

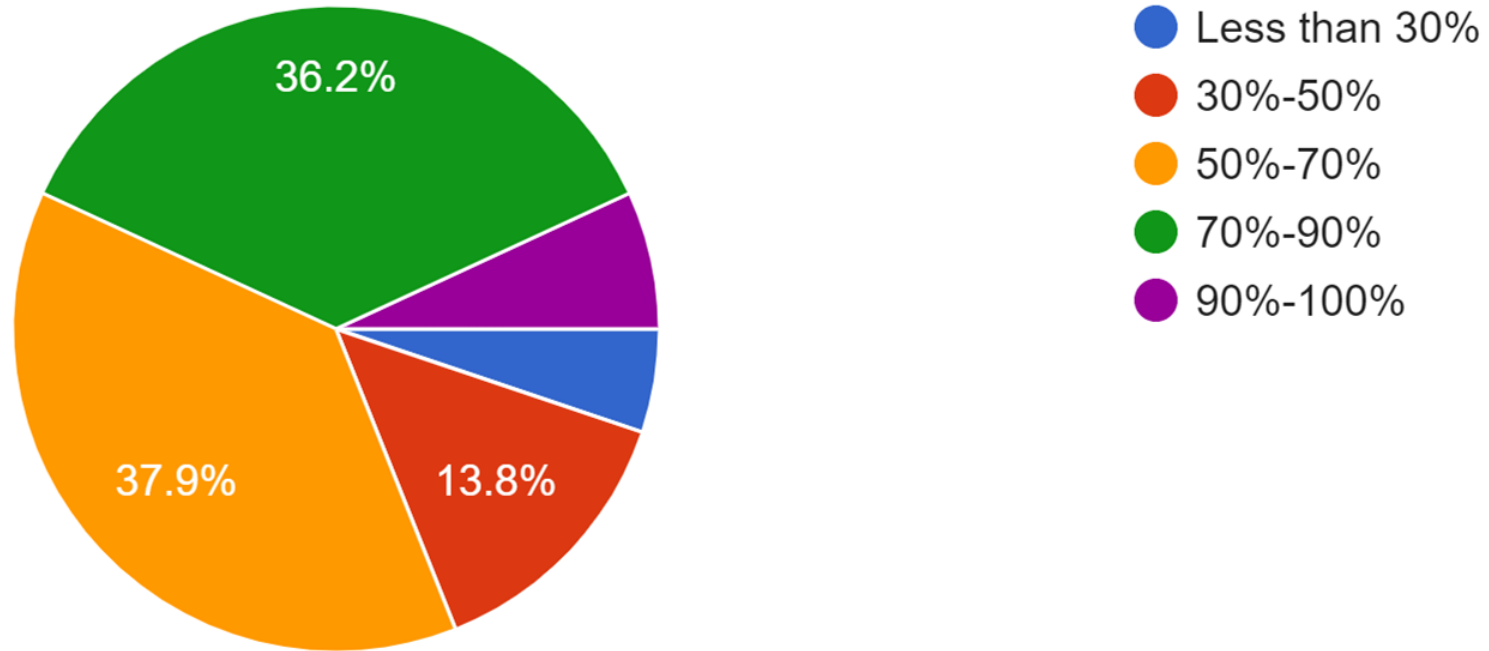


IATI HR Global Companies Workgroup Survey

Global HR in time of War #2

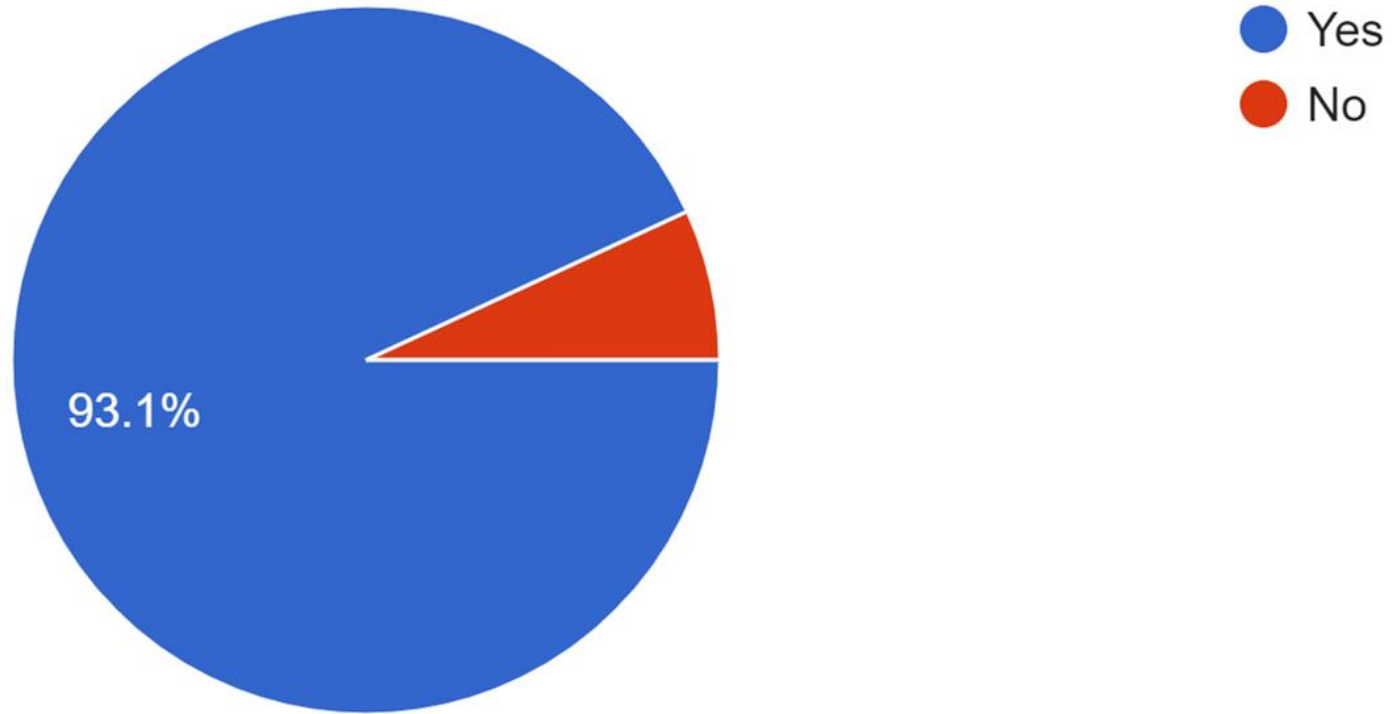
October 26, 2023

How do you assess in percentage the capacity of the work compared to regular routine?

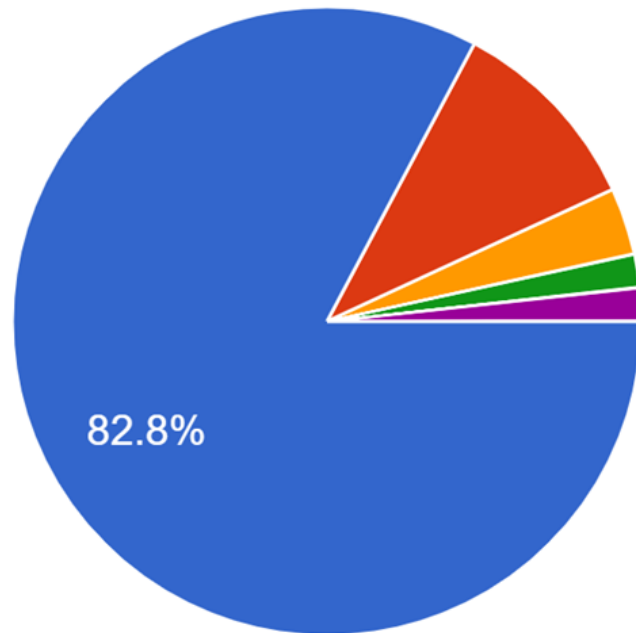


Significant improvement from first survey where most organizations reported below 50% work capacity, majority of organizations are currently above 50% capacity or more

Are you allowing WFH/ Full flexibility?

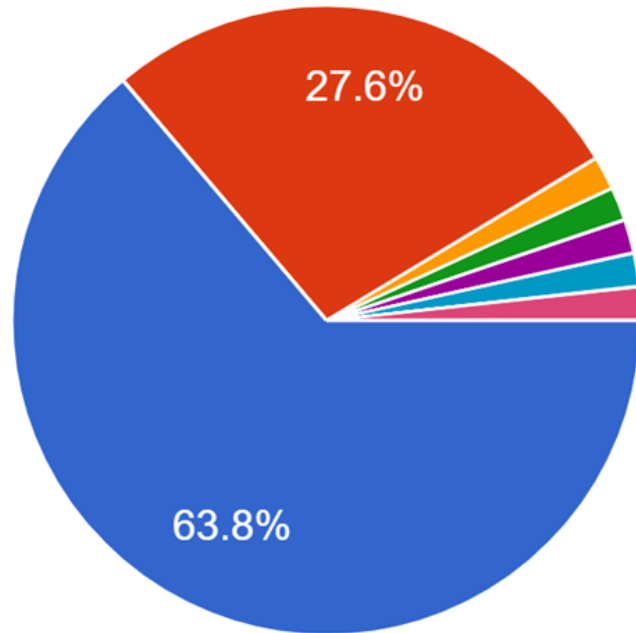


In which cases is the company planning to require employees to track time off?



- Company is still flexible - as long as employees are able to get work done
- Childcare / at home with children and not able to work
- Volunteering
- Now, full flexibility when possible, except for positions that require coming to the office/site
- From today onwards absence is reported as days off Except for spouses of people in the reserves and sensitive cases

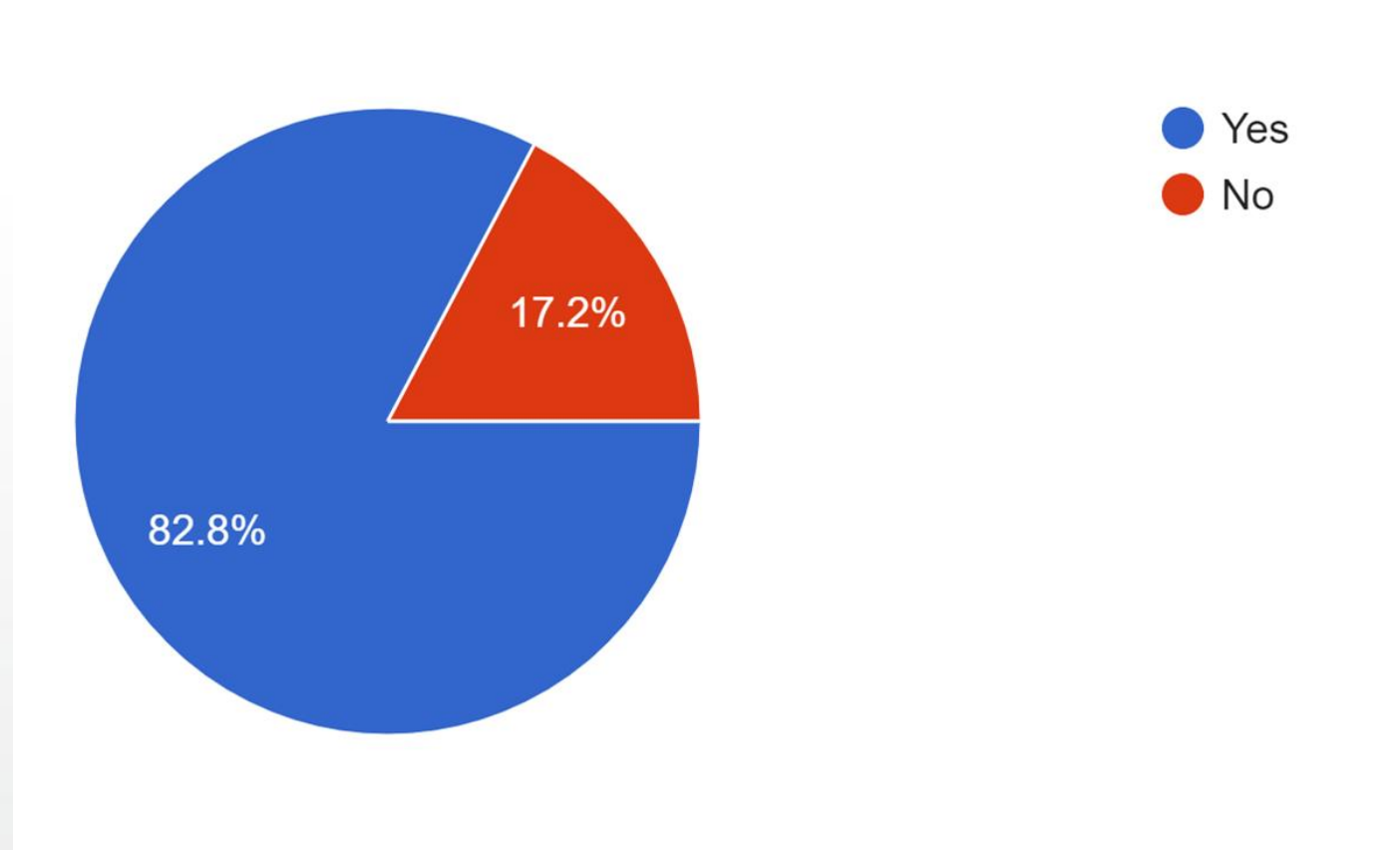
Are you hiring?



- Yes
- No
- very little, just offers which were extended
- here are a few open Positions for replacements of employees who left before the war.
- In process of approvals
- In small volumes
- A bit

While more than 60% of organizations are back to hiring about a third of the organizations are not

Are you allowing Israel based employees to work abroad?



Is it time bound?

Top answers:

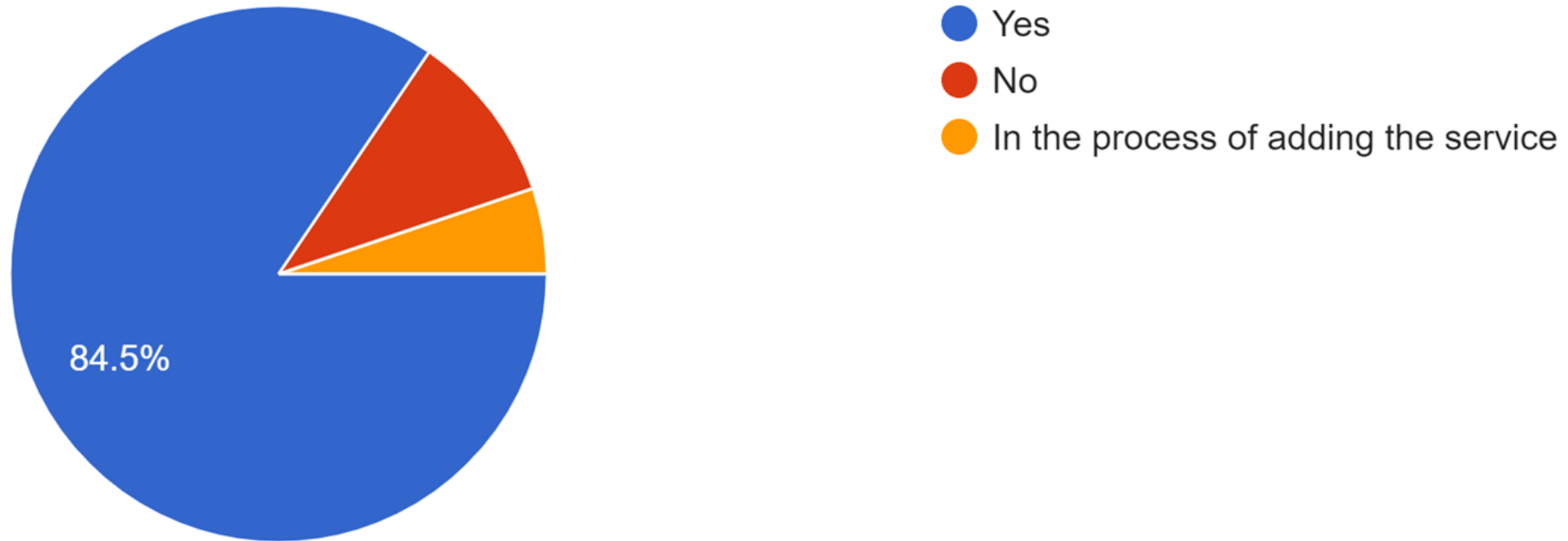
- 23 organizations reported 30 days
- 19 organizations are TBD
- 5 organizations are 45 days-90 days

Comments:

- Currently 30 days but looking to extend up to 90 days. This is under the review of tax and immigration
- Depends on the citizenship of the employee, tax regulations and work permits
- Depends on work permits
- Only exception based for certain cases
- Still waiting for corporate approval but most likely it will be up to 14 days

Per this data it seems half of the organizations that responded are considering their approach around this topic

Are you providing mental support to your employees?



Which service provider do you use?

Top providers reported by the companies:

- Matan Meitar- 13
- Matzavim- 10
- Modren Health- 2
- Other vendors used by 1 organization: Telem, Tellus, ICAS, Ginger, Eshhar, Compass

Who is covered?

Top responses by companies:

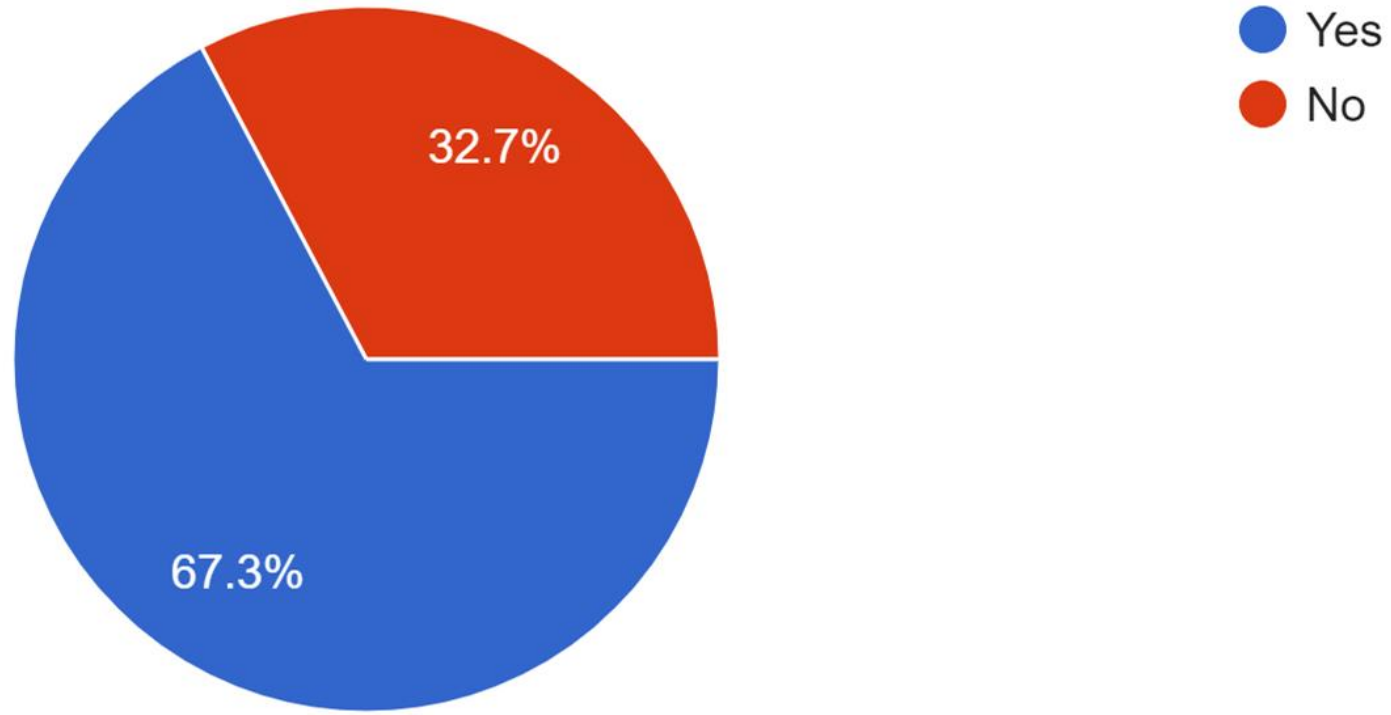
- Company employees + family/ first relatives- 26 companies
- Only company employees- 18 companies

It is bound by a number of sessions or capped by \$?

Top responses by the companies:

- **5-10 Sessions** - 7 organizations
- **Above 10 sessions**- 3 organizations
- **Below 5 sessions** - 3 organizations
- 1 organization responded that it is per budget and not per sessions

Are you providing financial support to employees during this time?



What type of support?

Top responses by the companies (multiple selections):

- **Packages** to families/ drafted employees- 36 companies
- **Lectures**- 25 companies
- **Lump-sum or daily fund**- 17 companies reported they provide financial support (mostly focused on impacted employees, see next two slides for more information on criteria and amount)
- **Increased lunch cards**- 15 companies

What are the criteria for receiving financial support?

Top responses:

- **Directly impacted**- 26 companies (this includes companies that defined “directly impacted” by geographical proximity to borders beyond formal government e.g. second circle or 20KM/ 40KM)
- **Drafted/ partner drafted**- 6 companies
- **People that feel unsafe**- 5 companies
- **All employees**- 4 companies
- Other: hosting refugees, employees stuck abroad, single partners, child care, case by case

What is the amount?

Top responses:

- **\$1500-\$3000**- 8 companies
- **\$1000 or below**- 7 companies
- **\$3500-\$5000**- 3 companies
- **Above \$5000**- 3 companies
- Other: 1-2 salaries, 500 ILS for childcare, 1,500 Euro per person in the family (near the north/ south border) or 600 Euros per person (40 KM from borders)

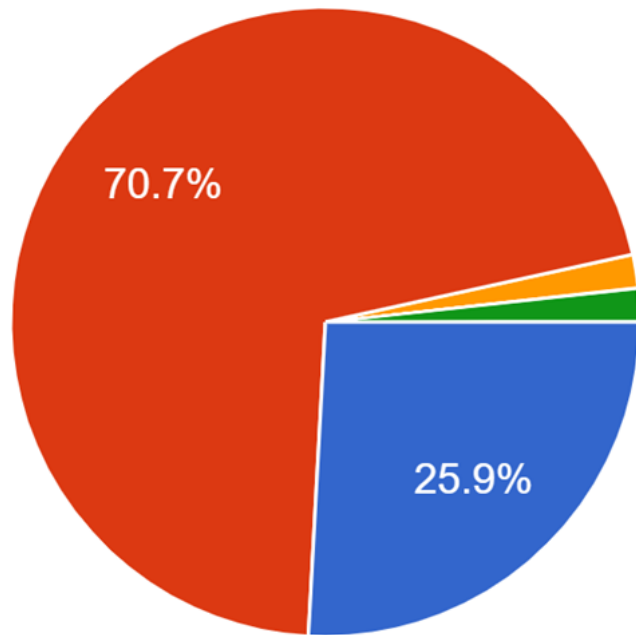
Through which channels is the company managing local & global communications at this time?

From the responses it is clear that organizations are using all forms of communication -

- **All Hands**
- **Email from HQ**
- **Manager Forums**
- **1:1s with managers and/ or HR**
- **Internal chats**
- **Site leader, HR or Management daily/ weekly emails**

Most organizations reported using all or multiple channels

What has been your approach to social media – are you providing guidelines around use of social media, specifically LinkedIn?



- Yes
- No
- We have not issued formal guidelines but tracking the internal channels or following up on complaints. Currently if the messages is not deemed extreem we are doing a a soft approach- conversations with the employee and encouraging them to remove the post...
- The regular guidwlines that apply

How does the company handle pro-Palestine/Hamas and anti-Israeli posts on social media and internal chats and platforms? And do you take actions against employees? (open ended)

- 13 companies responded that they do not take any action
- 2 TBD

Key takeaway: the example responses below show the variety of approaches taken by the different companies, and the only thing that is clear, there isn't a consistent trend or approach across the organizations. Non Israeli HQ companies are more dependent on the global approach/ policy that tends to take a neutral or careful response. Some companies have policies in place around social media or internal channels and have leveraged those to address issues if those occurred.

Examples:

- All hatred speech is reviewed by a dedicated team in the country, action is taken according to the post itself
- Depends on the situation and the post. Mostly we will ask the Employee to remove any reference to the Company on their social media.
- Do not tolerate within the company, on social media a bit more challenging
- If this is not in line with our BCG - we report and it should be handled legally. Direct manager is involved and asks employee to remove the post. Note that Hamas is not the same as pro-Palestinian
- It is hard to track but if we get a complaint to investigate and address it within our internal employee relations process.
- Not interfering in social media. Internal platforms - people can flag disturbing messages which then will be handled by Employee Relations team. On the other end - we encourage people to *not* answer or comment on these kinds of messages, as well as don't start political or "side taking" posts.
- We declared from day one that we stand with Israel by our global CEO, no tolerance for any kind of different approach.
- There is a very clear policy on this matter, and if there are any expressions that are not acceptable, it is referred to the global HR team for complaints.
- The company is not taking actions on social media.
- We communicated to employees to respect colleagues around the work environment
- We had to be aggressive and to take some action items to handle the anti-Israeli posts.
- The company did not take a side which was very challenging to handle.
- Yes different approach according to the severity, disciplinary action, employees who support Hamas gets called for a hearing and may be terminated

What is the company's general communication regarding the current war in Israel? In general and towards the employees worldwide (Open ended)

The overall sentiment per the many responses provided-

- Companies internally communicated their support towards the (Israeli) employees as a broad company statement globally
- Empathy toward the situation, supporting via allowing for flexibility, financial or other
- Avoiding making a stance that can be viewed as political or one sided (in support of Israel), or using language to support both sides
- Most have not issued external company statements
- Very few indicated that the company took an strong approach condemning terror and supporting directly Israel

Examples:

- The company's general communication is very supportive, they mostly focus on our team welfare and less about the occurrences and the military side of it.
- Verbal communication 'behind Israel', however official communication rather neutral, 'humanitarian', no clear message
- We have two versions- Israel and rest of the sites
- The communication was not clearly condemning the terror attack and was sent to European leaders. Not to all company.
- The situation in the Middle East ... balance for both side
- We are against terrorism of any kind, we support Israel and we take care of the affected employees the employees worldwide
- Huge support in Israel (though not communicated on social network). Huge support in Israel EEs, going more towards taking care of needs of other EEs impacted such as Arab EEs (in Arab sites) who have family in Gaza.
- No communication came out from the HQ so far
- Same communication local and global, we had town hall with all global managers on the second day of the war explaining the situations, what we are doing to support our people and what is expected of them as managers and colleagues. We have a situation room page in our internal website, all the materials are available in both languages.
- CEO in LinkedIn supported, site lead updated in company all hands.
- A supportive email from the CEO has been sent to all global employees
- Company is currently supporting the Israel and emphasizing with the Israeli side

What has been the company's approach to donations? - e.g. raised money from employees and matched, donated directly to one or a few organizations? What was the size of the donations?

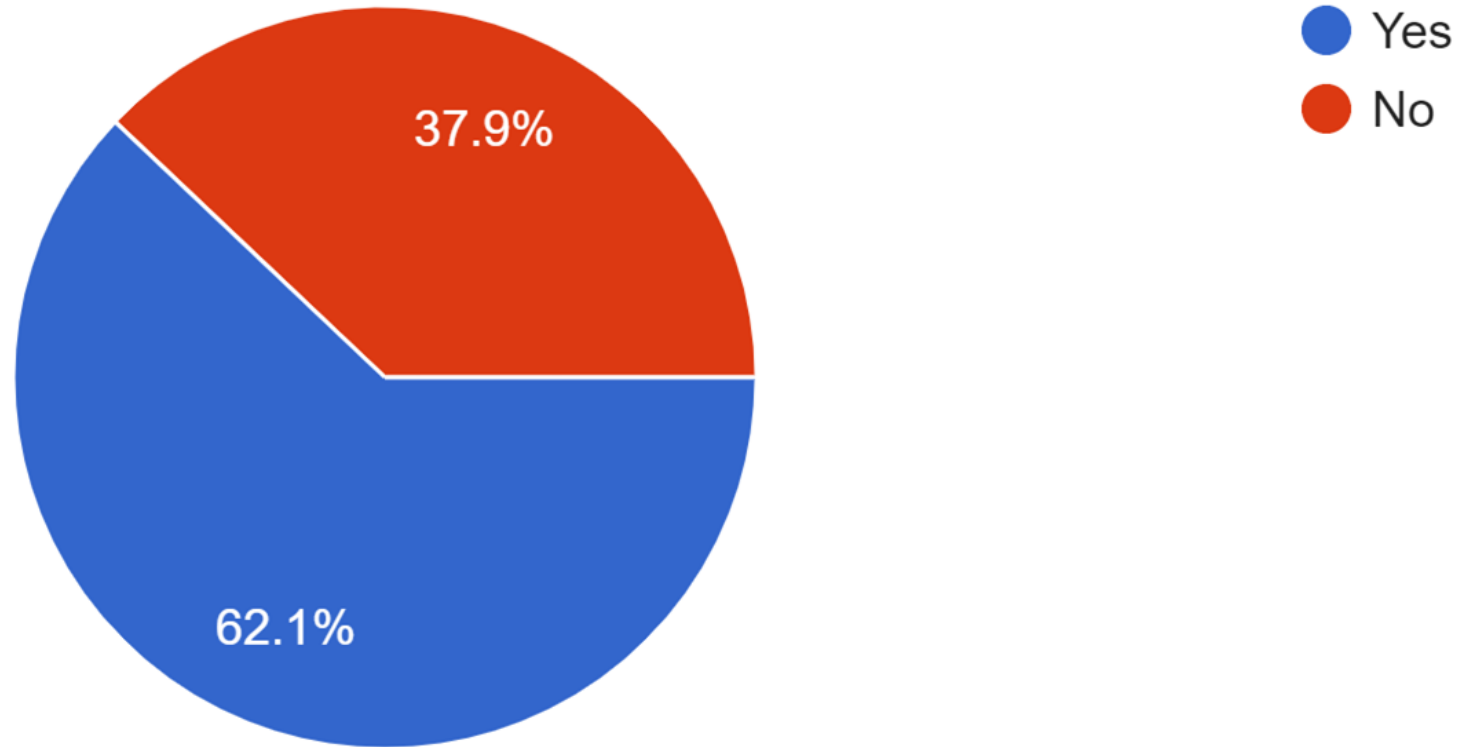
Highlights:

- Majority of companies have donation programs (including Matching) and policies in place. Those are leveraged to support humanitarian causes
- Some companies reported increasing their matching to support the selected organizations.
- Many companies reported a Corporate donation was made, varies between \$100K-\$1.5M
- Few companies raised money internally and supported military units/ soldiers, direct organizations or other causes (e.g donation of computers)
- Some reported they are still in the process of developing their donation plan

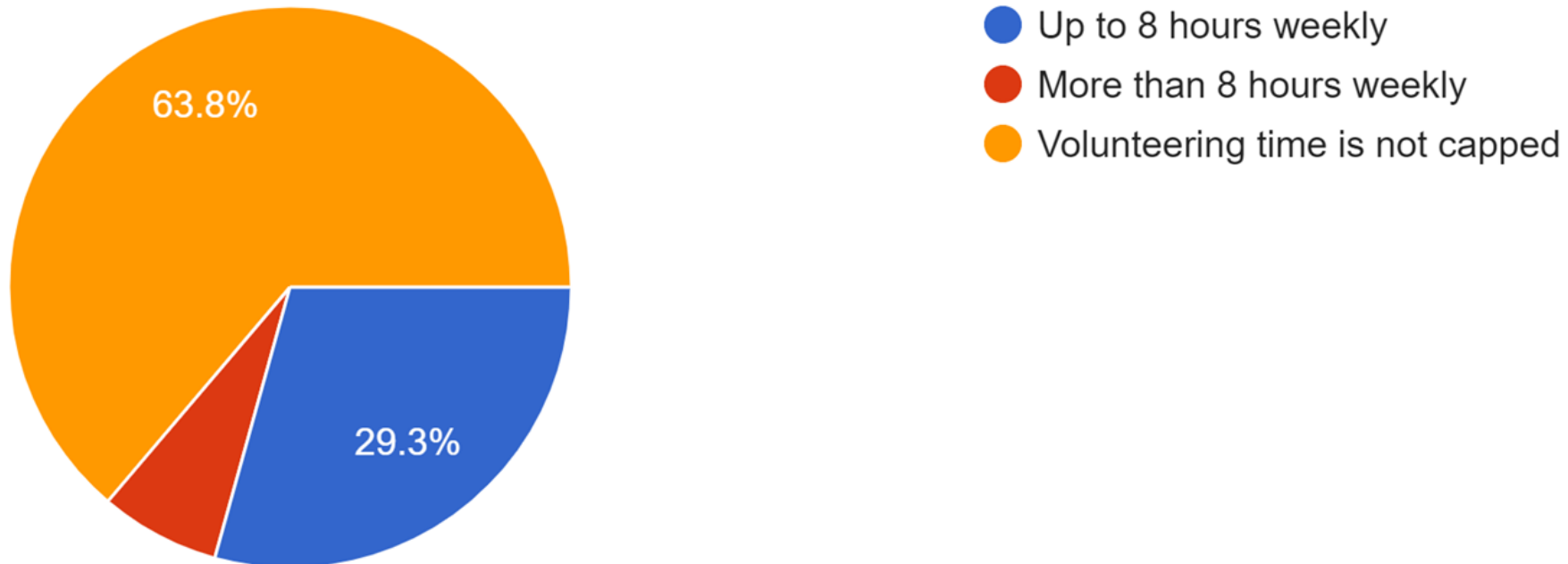
Examples:

- The company has already spent hundreds of thousands of dollars on equipment for soldiers and provides hundreds of meals every day. Additionally, Indigo's printing machines produce hundreds of thousands of prints, both for the military and for residents, either for children or soldiers.
- The global company has donated a meaningful amount to Magen David Adom. Employees can donate using the Benevity platform and the company matches their donation. The company has increased the matching to \$5000 per person.
- There were financial donations from employees, and the company compared the donation to others for weapons and the Jewish Agency Fund for Victims of Terrorism. There were holiday donations. We volunteered on a day of physical labor at Brothers to Kiss. We volunteered on a physical labor day picking pomegranates.
- Company will donate 1 Mio. EUR to the German Red Cross dedicated to support the 'region'
- Donated directly to org and to our drafted employees units for equipment needed. ~700k
- Emergency aid (Collaborating with 3 top leading NGOs operating short and long term in the field, employees' donation, Ongoing support to Immigrants), Donating hundreds of Laptops and IT equipment to families, etc.
- Razing money from the corp. and matching
- So far we donated to Kibbutz Nir Oz and we will continue donating more in coming weeks. employees are able to donate Cibus or other private alternatives
- alternatives

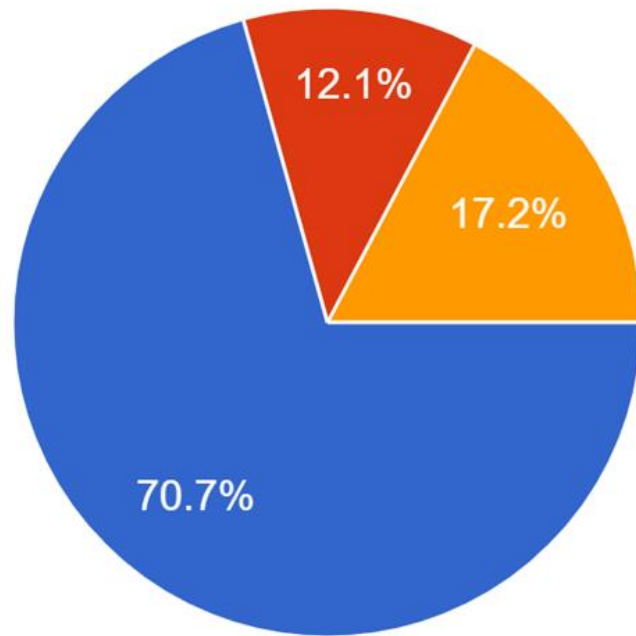
Is the company organizing volunteer opportunities?



Volunteering – do you have a weekly time allowance for volunteering?

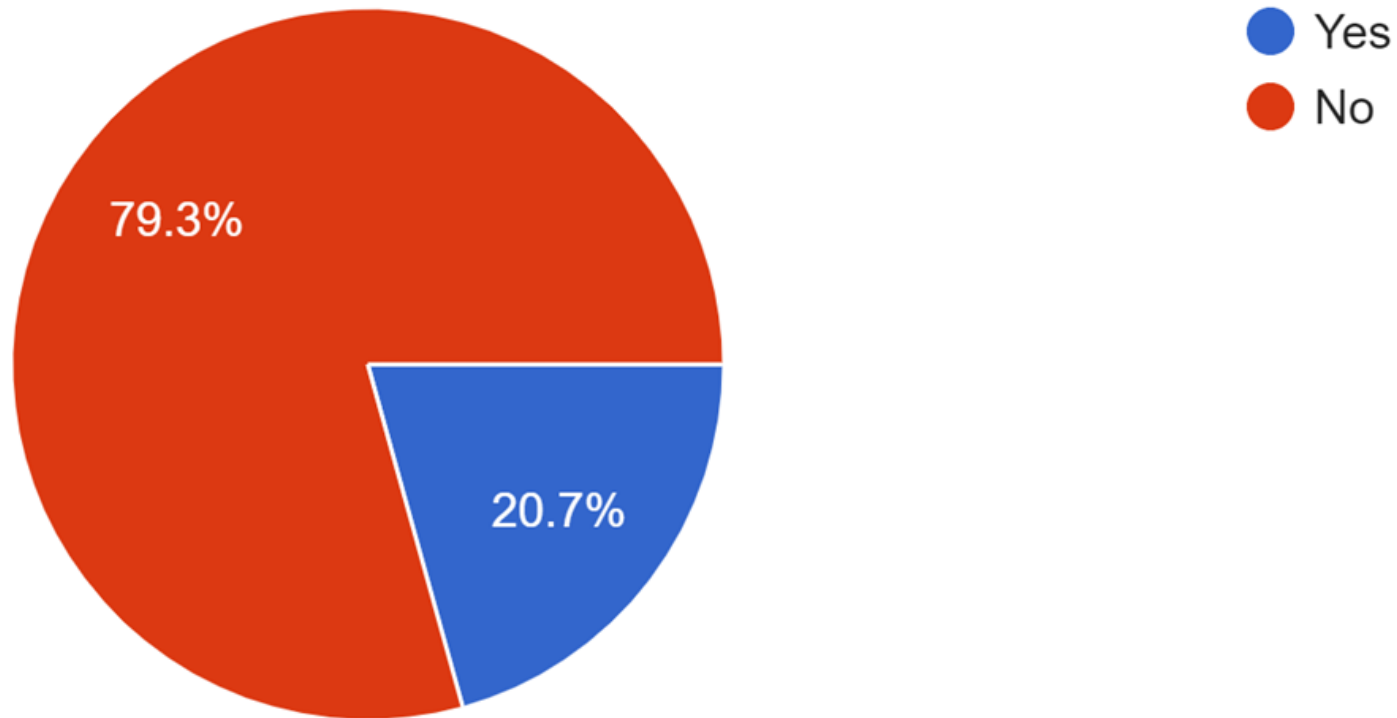


Is volunteering time in lieu of working hours?



- Yes
- NO - they are asked to track the day off as vacation or volunteering day if the company has such code.
- Employees will soon be required to take a day off if they are volunteering for the full day.

Did you \$ donate to non Israeli organizations?



If yes: Which organizations (non Israeli)?

Top responses:

- **Red Cross**- 7 organizations
- Other: Save the children, UNICEF,