

## Harel Insurance & Finance – Maala CSR index

Year	Categories	Business Ethics  Total (code of ethics, Internal system for implementing code ethics)	Workplace  Total (Human rights & fair workplace, Advanced work environment)	Community Investment  Total (philanthropy, Community Investment policy, employee volunteering)	Environment  Total (policies, Management & implementation, Performance)	Corporate governance	
						Board policies	Management & reporting
2012	Platinum	10	7	6	9	9	6
2011	Gold score improved by over 10%	9	7	4	8	10	7
2010	Gold score improved by over 10%	10	7	3	7	7	2
2009	Gold	9	5	5	8	5	1
2008	Silver	9	4	2	8	2	-

