AudioCodes Occupational Health and Safety Policy

- AudioCodes' management is committed to its employees' occupational health and safety, committed to comply with all applicable health and safety legislative requirements and to eliminate hazards and reduce occupational health and safety risks.
- To achieve these goals, AudioCodes' management has decided to adopt and apply ISO-45001 requirements and to establish and maintain an Occupational Health and Safety Management System (OHSMS).
- A detailed safety plan will be prepared annually, based on a risk survey. This plan will include the required training, drills and checks to eliminate hazards and reduce occupational health and safety risks.
- AudioCodes' management will ensure that safety objectives are established and followed.
- AudioCodes' management will ensure that the resources needed to maintain and manage the OHSMS are available, and consultation and participation of workers is constantly done.
- AudioCodes' management is committed to the continual improvement of the OHSMS.
- AudioCodes' management will communicate the importance of an effective OHSMS and compliance with its requirements.

Approved by Shabtai Adlersberg, CEO
on January 16th, 2025

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