

Industrial Buildings Corporation Ltd. (IBC) welcomes you upon your joining our company and wishes you success in your new position.

We at IBC, in every position and at every level are committed through our joint work and actions, each of us in his own area of responsibility, to uphold company values and to act accordingly.

We treat our fellow human beings with respect, humanity, fairness and patience, and endeavor to act with integrity, commitment, professionalism, excellence and in partnership.

From the CEO

IBC is a company with strong roots, owner of a proud history, that has operated for over four decades in the development of industrial areas and residential areas in Israel. Over the years IBC has changed and become a public company that conducts business the world over.

As a public company conducting business in Israel and abroad, it is incumbent upon us to serve as an example and to respect the ethical standards, the cultural mores and the customs of those countries and companies where we operate.

You have in front of you the Code of Ethics that serves as our standard as well as ensuring the welfare of the company.

It is our duty not only to set the standards of our Code of Ethics that serves as a basis for the rules and protocols of our company, but also to instill and incorporate them.

It is imperative that we use the material assets of this organization in a fair and proper manner – lands, structures, equipment and funds, as well as the spiritual assets – information, contracts, agreements and commercial secrets. We must combine the progress of our company as an economic entity with that of the needs of the public and the environment as a whole. It is our duty to abide by the laws of the country, the laws of other countries whatever they may be, the standards and protocols of the company and the Code of Ethics of the company.

The further we move towards the adoption and assimilation of company values and standards, the greater will be the reward in terms of our work environment and the company as a whole.

Respectfully,

Dalit Braun

CEO

Industrial Buildings Corporation, Ltd.



Who are we?

IBC of the Fishman Group, was founded in 1961 with the goal to contribute to the building of the industrial and economic base in Israel, through the creation of numerous jobs as well as through the building of commercial and industrial structures, offices and dwellings.

In 1988 IBC became a publicly traded corporation on the stock exchange. Today, the company's activities concentrate on entrepreneurial activities including the purchase and construction of buildings in Israel and abroad that are intended for rental or sale for purposes of commerce, industry, crafts, hi-tech and offices, as well as providing managerial and maintenance services for these buildings.

In addition, the company is involved in building homes in Israel and abroad, and the development of infrastructure throughout the country for the Israel Land Authority and for local municipalities.

Over the course of the years IBC has developed to become one of the leading real estate companies in Israel in the field of building for rentals.

The company holds ownership in hundreds of assets spread over 70 population centers throughout the country and in 8 countries around the world, for a total of 2 million square meters that are rented to 5,500 occupants. Thanks to the company's vast experience and varied business activities in Israel and abroad, the company has enjoyed substantial achievements. The company's stability and economic strength enable it to continue to initiate and develop, with full support on the part of both investors and the country.

Our Goals

To preserve IBC's leading position as the largest and most profitable real estate company in Israel and to continue to grow and expand in foreign markets, as well.

To operate always in light of the standards of professionalism, honesty, integrity, fairness, responsibility, lawfulness, with concern for the environment, safety, and with care for human rights and honor.

To work in full partnership with company employees to ensure a complete link between the company's success and the employees' compensation.

To contribute to the community, to be partners in social action and to preserve the environment in which we live.

Principles of our Work

Investment in employees – IBC believes that the human resources of the firm are the most important asset of the company, and for this reason we are concerned with the welfare of our employees and with their training in order to improve the level of professionalism in accordance with company need.



An absence of discrimination – The company employs persons without any discrimination on the basis of religion, race, background, age, and cultural background in every aspect of employment: recruitment, compensation, advancement, punishment and termination of work and retirement.

Informing of Employees – The Company sees it as its duty to inform employees of their rights and terms of employment.

Fair Work Hours – The Company does not allow situations to develop in which there is a permanent imbalance between work and the personal life of an employee. We limit the number of additional hours that an employee may work, unless his position requires this, in which case he is informed of this requirement well in advance.

Prevention of harassment - The Company stands firmly in opposition to any type of harassment be it: physical, sexual, psychological or verbal. We take all possible measures to prevent and eradicate any such harassment.

Safe work environment – The Company does its utmost to ensure a safe and hygienic work environment. In addition, the company strives to provide suitable working conditions for every employee.

Preservation of company property and assets – It is incumbent on all employees to use company property only for the purpose of achieving company business goals and to act with efficiency and thrift when using company supplies.

Refraining from favors – Company employees and their families should refrain from accepting favors from any company suppliers, customers or authorities that may influence the employee or create any conflict of interests.

Taking advantage of opportunities – Company employees are expected to refrain from taking advantage of company business opportunities for their own personal gain, not to use company information in order to make a personal profit and to refrain from any activity that can be construed as competing with the goals of the Company.

Keeping of commercial secrets – It is incumbent upon employees to preserve the secrecy of company information that is entrusted to them, or that comes their way during the course of their job and not to make use of such information, other than for the needs of the company.

To operate in good conscience – It is incumbent upon all employees to operate with the good of the company in mind to prevent themselves from influences that conflict with company interests.

Fair dismissal – In the case of dismissal we enable the employee to leave with fair warning time, and with complete preservation of all his rights. We prepare the employee in advance of his dismissal and take into consideration the feelings of the remaining employees due to the dismissal of one of their fellow workers. In addition, we do everything in our power to help the employee to find alternative employment.



The Way We Work With Customers and Suppliers

Reliability and transparency - The Company does not take advantage of its power in order to influence groups in the population, either through false advertising or failure to disclose information or through unethical actions that mislead. We promise only what we can deliver.

Encourage competition - The Company encourages fair competition and uses only legal means to promote its business activities.

Fair commercial practices - The Company believes in working together with suppliers in good faith and employs policies that encourage fair commerce and reasonable profit for all sides.

Fairness and respect for customers - The Company treats its customers with respect and handles all of their complaints with the utmost efficiency and transparency, with the full intention to find a complete and fair solution.

Compliance with terms of contract - The Company takes care to meet its commitments to its suppliers and to honor the contracts it has signed with them. We take care to make payments on time, in order to enable our suppliers to remain in business and to provide them with the wherewithall to maintain high professional standards.

Preference to suppliers who are also our customers - The Company gives preference, in equal business terms.

Compliance with Israeli standards - All company products comply with Israeli standards.

Transparent reporting - All company reports, including financial reports, advertisements and reports to the authorities are fully reliable and transparent.

Public participation - The Company makes available to the public significant information that has relevance to the public interest.

Our Involvement in the Community

As a leading entrepreneurial real estate company in Israel, we see it as our duty to return to the community part of the fruits of our success, which we have derived therefrom.

We are active throughout the country in the interests of different communities, with a special emphasis placed on the peripheries.

We encourage company employees and even provide them with the time to enable them to volunteer for the benefit of the community.

Every year we devote resources to different organizations and bodies, through fiscal donations and donation of buildings for the community.



For the past 4 years the Company has worked together with the nonprofit organization, “Accessible Israel” to make buildings more accessible to the disabled. We also work together with the nonprofit organization “Horizon for our Children” with the goal to enable blind or sight impaired youth to be employed by the Company during summer vacations.

Environment Friendly

Industrial Buildings Corporation is a company that is involved in entrepreneurship and not in manufacturing, and in this vein our daily interests also include the initiation of activities to promote the quality of the environment.

We believe that if each and every one of us places a strong importance on preserving and improving the environment, this will improve our quality of life and make the world a more pleasant place to live.

We commit to:

Green building that includes:

A change to energy saving infrastructures, planning on the basis of green building standards, use of clean energy and working together with cities and authorities to bring about the watering of gardens with recycled water and towards saving of water.

Protecting the environment in company offices as well

To reduce the use of paper, to save on electricity and to encourage the use of recyclable materials.

To preserve the surroundings in every place that we operate

To set up recycling bins in the industrial areas in which the Company is active, to dispose of building waste only in designated disposal sites and to donate old equipment

On our flag we have printed:

Professionalism, Trustworthiness and Fairness

IBC Industrial Buildings Corporation Ltd.

