

Re: Employees' Remarks in Public, including on Social Media

To the Employees of the Ariel Company,

We would like to clarify and refresh, that the employees of the Ariel Company are public servants and that they have an obligation to refrain from publicly voicing positions and opinions with a distinctly political tone in a blatant style, so that the public's trust in the public service and its purpose is not harmed.

Each and every employee of the Ariel Company must refrain from remarks, including on social networks and through various media, that may cause incitement, violence, racism or harm to the public's feelings and thus also to the image of the Ariel Company.

We wish to emphasize, that each and every employee of the Ariel Company is subject to disciplinary procedures and the rules of ethics, according to which each employee must behave in a manner that befits his position as an employee of a municipal company and in a manner that may not damage the image or the good name of the Ariel Company. The disciplinary procedure also states that the employee may, as an individual, express his opinion publicly, in writing or orally, regarding general public problems that are not related to his work, but this is subject to the employee maintaining an appropriate style and expressing himself in a manner appropriate to his status as a public employee.

Therefore, we ask you to be sure to behave in accordance with the norms and rules of conduct expected of an employee of a public company, subject to the disciplinary procedures that apply to all employees of Ariel Company and to avoid statements that may cause incitement, violence, racism or harm to the public's feelings and thus also to the image of Ariel Company.

The management of Ariel Company attaches great importance to this issue and will take disciplinary measures against employees who act contrary to what was stated.