

Supplier Code of Conduct

A Business Culture of Leadership

Our Business

BROMINE / The global Bromine market leader

POTASH / Top-3 most competitive in each of our target markets

PHOSPHATE / A leading provider of value added solutions for the Industrial, Food and Agriculture end markets

INNOVATIVE AG SOLUTIONS / Creating leadership in advanced crop nutrition and farmer centric solutions

Our Culture

Top Tier Safety Performance and Environmental Responsibility

Employer of Choice

Leveraging Technology and Industrial Knowhow to Meet the Needs of our Customers

Adopting Best Practices for Corporate Governance

Supplier Code of Conduct

ICL is a global fertilizer and specialty chemicals company operating Bromine, Potash and Phosphate mineral value chains. ICL's products are used in key agricultural and industrial markets. Potash, phosphate fertilizers and specialty fertilizers that ICL mines and formulates, are critical for farmers worldwide, improving yields and quality of crops.

ICL is committed to sustainable development and environmental awareness. These are the key to our continued success and to the long-term sustainability of our operations. We invest heavily to expand our portfolio of sustainable product offerings and are fully committed to reducing our environmental footprint.

ICL's operations are global and are supported by worldwide distribution and supply chains. We recognize the importance of cooperation and partnership with our suppliers to meet our sustainability targets. We expect our suppliers to adhere to internationally recognized environmental, social and corporate governance standards, and to comply with all applicable laws.

We expect our suppliers to cooperate with us and support us in building a sustainable supply chain. Alignment with the UN Sustainable Development Goals, the UN Global Compact and Responsible Care the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work is expected from you as our partner.

Environmental Protection, Health, Safety and Security

- The Supplier is committed for full compliance with all applicable environmental, health and safety and security regulations.
- The Supplier promotes environmental protection, pollution prevention, impact reduction, increasing efficiency of production facilities and enhancing environmental procedures and measures.
- The Supplier ensures the health and safety of the employees, contractors, and all visitors to its locations.
- The Supplier ensures cyber protection of its employees' and suppliers' data.
- The Supplier engages in appropriate enforcement mechanisms such as: EHS&S audits and risk assessments.
- The Supplier preforms employees training on EHS&S issues.

Responsible Employment and Human Rights

- The Supplier is committed to fair labor practices in all regions where it operates.



- The Supplier adheres to the Guiding Principles for the protection of employees' basic human rights, which include support for equal rights and prevention of forced employment, child labor, discrimination and harassment (including sexual harassment).
- The Supplier promotes equal recruitment, training and employees' development.
- The Supplier provides communication channels for reports on improper issues by all relevant parties.
- The Supplier actively acts to prevent and educate regarding harassment, discrimination prevention and anti-retaliation.

Business Ethics

- The Supplier abides by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- The Supplier has formalized policies on business ethics and prohibits all types of fraud, bribery, corruption and money laundering.
- The Supplier forbids gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- The Supplier preforms compliance and business ethics training.

ICL reserves the right to assess and monitor suppliers' compliance, by conducting on-site audits and third-party assessments. In case of misconduct, non-compliance with international principle, or failure to undertake and implement corrective actions, ICL reserves the right to discontinue the relationship.

Purchaser maintains formal integrity programs consisting of various guidelines, policies and procedures, which describe the ethical standards that Purchaser expects from its business partners (the "Code of Ethics", the "Supplier Code of Conduct", and the "Sustainable Procurement Policy"). The documents are publicly available at the following locations:

- **Code of Ethics:** <http://www.icl-group.com/careers/code-of-ethics/>
- **Sustainable Procurement Policy and Supplier Code of Conduct:** <http://icl-group-sustainability.com/reports/our-business/sustainable-procurement/>

The supplier hereby acknowledges that they have read these documents.

Together we can make our business and the entire supply chain sustainable!

Yours,

Yakir Menashe, ICL CPO

Nitzan Moshe, ICL EVP Operations