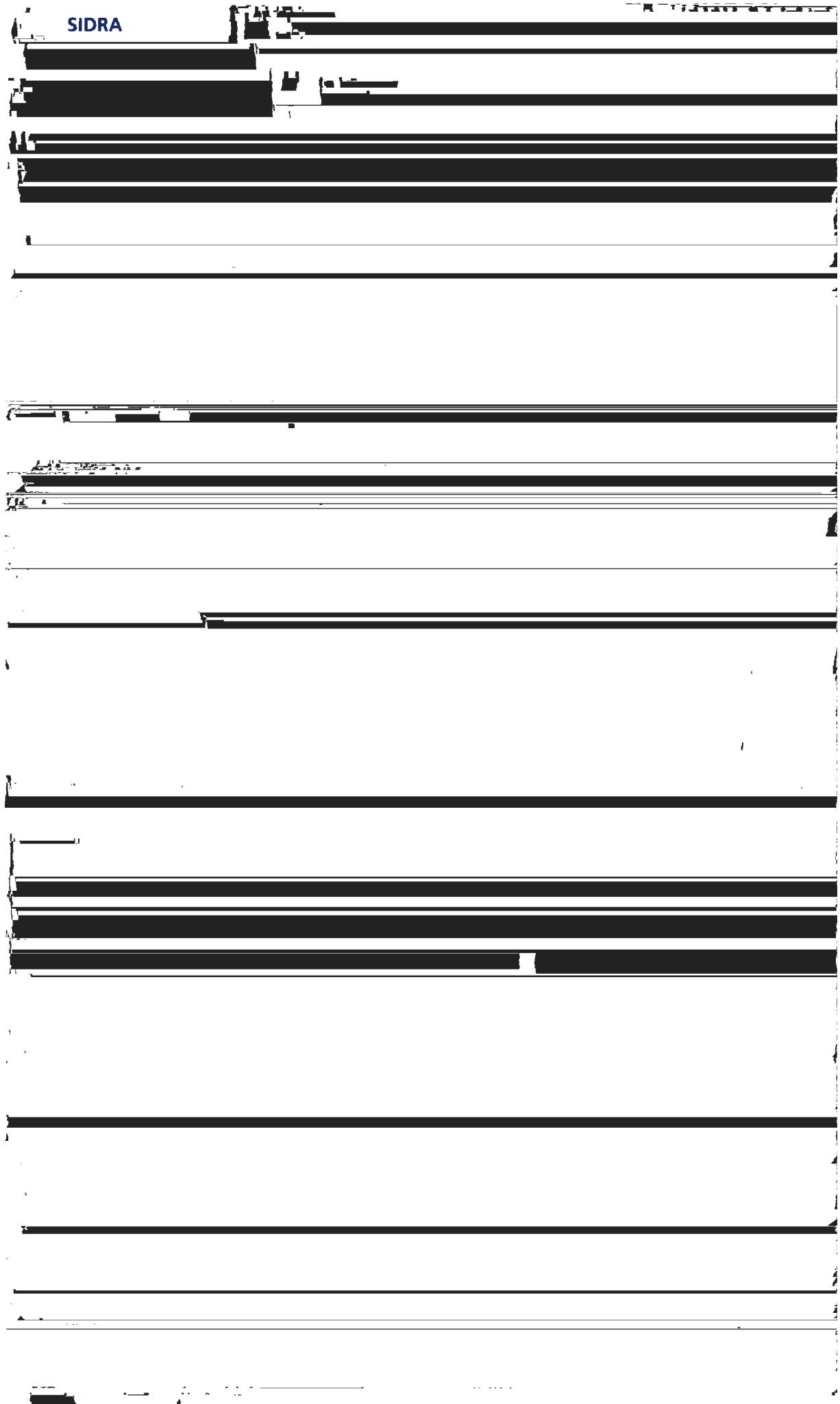


SIDRA





# תְּנִשְׁאָרֶת בְּבֵית־יְהוָה

סודות ותפקידים

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organization.



**Policy for [REDACTED]'s work-life balance**

Work-life balance in the workplace is essential for employee well-being and productivity.

The company believes that employees who have a healthy work-life balance are more engaged, productive, and satisfied with their work.

The company will provide resources and support to help employees achieve a work-life balance, including:

• Flexible working arrangements such as part-time work, telecommuting, and compressed workweeks.

• Paid time off, including vacation, sick leave, and parental leave.

• Health and wellness programs, including fitness classes, healthy eating options, and mental health resources.

• Work-life balance training and resources for managers to support their employees.

The company will also encourage a culture of work-life balance by modeling it at the top and promoting it throughout the organization.

Finally, the company will review and update its work-life balance policy regularly to ensure it remains effective and relevant.



This policy together with the DEME Group's Code of Ethics and Business Integrity policy, STRIVE-policy and

the Anti-Bribery Policy, form the basis of our approach to sustainable development.

The policy is intended to support the implementation of the Group's commitment to sustainable development.

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