

DIPLOMAT ETHICAL CODE

DIPLOMAT

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The Purpose of the Ethical Code



Dear Employees,

I am happy to present to you the Code of Ethics of the Diplomat company and its subsidiaries.

As a leading sales and distribution company, with over 50 years of experience, Diplomat offers a diverse portfolio of consumer goods and food brands from some of the leading companies in the world. Diplomat provides its customer advanced sales services and logistic solutions.

This document, which is based on the values and principles of Diplomat Group, is the Ethical Code of Diplomat Holdings Ltd and its subsidiaries and is applicable to all its employees. Adhering to our ethical code, has always been the way we conducted ourselves and a fundamental reason for us to be proud to work in this company.

I believe that building a unified organizational culture, one that is based on ethical behavior, teamwork, collaboration, promotion from within, and engagement - is the way to drive a winning organization.

I expect that each and every one of you will continue to act in alignment with our ethical code, as a way to ensure the company's long-term success.

Noam Weiman



Professionalism

We achieve optimal results by developing our capabilities and continuously improving work processes and organizational efficiency.

One of Diplomat's fundamental drivers of success is professionalism. Our professionalism is achieved by our people - we recruit and nurture the best, continuously improving and developing capabilities and work processes.

How do we manifest professionalism at Diplomat?

- Diplomat recruits the best people. The recruitment process is fair and equal, assessing the professionalism and experience of the candidate, with no discrimination to gender, religion, race or other.
- We make sure that we always improve and refine our recruitment screening processes, based on the changing needs. This is how we build a professional and a leading company.
- We place great emphasis on promoting employees from within - investing in development and leveraging professional abilities as a way to develop our future leaders and ensure our growth.
- We make sure to remain the experts in our industry, in every territory we operate.





Integrity

We act with integrity, transparency, and respect, upholding our ethical principles in accordance to the letter and spirit of the law.

Integrity defines our path in all our relationships - with our colleagues, employees, customers, suppliers, partners or any other entity.

As a public company we believe it is our duty to be transparent and take excessive care in everything we do. We believe that doing the right thing, with integrity, will necessarily lead to organizational success.

How do we manifest integrity at Diplomat?

- All business decisions are made in line with our values, with zero compromises.
- We respect all human beings, with no discrimination based on religion, culture, race, gender, sexual orientation, age, or on any other ground.
- We pay extra attention, based on our values, to ensure fair employment practices that enable unbiased equal opportunities that are based on experience, capabilities.



The logo for Diplomat, featuring the word "DIPLOMAT" in a bold, italicized, sans-serif font. The letters are white with a blue outline, and the entire logo is set against a dark blue background.

DIPLOMAT

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