILO Core Conventions on Labor Standards, UN Global Compact, and OECD Guidelines for Multinational Enterprises.

We strive to ensure that materials used in our products come from socially and environmentally responsible sources. We do not tolerate nor by any means profit from, contribute to, assist with, or facilitate any activity that fuels conflict, leads to serious environmental degradation, or violates human rights, as set forth by the above mentioned international conventions and SolarEdge policies.

Read the [SolarEdge Policy on Conflict Minerals](#) and the latest [SolarEdge Conflict Minerals Report](#).

## Confidentiality

It is completely forbidden for company employees and our business partners to pass on or discuss confidential information related to SolarEdge's business operations, strategies or relations with other companies or third parties with a confidentiality agreement in place. This applies to protecting SolarEdge's proprietary secrets as well as those of its partners, customer and suppliers.

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# Employees

## Communication and respect

SolarEdge supports diversity in the workplace and abhors any form of prejudice made against any of our employees, business partners, suppliers, and customers due to age, gender, race, religion, creed, sexual orientation, disability, or political affiliation. We strictly enforce equal opportunities for all job applicants seeking employment at SolarEdge. We believe with diversity comes a great number of different cultural influences, which can positively impact the workplace.



## Discrimination in the workplace

Management should always set the example by encouraging respectful relations between all parties that work together, including employees, business partners, suppliers, and customers.

Any acts of discrimination or unacceptable behavior should first be reported to a supervising manager. For further directives on reporting discrimination, please refer to the SolarEdge [Employee Code of Conduct](#).

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# Customers and Suppliers

We are constantly working to improve the quality of the products and services we supply to our customers. We place the utmost importance on ensuring complete customer satisfaction across the board, and try to promote a deep sense of commitment to this principle among our employees. When dealing directly with customers, SolarEdge employees should observe the following rules of conduct:

- / Always communicate in a respectful manner
- / Diffusing a negative customer experience should always be given top priority
- / Ethical business practices are key to good customer relations. Employees should never discuss or share sensitive client information on products, services, or pricing outside of the SolarEdge organization
- / Always keep the customers' interests and feedback in mind when making important decisions about the products and services we offer



SolarEdge is committed to only working with suppliers and partners that follow responsible and ethical business practices. This means that our suppliers and partners will not violate any international regulations in accordance with the UN Global Compact initiative on the following:

- / International human rights
- / Forced, compulsory, or child labor
- / Discrimination in the workplace
- / Environmental protection
- / Anti-corruption practices



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# Compliance and Certifications

We aim to improve the efficiency of our products and the quality of our offerings by complying with stringent international standards on quality management. We strive to go beyond the most basic level of regulatory compliance, and encourage our partners, suppliers, and customers to do the same.



## ISO 9001 and 90003

ISO 9001 is an international set of standards for quality management. By adhering to the standards, SolarEdge offers products and services that meet both customer and regulatory requirements with consistency and reliability. ISO 90003 is a quality management standard adopted by SolarEdge, which outlines the requirements and guidelines for software products and related services. We continuously strive to improve the quality of our products in order to surpass our customers' highest expectations.



Refer to the [SolarEdge ISO 9001/90003 certificate](#).

Read more about SolarEdge compliance with international standards and directives in the section on Environmental Protection on page 11.

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# SolarEdge Resources

It is important that SolarEdge company resources are used in a responsible manner, as unnecessary waste, loss, or damage can cause both financial loss and harm to the environment. We ask our employees and partners to do their utmost to avoid wastefulness, loss or damage to company resources, and to report any instances of theft or intentional damage. Company resources may include, but are not limited to:

- / Products, inventory, and testing equipment
- / Property and office equipment, including items such as furniture and kitchenware
- / IT infrastructure and tools including servers, computers, mobile devices, scanners, and printers
- / Leased vehicles



Employees should do their utmost to limit any private use of company equipment, facilities, and devices for non-work-related tasks to the absolute minimum. This includes computers, printers, mobile devices, and stationary equipment. Employee-incurred expenses will only be reimbursed if an out-of-pocket payment was made in relation to business activity.

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# Environmental Protection

As an industry leader in technologies that promote environmentally friendly solutions for energy generation, we try to limit the harmful effects of traditional energy sources like fossil fuel and coal, by promoting the spread of clean, renewable energy around the world. We strive to improve the quality and efficiency of our products through stringent quality testing and compliance with international standards for recycling, waste and pollution, restrictions on hazardous substances, and human health. SolarEdge proudly complies with the following international standards and directives:



## ISO 14001

ISO 14001 provides organizations with a framework for an effective environmental management system (EMS). Our products are certified for compliance with ISO 14001 requirements.

Refer to the [SolarEdge ISO 14001 certificate](#).



## ISO 45001

We conform to ISO 45001 Occupational Health and Safety Management Certification, an international standard that provides a framework to identify, control and decrease the risks associated with health and safety within the workplace.

Refer to the [SolarEdge ISO 45001 certificate](#).



## WEEE

The European Union (EU) Waste Electrical and Electronic Equipment (WEEE) directive requires manufacturers of electrical and electronic equipment to support the "Take Back" program by financing the reuse or recycling of products released in the EU market after August 13, 2005. All of SolarEdge's relevant products display the wheel bin symbol in accordance with WEEE requirements. SolarEdge is registered in Germany for WEEE compliance under registration no. DE20777619 and in the Netherlands under registration no. WEEENL0498.

Refer to the [European Commission's WEEE directive](#).



## RoHS

SolarEdge understands the detrimental impact hazardous substances can have on the environment, especially when not disposed of properly. We are fully compliant with the European Union Restrictions on Hazardous Substances (RoHS) directive, which restricts the use of hazardous substances in electrical and electronic equipment. We continuously update company procedures in accordance with the environmental regulations.

Refer to the [European Commission's EU RoHS directive](#).



## REACH

REACH (European Regulation on Registration, Evaluation, Authorization, and Restriction of Chemicals) was introduced on June 1, 2007 in order to improve the protection of human health and the environment. When it comes to dealing with potential risks posed by hazardous chemicals, the directive places the onus on the company, as opposed to a third-party regulator. REACH promotes greater communication and cooperation between all companies in the supply chain.

Refer to the [European Commission's REACH directive](#).



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# Safety in the Workplace

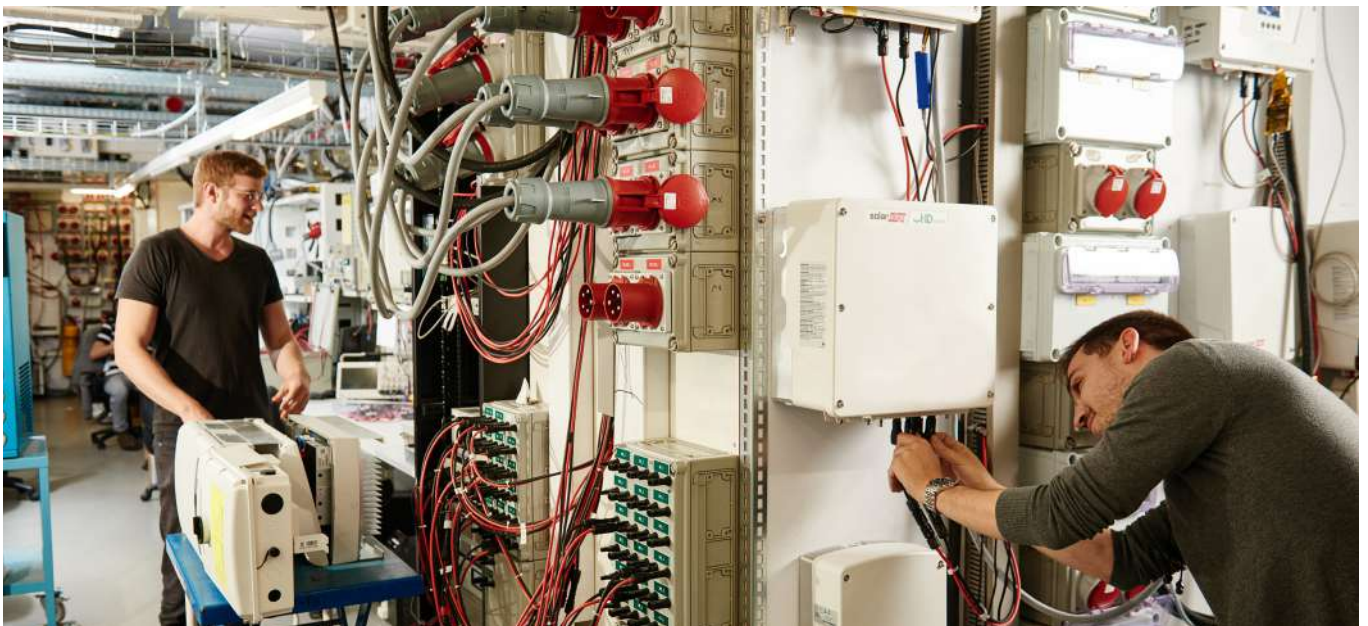
SolarEdge places a high priority on the safety of our employees, business partners, suppliers, customers, and society as a whole. Safety training and compliance is compulsory throughout our offices and manufacturing facilities, in order to reduce as much as possible the chance of injury and other occupational hazards.

## Electrical safety policy

SolarEdge products and facilities such as R&D centers and testing labs, require the use of high voltage equipment. Due to the fact that our employees and partners can be exposed to dangerous levels of electricity on the job, our Electrical Safety Policy is strictly enforced throughout all our offices and facilities. This document covers, but is not limited to, our policy on:

- / Electrical safety training
- / Precautions when working with high voltage
- / Safe use of equipment and infrastructure
- / Electrical equipment setup protocols
- / Correctly entering and exiting laboratories

We encourage all parties working in direct contact with high voltage products and equipment to read the SolarEdge Electrical Safety Policy.



### **Safety drills and training**

From time to time safety drills and training related to fires, earthquakes, and other potentially disastrous scenarios are held. It is crucial that all members of the company attend such trainings and drills in order to understand what to do in case of a real emergency.

### **Reporting safety violations**

It is essential that any safety violations be reported immediately in order to avoid potentially dangerous situations. Should an employee have any questions or feedback about safety in the workplace, they are advised to speak directly with their supervising manager.

### **Medication**

Any employees taking medication on a regular basis should first consult with their doctors about any adverse effects the medication may cause. For example, an employee taking medication that causes drowsiness should not operate potentially dangerous equipment in the workplace. The employee is fully responsible for understanding his or her limitations while on the job.

### **Substance abuse policy**

Drug and alcohol abuse is strictly prohibited in the workplace and any occurrence should be reported to a supervising manager. SolarEdge is committed to protecting the reputation of its employees and will seek the best way to deal with substance abuse, both for the well being of the individual and the company.

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# Confidential Information

While ensuring that access to sensitive company information is made available, it is equally important that our employees safeguard sensitive data from loss or theft. Company information is defined as, but not limited to, the following:

- / All sales and marketing materials related to the company's products
- / Business strategy and planning, information related to mergers and acquisitions
- / Internal documentation
- / Product performance and testing data
- / Financial documents
- / Legal documents including contracts, licenses, and patents
- / Personal information of employees, customers and suppliers



All company information should be considered confidential unless stated otherwise. It is crucial that sensitive data be handled appropriately, and employees are advised to avoid discussing such information in public places. Even the accidental exposure of sensitive and private company information is in violation of the SolarEdge guidelines.

Additional details on the proper handling of sensitive company information are available in the [SolarEdge Code of Conduct](#).

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# Due Diligence and Anti-Corruption Policies

Our internal policies encompass due diligence procedures for potential and current business partners. These practices include regular screenings, risk assessments, compliance health checks, identification of red flags, structured approval processes and documentation, as well as checks on necessity, proper retention, expertise, integrity, method of payment, and other anti-corruption practices. We undergo regular risk assessments and audits in accordance with industry standards.

## Employee training on ethical business practices

We provide comprehensive compliance training for our employees on corruption, antitrust violations, conflicts of interest, and further relevant aspects of business ethics.





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# Reporting Non-Compliance

Identifying, reporting, and managing non-compliance with SolarEdge's policies at an early stage can help limit the extent of damage caused to our employees, partners, customers, and shareholders. Any legal violations of the policies outlined in this guide, whether witnessed or simply suspected, should be reported to the following parties in this order:

- / Supervising manager
- / Legal department
- / General counsel
- / Audit committee



SolarEdge is committed to protecting the privacy of anyone who reports what they believe to be a violation of company policy, serious irregularities in the way business is being conducted, or the law.

## No retaliation policy







The Company, and applicable law, prohibit any form of retaliation for raising concerns or reporting possible misconduct in good faith. No employee will be subject to discrimination, harassment or retaliation of any kind for reporting misconduct the employee believes in good faith to be in violation of the employee Code of Conduct, any applicable policy or applicable law.

Further information can be found in the [SolarEdge Employee Code of Conduct](#).

SolarEdge is a global leader in smart energy technology. By leveraging world-class engineering capabilities and with a relentless focus on innovation, SolarEdge creates smart energy solutions that power our lives and drive future progress.

SolarEdge developed an intelligent inverter solution that changed the way power is harvested and managed in photovoltaic (PV) systems. The SolarEdge DC optimized inverter maximizes power generation while lowering the cost of energy produced by the PV system.

Continuing to advance smart energy, SolarEdge addresses a broad range of energy market segments through its PV, storage, EV charging, UPS, and grid services solutions.

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