

AU10TIX

IDENTITY INTELLIGENCE



AU10TIX ESG Policy

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1. Introduction

A. Purpose

- This document outlines AU10TIX'S corporate social responsibility and sustainability guidelines, guiding our contribution to sustainable economic, social, and environmental development in the identity intelligence sector. The policy supports employees and managers in their strategic decisions and daily work.
- At Au10tix, we prioritize sustainability and aim to lead by example within our industry, leveraging the power of our people and technology to reduce environmental impact.
- Developing our ESG Policy helps systematize our efforts in this field. For this policy, we conducted an internal assessment, identifying key material topics that are most important to our business's success and that are relevant to our industry and community.
- This policy supports building an ESG infrastructure and investing in transparency and disclosure. As of 2024, we are ranked in the basic category of the Israeli masala ESG index.

B. Scope

- Our ESG policy applies to all Au10tix employees, including the Board of Directors, and covers all business activities with customers, suppliers and commercial partners.

2. Au10tix's Environmental Goals and Actions

At Au10tix, we strive to minimize our environmental footprint and foster a culture of sustainability. Our commitment to environmental protection is integrated into our operations.

A. The Environmental Impact

- As a SaaS company, our business environmental impact is relatively low. Nonetheless, we promote a work culture of environmental protection by minimizing waste, recycling and conserving energy.

B. Paper and Plastic Usage and Management

- To protect data and mitigate environmental effects, Au10tix encourages digital communication and electronic documentation, minimizing paper use internally and externally. Additionally, Au10tix promotes sustainable practices within the workplace, such as providing reusable cups and personal water bottles to employees and encouraging the use of reusable cutlery.
- We donate old technical equipment to ensure reuse and avoid landfill waste.
- Au10tix participates in energy efficiency programs, using energy-efficient lighting and air conditioning systems installed in our offices.

3. Au10tix's Commitment to Social Responsibility

At Au10tix, we are dedicated to positive community impact, a supportive workplace culture, and promoting equity, inclusion, and diversity. Our approach reflects our core values and dedication to creating long-term value for stakeholders and communities.

A. Community Engagement

- We continuously look for ways to give back to our communities through volunteer hours, financial support, and other resources. We donate to charitable causes and encourage employee participation in donation drives and volunteering activities.

B. Culture, Engagement and Growth

- We cultivate a vibrant, friendly and welcoming work environment that encourages innovation and collaboration. All employees are trained on our business code of conduct, highlighting our core cultural values. Our Code of Business Conduct and Ethics is public and can be accessed [Here](#).
- At Au10tix, we practice an “open door policy,” ensuring accessibility and encouraging honest feedback through performance reviews.

C. Commitment to Employee Development

- We support our employees' personal and professional growth, offering role-specific training, career development opportunities, and support through annual performance reviews.
- Au10tix offers a comprehensive array of development initiatives, focusing on professional and personal development and management skills. We provide access to professional training and courses, develop and hold senior management training, and encourage participation in conferences. This commitment to ongoing learning and knowledge sharing ensures that our employees are well-equipped to advance their careers and contribute effectively to the company's success.

D. Equity, Inclusion and Diversity

- We actively promote diversity, including gender, ethnicity, age, and cultural background. Equal opportunity is embedded in our hiring practices, with the aim of cultivating a workforce rich in varied skills and talents.

E. Collaboration with non-profit Social Entities

- Au10tix builds valuable partnerships with non-profit social entities alongside our internal business, suppliers, and customers. We emphasize collaboration both within and beyond our organization to advance our ESG initiatives effectively. This includes aligning our efforts with those of our non-profit partners to ensure that our joint projects support meaningful social impact and sustainability goals.

4. Au10tix Statement on Governance

At Au10tix, we promote robust oversight, transparency, and risk management to ensure resilience and long-term preservation of value for our business. We uphold strong corporate governance practices through exemplary board stewardship, clear management accountability, and proactive risk management.

A. Data Protection and Privacy at Au10tix

- We prioritize data privacy and security, maintaining customer trust through transparency, protection, privacy, and ownership.
- We follow necessary guidelines and regulations to ensure data is handled with the utmost care.
- Au10tix has a dedicated compliance team overseeing and managing our comprehensive compliance framework. This team continuously monitors and enhances Au10tix's policies, manages risk, and ensures compliance with relevant laws and regulations. Our Global Privacy Program aligns with our organizational goals and has matured significantly over the years. Au10tix Privacy Notice can be access [here](#); Au10tix App Privacy Policy can be access [here](#); Au10tix Biometric Policy can be access [here](#).

B. Commitment to Respecting Diversity, Human Rights and Labor Rights

- At Au10tix, we maintain a zero-tolerance policy for bullying and discrimination, including verbal, physical, and sexual harassment. We are committed to fostering an inclusive work environment where every individual is treated with respect and dignity and feels confident and comfortable communicating concerns. Au10tix established an internal Anti-Harassment Policy that all employees are required to follow.
- As an equal opportunities employer, we actively work against discrimination based on age, disability, race, religious belief, gender, sexual orientation, political preferences, or any other personal characteristic.
- We strive for gender balance across all areas of our business. We are dedicated to ensuring equal pay for equal work of equal value and continuously work to address and close any gender pay gaps.
- We adhere to local labor laws in all our operations. Our commitment extends to ensuring fair and lawful employment practices.
- We are committed to providing a workplace that promotes health and well-being, exceeding the minimum legal requirements. We offer all employees opportunities for professional development and skill enhancement.

C. Commitment to Upholding the Highest Ethical and Corporate Governance Standards

- At Au10tix, we are committed to maintaining a robust internal system to combat corruption, ensuring transparency and verifiability in all operations. We provide comprehensive training for our employees on anti-corruption, anti-money laundering, and anti-bribery training.
- We avoid partnerships or investments with companies that breach international and national laws or Au10tix's internal guidelines concerning human rights, labor rights, environmental regulations, or anti-corruption.
- Similarly, we do not procure goods and services from suppliers who fail to meet international and national laws or Au10tix's internal standards regarding human rights, labor rights, environmental regulations, or anti-corruption. Our Anti-Bribery and Corruption Compliance Policy can be accessed [Here](#).

D. Compliance

- At Au10tix, our data processing strategy is grounded in a comprehensive risk assessment and adheres to globally recognized standards and regulations. We align with established frameworks such as ISO/IEC 27001:2013 and adhere to privacy laws, including GDPR, UK GDPR, CPRA, and US Privacy Laws. Our authentication and identity verification solutions are supported by a robust regulatory environment and strong policies that advocate for trust, data protection, and accountability in digital identity verification services.

- Our compliance framework clearly defines legal responsibilities and choices for data subjects and is subject to rigorous audits by qualified independent auditors. We ensure that all legal and regulatory requirements are met. Au10tix receives certification by independent third-party auditors rather than merely self-auditing. This certification across multiple standards underscores our dedication to not only meeting – but exceeding compliance expectations.

5. Au10tix's ESG Commitment

Au10tix recognizes its responsibility to employees, customers, and the broader community. Embracing ESG principles allows us to amplify our positive impact. We place equal importance on investing in our people, building trust with our stakeholders, safeguarding the environment, and upholding our role as a responsible corporate citizen.

6. Breach of Policy

In the event of a policy breach, Au10tix will take all necessary measures to address the violation, including disciplinary or contractual procedures where applicable.

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Approved by: Udi Abram. VP Legal, GC