



Document number	ICL-EHS&S-POL-01		Revision	3/0
Document type	Policy		Organizational Unit	ICL-CEO
Document classification	Normal		Languages	English

Environment, Safety, Health and Security Mission Statement:

ICL will ensure the safety and health of our employees, protect the environment in which we operate and will ensure compliance with all regulatory requirements, by taking a proactive approach that empowers employees to identify risky conditions and behaviors, learn from them, and subsequently eliminate hazards and minimize risks.

ICL's ESH&S policy is correlated with ICL's sustainability vision for 2030. Our vision includes ambitious environmental targets, designated to enhance ICL's contribution to global sustainable development. These targets include (among else): a 3% YOY (year-on-year) reduction in ICL's global greenhouse gas emissions; a 20% YOY increase in total renewable energy consumption (replacing direct and indirect fossil fuel usage); and a 30% YOY increase in our global circular economy initiatives focused on re-usage of main waste streams. Site-specific targets are determined based on materiality analysis of the company's global operations footprint, with each site acting to reduce its relevant impacts.

Compliance is the foundation of EHS excellence:

ICL will maintain and verify compliance with all applicable laws, regulations, regulatory agreements and other ESH&S requirements to which the company subscribes. We will ensure that our operations, products and distribution systems are safe and secure for our employees, our site contractors and guests, distributors, customers and communities.

Employee safety is a core value and inseparable from our strategy of creating a business culture of leadership

Safety and health performance are a core value of ICL. Culture at ICL involves placing employee safety as the company's top priority and making every effort to achieve top tier safety results. To manage risks, ICL has implemented EHS&S management systems that facilitate and empower learning, in order to drive continual improvement and position ICL as a global leader.

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Stakeholder engagement and learning contribute to sustainable growth:

ICL is committed to creating opportunities to facilitate operational learning. All employees are empowered to notify ICL management of anything that is not consistent with this policy so that we can learn and improve by strengthening our safety, health, security and environmental systems.


ICL will keep our operations accessible to our communities and reach out through open communications to identify interested parties, including our employees, and where appropriate, employee representatives. We will work as partners with emergency response and security agencies to protect people, property and information by securing our sites, our operational and IT systems and product value chains.

A healthy planet sustains human health:

ICL is committed to reduce the environmental impact of its operations, including the consumptions of energy, water and raw materials, air emissions and wastewater output. ICL will act to reduce the amounts and increase re-usage and recycling of hazardous and non-hazardous wastes. The company is committed to the global effort to mitigate climate change, increasing renewable energy usage and reducing greenhouse gas emissions. The company will act with resolve to find and materialize circular economy opportunities. Focusing on ICL's mining sites- the company will act to preserve biodiversity, and to integrate ecological considerations to mining reclamation processes. The company will deliver products that are safe when used responsibly, and act to provide our customers with product data and training on safe product handling, as needed. The company will proactively act to prevent environmental incidents and spills, through comprehensive training, learning and knowledge sharing, effective maintenance and through developing, implementing and maintaining appropriate management systems. ICL's sustainability endeavors will be prioritized based on materiality analysis of the company's global operations footprint, with each site acting to reduce its relevant impacts.

Integration of EHS&S into our overall business strategy:

ICL will follow the Guiding Principles of the Responsible Care® framework and sustainability directives such as GRI & CDP, and will use these as part of the materiality analysis for EHS&S issues. ICL has established 5 Principles to govern the integration of EHS into its business. The 5 Principles are: EHS Management Systems, Risk Management, Learning Organization, Engagement and Commitment, Organizational Competence. These principles and initiatives will be enabled through management leadership, allocation of necessary resources, corporate standards and establishment of specific targets in our working plans.

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Implementation of processes across ICL to assure adherence to this policy:

This EHS&S policy applies to all businesses and employees within ICL, is shared publicly and included in ICL’s annual corporate responsibility report for all interested parties to view. All employees receive the required training to adhere to and effectively implement this policy. Internal and external audits are conducted to ensure proper policy adherence.

ICL’s Global EVP of Operations is responsible to maintain this policy. The policy will be reviewed and approved by ICL’s General Executive Committee at least annually.


 Raviv Zoller
 CEO ICL


 Nitzan Moshe
 EVP Global Operations