

# Human Rights and Labor Policy

## Introduction

Check Point strives to treat its employees, contractors and suppliers with dignity and respect. We promote a safe, healthy, and supportive work environment and we condemn modern slavery and human trafficking in any form. Our commitment includes closely monitoring our compliance with international standards and local laws in all of our locations around the world to ensure that the rights of our employees are protected. Our employees, suppliers and partners are required to comply with our corporate policies at all times. We also work with our suppliers to ensure compliance with all applicable human rights and labor laws and regulations.

In line with our policy, Check Point supports and respects fundamental rights and endorses the standards set forth in the [Universal Declaration of Human Rights](#), [the UN Guiding Principles on Business and Human Rights](#) and the [ILO Declaration on Fundamental Principles and Rights at Work](#).

## Minimum Wages

Check Point compensates its employees with fair and competitive salaries and social benefits. We review the compensation packages of our employees on an annual basis to ensure that each employee is appropriately compensated to reflect his or her performance, experience and professionalism.

## Working Hours

Check Point believes in work-life balance and the ability to balance home life with the demands of a working environment. As such, we allow flexibility of working hours and working from home. In addition, we prohibit working more than the maximum hours of work prescribed by local laws in the different jurisdictions in which we operate.

## Benefits and Leave

Check Point fully complies with the local laws and regulations regarding employee benefits and annual leave in each of the jurisdictions in which it operates, and strives to provide its employees with benefits and annual leave that significantly exceed those mandated by law. Check Point also provides its employees with health benefits, retirement plans and other benefits tailored to meet the needs of our employees.

## Freely-Chosen Employment

Check Point ensures that the overall terms of employment are voluntary and condemns modern slavery and human trafficking in any form, as we are committed to the eradication of such illegal activities

## No Discrimination

Check Point prohibits discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, family status, ethnicity, religion, disability, union membership or political affiliation. In this regard we follow the core principles outlined in the [Convention on the Elimination of Discrimination Against Women](#), [the Convention on the Rights of Persons with Disabilities](#), and [the UN Standards of Conduct for Business Tackling Discrimination against LGBTI People](#). Our non-discrimination approach is reflected through all aspects of employment, from the recruitment of personnel through job assignments, promotions, remuneration, training and benefits. We nurture and aim for diversity, as we believe that the diversity and the uniqueness of each of our individuals, leads and guides us and helps us improve, develop, learn and succeed in what we do best. Our commitment to diversity and equality is reflected in the following actions (all of which are described in our Workforce Diversity and Equality Statement):

- We hold special programs for the career development of our female employees and for our employees who are members of minority communities.
- We are proud to be the employer of employees that carry different types of disabilities, as we benefit from their significant contribution to the company.
- We participate in different conferences and events to promote gender diversity in order to recruit women candidates to R&D positions and we promote campaigns to increase the number of women in tech related roles.
- We put great efforts into recruiting people from various backgrounds to create a diverse environment and bring different ideas and cultures to the table. We work closely with several community employment programs to increase hiring from minority groups for entry level programs and internships, such as Tech Career (Ethiopian community); JBH (Avratech), Cyber Elite, Kama Tech (for the orthodox community); and Tzofen and ItWorks (for the Arab sector).
- We work closely with Taasuka Shava (an equal employment opportunity organization for people with disabilities in Israel), and we use their services to recruit employees with different types of disabilities and participate in their recruiting workshops.

## No Harsh or Inhumane Treatment

Check Point prohibits abuse or harassment of its employees or by its employees, or the threat of any such behavior. In addition, Check Point ensures and monitors that its contractors do not use or permit any form of forced or involuntary labor, slavery or human trafficking.

## No Child Labor

Check Point complies with the minimum age laws and regulations in each of the jurisdictions in which it operates and does not employ child labor.

## Health and Safety

We provide our employees with a safe and healthy workplace in compliance with all applicable laws and regulations.

We are committed to health and safety as part of our operations in order to ensure the well-being of our employees and community. Our Safety Officer ensures our employees' safety by providing all required safety instructions and guidelines and by ensuring that all company facilities and systems are, and continue to be, safe.

In this regard, we adhere to the following standards:

- (a) We ensure health and safety in our workplace by establishing safeguards and identifying, managing and preventing illnesses and hazards.
- (b) We hold a Disaster Recovery Plan that provides alternatives in cases of emergency to our manufacturing facilities and hubs, as well as to various suppliers.
- (c) We adhere to our security procedures and we continually monitor the security and safety of our employees, company and assets.
- (d) We keep awareness and train our employees how to act in cases of emergency.
- (e) We promote safety not only in our workplace but also when travelling and working offsite.
- (f) We maintain a safe work environment, free of threats, violence, abuse or hostility.
- (g) We provide our employees with relevant information and support in cases of occupational injury and illness.
- (h) We ensure a clean working environment by providing on-site cleaning services.

As an example of Check Point's genuine care for its employees' safety, since March 2020 and the spread of the Covid-19 pandemic, Check Point supports and enables its employees worldwide to work remotely from home. For those employees who prefer working from the offices, Check Point created a sterile work environment and adjusted the office space in accordance with the applicable Covid-19 guidelines in each jurisdiction.

In our Israeli headquarters we also adopted the “Tav Sagol” (the Israeli “purple label” guidelines for the protection from, and prevention of the spread of, the Covid-19 virus). We divided our employees into capsules and secured two meter distance between each working station. In addition, our offices are consistently equipped with hand sanitizers and disinfectants.

## **Freedom of Expression and Association**

We respect the legal rights of our employees worldwide to join labor organizations or trade unions. In certain jurisdictions our employees are associated in Works Councils. In addition, we respect, promote and protect the right to freedom of expression, and in particular the “freedom online”, as part of the individual’s exercise of human rights, through any media, technologies or forums and we act in accordance with the resolution adopted at the 20th session of the UN Human Rights Council in 2012, titled “the Promotion, Protection and Enjoyment of Human Rights on the Internet”.

We believe in transparency and internal communication, as our employees have an open channel of communication and information sharing with their managers and colleagues.

## **Ethical Dealings**

We encourage our employees to conduct business according to our Code of Ethics. We comply with all applicable laws and regulations concerning bribery, corruption and prohibited business practices.

## **Privacy**

We consider the right to privacy of our employees and customers a core value. Specifically, our employees’ data is highly protected in compliance with all laws and regulations. Our employees are committed to confidentiality when dealing with third parties.

We respect the privacy of our customers and we are committed to keep all our customers’ personal data secure, in accordance with our Privacy Policy and in accordance with the highest standards, best practices and applicable regulations. Our Privacy Policy provides our customers and users with all information on the personal data that we collect, the manner in which we use such information, how we safeguard the information and our customers’ rights in this respect.

## **Management, Control and Reporting Contact**

We adopted the following procedures in order to ensure that the human rights and labor standards of our employees are maintained:

- We perform employee surveys to assess our employees' perceptions of and satisfaction with the organization on a regular basis and we act in transparency when announcing the results of such surveys to our employees.
- We encourage transparency and internal communication. Our employees have an open channel of communication and information sharing with their managers and colleagues.
- We believe in providing our employees with comprehensive feedback on their performance as an essential component of managing a successful workplace. We perform a comprehensive performance review process with our employees twice a year. In the performance review we conduct an open conversation with the employee on target meeting, performance, areas of responsibility, attainment, place for improvement, any kind of training that may be helpful and Check Point's goals and targets for the coming year.
- We encourage our employees to approach our management and HR on any matter of concern. Any employee who feels that he or she has been treated unfairly, feels abused or discriminated, or in any other matter addressed in this Policy, may file a complaint to the HR or to the Company's General Counsel, John Slavitt at [jslavitt@checkpoint.com](mailto:jslavitt@checkpoint.com).

We have zero tolerance to any form of retaliation against anyone who raises a human rights concern and we encourage our employees or any other third party who has concerns on matters of legal or regulatory conduct, or any other conduct that is not in compliance with the company's policies and procedures, to report such behavior, in accordance with the procedure set forth in the company's Whistle Blower Procedure.

Updated on March 31, 2021