

HDBASET ALLIANCE

Equal Employment Opportunity (EEO) and Anti-Discrimination Policy

The Equal Employment Opportunity policy of HDBaseT Alliance is founded on the philosophy that our directors, officers and subcontractors must be treated with fairness, dignity and without unethical discrimination. HDBaseT Alliance bases all of its decisions regarding hiring, promotions, discharge, pay, fringe benefits, job training, classifications, referral, and other aspects of employment without regard to race, color, national origin, ancestry, sex (including pregnancy), marital status, age, religion, disability, gender identity, genetic characteristics, sexual orientation, childbirth or related individual conditions, medical conditions (as defined by applicable law), mental and physical disability (including HIV/AIDS), military status, political affiliation, or any other characteristics protected by federal, state or local law (referred to as “protected status”). This nondiscrimination policy extends to all terms, conditions and privileges of employment (including medical care and pregnancy disability leave) as well as the use of all HDBaseT Alliance facilities, participation in all HDBaseT Alliance sponsored activities and all employment actions such as promotions, compensation, benefits and termination of employment.

Any director, officer and subcontractor of HDBaseT Alliance with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of Ms. Dana Milner, Adv. (Legal Counsel) and/or Mr. Tzahi Madgar (President), as applicable. Directors, officers and subcontractors of HDBaseT Alliance can raise concerns and make reports without fear of reprisal and are encouraged to document any alleged incidents involving the discrimination or harassment. Directors, officers and subcontractors of HDBaseT Alliance have up to five years from the alleged incident to bring legal action forward. Directors, officers and subcontractors of HDBaseT Alliance with harassment or discrimination claims are not required to enter into a nondisclosure or nondisparagement agreement, but may request such provisions in an agreement. If a director, officer or subcontractor of HDBaseT Alliance makes such a request, such director, officer or subcontractor of HDBaseT Alliance has seven days to revoke the agreement. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination.

Harassment-Free Workplace

Harassment at HDBaseT Alliance is not tolerated. Harassment is any verbal, physical or visual conduct of a sexual, racial, ethnic or religious nature or other type of behavior which impairs the ability of a director, officer or subcontractor of HDBaseT Alliance to perform his or her role, and/or which creates a hostile, intimidating or offensive work environment. Harassment includes retaliation against a person who has reported the harassing behavior of another. Under this policy, directors, officers and subcontractors of HDBaseT Alliance are protected from harassment based on race, color, national origin, ancestry, sex (including pregnancy), marital status, age, religion, disability, gender identity, genetic characteristics, sexual orientation, childbirth or related individual conditions, medical conditions (as defined by applicable law), mental and physical disability (including HIV/AIDS), military status, political affiliation, age, or any other characteristics protected by federal, state or local law (referred to as ‘protected status’).

HDBaseT Alliance is committed to eradicating any form of sexual harassment. Sexual harassment is a form of gender (sex) discrimination. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment; submission to or rejection of such conduct by an

individual is used as the basis for employment decisions affecting such individual, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

HDBaseT Alliance's anti-harassment policy prohibits the harassment of its directors, officers and subcontractors by other directors, officers and subcontractors, as well as the harassment of its directors, officers and subcontractors by other third parties, including contractors, vendors, and others who have access to HDBaseT Alliance property and materials.

HDBaseT Alliance prohibits the use of computers, email system, voice mail system, texts, cell and video phone, and any other electronic media, in ways that are offensive to others, or are otherwise discriminatory, harassing or obscene, or for any other purpose which is illegal, against HDBaseT Alliance's policy, or not in the best interests of the company. Any such use of any electronic media will be considered a violation of the company's policy against harassment.

Any director, officer and subcontractor of HDBaseT Alliance experiencing or witnessing harassment is asked to report it to the President of HDBaseT Alliance or to the Legal Counsel of HDBaseT Alliance. All complaints of any type of harassment will result in a fair, complete and timely investigation, coordinated by the President or by the Legal Counsel of HDBaseT Alliance, with a report to the complainant. Confidentiality will be respected to the extent possible but absolute anonymity should not be expected.

Any director, officer or subcontractor found to have engaged in any form of harassment, including retaliation, will be subject to immediate and appropriate disciplinary action, up to and including termination of its position in HDBaseT Alliance.

Last updated: July 13, 2021.