



# Supplier Code of Conduct

## Our Guiding Principles

These three pillars define who we are and the actions that we take



### Ingenuity

Our innovation is created by our passionate employees, unparalleled R&D infrastructure, and multiple partners, all forming a unique ecosystem.



### Care

Doing what is right for our employees, business partners, shareholders, communities, and the environment.



### Leadership

We are market leaders in innovation, cost management, and sustainability, thanks to our performance-driven, can-do mindset, and our winning spirit.



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ICL reaches millions of lives across the globe every day. We leverage our unique resources and technological ingenuity to create sustainable and impactful solutions across many industries. We are a market-leading mineral producer with major potash, phosphate, and bromine natural resources that are an integral part of our unique and high-end technology and solutions.

Our core values lead us to root sustainability into everything we do, in all aspects from mining, production, and product life cycle. We lower our environmental footprint and implement sustainability and circular economy in everything that we do.

We are committed to creating responsible solutions to humanity's sustainability challenges in the global food, agriculture, and industrial products markets.

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.

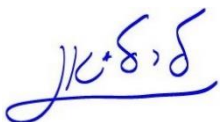
ICL reserves the right to assess and monitor suppliers' compliance, by conducting on-site audits and third-party assessments. In case of misconduct, non-compliance with international principle, or failure to undertake and implement corrective actions, ICL reserves the right to discontinue the relationship.

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" <https://www.icl-group.com/commercial-terms/>
- The "Supplier Code of Conduct" and "The Sustainable Procurement Policy" <https://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!**



**Ido Lilian**  
ICL EVP, ICL CPO & CAPEX



**Nitzan Moshe,**  
ICL EVP Global Operations