

## CEVA's Human Rights Policy

### 1. Purpose

CEVA is committed to the highest standard of business and ethical behaviour, as well as ensuring compliance with application laws and regulations along with CEVA's company policies and procedures.

### 2. Scope

This policy applies to all CEVA worldwide employees in all CEVA locations and has the commitment of all CEVA management and the Board of Directors in the development and implementation of this policy.

### 3. Policy

CEVA respects internationally recognised Human Rights as established in the Universal Declaration on Human Rights and the International Labour Organisation's Core Conventions. According to the UN human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, sexual orientation or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination. Our minimum standards for these principles are laid out in this policy and are incorporated in our Code of Business Conduct and Ethics.

#### Conduct and Ethics

CEVA's policies enforce our commitment to respecting the protection of internationally recognised human rights.

1. All employment in CEVA is voluntary. CEVA respects the human rights of every employee, including but not limited to non-discrimination, prohibition of child and forced labour and freedom of association.
2. CEVA abides by laws and regulations regarding pay practices, minimum age of employment and employment status and classification.
3. CEVA believes that everyone should be treated as equals and is dedicated to eliminating any discrimination based on race, sex, nationality, ethnicity, language, religion, sexual orientation or any other status.

CEVA strictly prohibits any form of unlawful discrimination against any employee or applicant for employment. We recruit, hire, train, promote, discipline and make other employment decisions without regard to race, colour, ethnicity, religion, gender, sexual orientation, gender identity and expression, age, national origin, disability, veteran status, marital status and other classifications protected under law.

4. CEVA recognizes the right for all employees to become a member of (or not) of a trade union and the right to have an employee representation when required by law.

5. CEVA recognises the right to collective bargaining is the right of individual employees in a workplace to come together and to choose a representative, based on a majority vote, who will then negotiate with their employer over terms and conditions of employment.
6. CEVA welcomes diversity and is operating a multi-cultural company with a diverse mix of backgrounds and abilities. CEVA is committed to providing reasonable accommodation for an employee's disabilities or religious beliefs and practices.
7. CEVA is committed to providing a workplace free of discrimination, harassment, violence and intimidation. CEVA is committed to the fair and respectful treatment of all our workers, and we expect our suppliers to maintain the same commitment.
8. CEVA respects all human rights and expects those it does business with to do the same as well.
9. CEVA expects its vendors and global partners to respect this policy and adhere to it.

#### **4. Role of Human Resources**

CEVA Human Resource department is responsible for monitoring and maintaining this policy.

#### **5. Responsibilities**

All employees of CEVA and its suppliers are expected to abide by this and all other CEVA policies.

Employees are made aware of the policy on the website when joining CEVA and required to read it. Each employee is asked to sign a form stating they have reviewed the policy.

If an employee suspects a human right breach, they should bring it to the attention of Human Resources as soon as possible. This also applies to dealings with suppliers and contractors.

#### **6. Due Diligence and Review**

The Human Resources team manages the Human Rights policy. The Human Rights Policy is reviewed and updated as necessary. We engage all relevant groups within CEVA which includes, corporate social responsibility, environmental, health and safety, human resources and legal chain in our review and due diligence process. The policy is reviewed and approved by our Compensation Committee (which is made up of Directors from CEVA's Board) any time a significant change is made. Every individual and department at CEVA is responsible for understanding and implementing the rights covered in this policy.