



Human Rights Policy

of

Nayax Ltd.

Adopted on 09 June 2025

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1. Our Values

Nayax's Human Rights Policy confirms and elevates our commitment to a workplace – and world – grounded in respect for the inherent rights, freedom, and dignity of all human beings. Nayax upholds and respects all human rights as defined in the [Universal Declaration of Human Rights](#), the [International Covenant on Civil and Political Rights](#), the [International Covenant on Economic, Social, and Cultural Rights](#), and the eleven fundamental instruments identified by the [ILO Declaration on Fundamental Principles and Rights at Work](#).

Consistent with our values, Nayax is committed to cultivating an ethic of dignity, respect, and integrity that underpins our business conduct and relationships with employees, customers, suppliers and business partners, with Human Rights at its heart.

2. Our Policy

(a) Employees

Nayax values our diverse workforce, and is committed to creating and maintaining a workplace in which all employees are valued for their skills, experience, and unique perspectives with out regard to race, color, creed, ancestry, national origin, citizenship, sex, gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity, or expression (including transgender status), sexual orientation, marital status, religion, age, disability, genetic information, or service in the military.

Our commitment goes beyond equal opportunity, and extends to personal, professional, and leadership development to help each individual thrive. We maintain open communication, transparency, and knowledge-sharing, encouraging employees to raise concerns and share ideas. Our executives lead by example, ensuring support for balancing personal and professional responsibilities. We believe that a respectful, caring, and stimulating workplace empowers everyone to give their best, fueling our continued growth and leadership.

Nayax strictly prohibits harassment, whether intentional or unintentional, against job applicants, contractors, interns, volunteers, or employees by another employee, supervisor, vendor, customer, or a third party based upon any of the characteristics described above, or in Retaliation against an individual who has filed a good faith complaint consistent with our [Whistleblower](#) or internal Sexual Harassment policies.

We maintain a safe and healthy workplace for all employees with detailed internal Drug-Free and Alcohol-Free Workplace guidelines and a zero-tolerance internal Workplace Violence Prevention policy, and encourage all employees to alert their managers immediately of any health or safety concerns. We provide generous paid sick leave allowances and never encourage an ill employee to work beyond their capacity.

Please refer to the Nayax [Whistleblower Policy](#) for a detailed description of available reporting methods for employees who suspect a violation of the law, the Nayax Human Rights Policy, or any other Nayax policy.

(b) Customers

Nayax and its subsidiaries globally recognize our duty to protect customer and prospective customer rights concerning personal information and privacy. Our [General Privacy Policy](#) articulates the robust, overlapping precautions we take to safeguard the personal data, rights, and freedoms of data subjects in accordance with applicable law. We require all employees, contractors, and subsidiaries to abide by our General Privacy Policy, and carefully assess external service partners for their commitment to information security in accordance with detailed internal data governance policies.

Nayax does not support the use and deployment of our products in any way that harms human rights.

(c) Suppliers and Business Partners

Nayax strongly encourages business partners and suppliers to protect globally recognized human rights and adhere to all relevant laws on workplace health and safety, the abolition of human trafficking and slavery, and the prevention of child labor. We also ask our partners to champion fair labor standards, including the freedom to associate, while ensuring an environment free from harassment and discrimination.

Nayax approaches business partnerships with the same emphasis on respect, fairness, and mutual benefit which governs our relationships with our employees and customers. We prioritize suppliers with a strong record of protecting and respecting human rights, and employ objective, professional search criteria to avoid unfair or unlawful discrimination on the basis of protected characteristics.

Please refer to the Nayax [Supplier Ethics Code](#) to learn more about our commitment to maintaining an ethical supply chain and expectations for our suppliers, including compliance with all applicable laws and regulations related to consumer and employee protection.

(d) Slavery and Human Trafficking

Nayax condemns Modern Slavery and strictly prohibits the use of Forced Labor in our operations or by our business partners and suppliers. We comply with all applicable laws and regulations related to Forced Labor in the jurisdictions in which we operate and strongly encourage all employees, business partners, and suppliers to report unethical labor practices through our established reporting mechanisms.

(e) Conflict Minerals

Nayax is deeply disturbed by reports of widespread human rights abuses in the Democratic Republic of the Congo and neighboring countries by armed groups financed, in large part, by trading in minerals integral to consumer electronics. We strongly encourage all employees, suppliers, subcontractors and business partners involved in sourcing, manufacturing, or distributing any Nayax products that may contain conflict minerals to exercise the utmost care and due diligence to source materials responsibly, in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Please refer to the Nayax [Conflict Minerals Policy](#) to learn more about our corporate procedures for promoting Human Rights within our Supply Chain and avoiding the unlawful and immoral trade in conflict minerals, and specifically for tantalum, tin, tungsten, and gold (3TG).