



ORMAT

ORMAT TECHNOLOGIES INC.

HUMAN RIGHTS & LABOR POLICY



December 2023



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1 ABOUT THIS POLICY

Ormat Technologies Inc. (with its subsidiaries "Ormat") recognizes its responsibility to respect human rights,¹ to avoid any infringements of human rights and to address any relevant human rights impacts that Ormat may be directly or indirectly involved with or responsible for.

This Policy sets out Ormat's commitments and responsibilities in relation to human rights, and especially those applicable to the business activities and operations of Ormat, with particular attention for conflict-affected or high-risk contexts. Our commitment is guided by various principles and is reviewed annually.²

Other internal references to Company documents that are linked to and support the principles outlined in this policy are the Code of Business Conduct and Ethics, Code of Ethics Applicable to Senior Executives, Ormat's Corporate Governance Guidelines, Ormat's Anti-Corruption Policy and Ormat's Conflict Minerals Policy. These policies outline principal commitments that Ormat expects its stakeholder groups – employees, managers, suppliers, subcontractors and business partners – to follow. This Human Rights & Labor Policy outlines Ormat's commitment to these and other stakeholder groups affected through Ormat's activities within its own operations, and throughout its value chain.

Ormat is committed to complying with applicable laws and human rights commitments, as well as honoring and recognizing internationally accepted human rights principles, especially when faced with conflicting requirements presented in local laws and regulations. Where relevant, Ormat develops and implements due diligence processes to identify, prevent, mitigate and account for potential adverse human rights impacts that are tied to its operations and supply chains.

¹Ormat defines human rights as follows: "Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination."

²Some of these principles include the following: UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Labor Organization's (ILO) 28 core labor conventions including the Declaration on Fundamental Principles and Rights at Work and the ILO Convention 169 on Indigenous Peoples, the UN Declaration on the Rights of Indigenous Peoples and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).



2. OUR COMMITMENTS TO HUMAN RIGHTS AND LABOR AND SOCIAL STANDARDS

In addition to Ormat's commitment to the internationally accepted principles of human rights, Ormat assigns particular importance to upholding and complying with fundamental labor and social standards, including:

- Avoiding child labor practices;
- Avoiding forced or compulsory labor practices³
- Acknowledging and respecting employees' right to the freedom of association and collective bargaining;
- Providing and securing all relevant and essential employment rights;
- Working to eliminate discrimination ⁴ with regards to employment, including all forms of harassment and abuse;
- Ensuring essential health and safety standards and practices in the workplace by developing risk awareness and encouraging responsible behavior among employees;
- Respecting the rights of local communities by promoting free and informed consultation activities, with particular regard for vulnerable communities, such as tribal or indigenous peoples;⁵
- Demonstrating zero tolerance for bribery or corruption, according to the principles outlined in Ormat's Anti-Corruption Policy;
- Respecting the right to privacy of all stakeholders including the correct use of information and data.

³ Forced or compulsory labor refers to all work or service which is extracted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily)

⁴ The term 'discrimination' refers to both direct and indirect discrimination. Direct discrimination refers to any distinction, exclusion or preference based on race, color, sex, age, sexual orientation, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. Indirect discrimination refers to any distinction, exclusion, or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

⁵ Tribal peoples refers to peoples in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations. Indigenous peoples refers to peoples in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographic region to which the country belongs, at the time of conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.



3. RESONSIBILITIES, REVISIONS AND REVIEWS OF THIS POLICY

Ormat makes this policy Public so that the content is known or accessible to all of Ormat's stakeholders.

Grievances, questions or complaints with regards to this policy can be submitted to Ormat's whistleblower ethics hotline by telephone at 1-866-294-5535 or via its third party website, www.ethicspoint.com. For more information, please refer to Ormat's Whistleblower Policy, accessible at www.ormat.com.

Breaches of this policy are taken seriously and all of the conditions outlined in this policy are enforced with the greatest stringency. Through reports to Ormat's Ethics Line, Ormat is committed to investigating and resolving any relevant grievances.

Furthermore, Ormat is committed to establishing and supporting grievance mechanisms for impacted local communities.

Our Board of Directors has adopted this policy on behalf of Ormat and is responsible for overseeing and periodically reviewing this policy. The human rights policy and procedures are administered by Ormat's management, across all operations owned or managed by Ormat. Ormat provides training on this policy to its employees on a periodic basis

REVISION HISTORY

Rev.	Date	Details	Approved by
0		Human Rights & Labor Policy Created	
1	31-December-2018	Amended	
2	15-December -2023	Amended	