



# Environmental, Safety, Health, Sustainability and Security (EHS) Policy:

ICL strives to achieve a zero-incident culture. ICL will ensure the safety, security, and health of our employees, contractors, visitors, and the environment. ICL will take a proactive approach that empowers employees to identify and learn from at-risk conditions and behaviors, eliminate hazards, and minimize risks to become a global leader in safe reliable operations and site resilience. ICL is committed to three pillars: ingenuity, care, and leadership. This vision aims to promote sustainability.

ICL is dedicated to solving humanity's most pressing sustainability challenges in accordance with UN SDG guidelines with sustainability as a key pillar in our business strategy for success and growth. We believe in doing the right thing in the right way for our employees, business partners, shareholders, communities, and the environment.

ICL strives to increase sales of green products and sustainable solutions and is committed to calculating and reducing our carbon footprint and the environmental impact of our products and operations.

ICL is dedicated to improving food security and embraces our crucial role in the global food supply chain. We are committed to feeding the world sustainably and responsibly, by improving nutritional security and promoting sustainable impact.

ICL's EHS policy complements ICL's sustainability vision for the future. Our vision includes ambitious environmental targets designated to enhance ICL's contribution to global sustainable development and to reduce our environmental impact. Our significant commitment to many key areas, including:

- By 2030, a reduction of 30% (GHG) emissions (scope 1&2) vs. baseline year.
- Commitment to the Science Based Targets initiative (SBTi) in setting an ambitious decarbonization plan, that will include raising the bar on targets set to date.
- By 2050, to become carbon neutral.
- By the end of 2024, to increase the percentage of women in senior management to at least 25%.
- By 2040, to increase the share of renewable energy consumption to 50% over the baseline year.
- Achieve circular economy targets relating to waste reduction and water savings of at least 2% (year-over-year reduction) according to the relevant waste stream and water quality.

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- Promote a sustainable supply chain by significantly increasing the number of TfS-validated suppliers according to ambitious annual targets.
- According to our long-term goals, annual targets are set by our Board of Directors. 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 ICL requirements. We will ensure that our value chain is sustainable, safe, and secure for our employees, contractors, visitors, distributors, customers, communities, and the environment. ICL will regularly audit all our operations to ensure compliance.

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

Safety and health performance are core values of ICL. The culture at ICL involves placing employee, contractor, and visitor safety as our top priority. To manage risks, ICL has implemented the Operational Excellence Management System for EHS, which includes an environmental management system, that facilitates and empowers learning, while driving continual improvement.

### **Stakeholder engagement and learning contribute to sustainable growth.**

ICL is committed to creating opportunities for operational learning by implementing the principles of Human and Organizational Performance. All employees are empowered to notify ICL management of anything that is not consistent with this policy so that we can engage in the continuous improvement of our safety, health, security, and environmental systems.

ICL operations are accessible to our communities, with outreach through open communications to stakeholders. We will work as partners with emergency response and security agencies to protect people, property, and information by securing our sites, systems, and product value chains.

### **A healthy planet sustains human health.**

ICL is committed to reducing the environmental impact of its operations, including the consumption of energy, water and raw materials, air emissions, and wastewater output. ICL will act to reduce the volume of hazardous and non-hazardous waste while increasing its re-usage and recycling. The company acts to prevent environmental incidents and spills, through comprehensive training, learning and knowledge sharing, effective maintenance, and through developing, implementing, and maintaining appropriate systems. The company will deliver products that are safe when used responsibly, and act to provide our customers with product

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data and training on safe product handling, as needed. ICL will regularly audit environmental impact in all our operations.

**Integration of EHS into our overall business strategy.**

ICL will follow the Guiding Principles of the Responsible Care® / ISO 14001 & 45001 framework for EHS issues. ICL has established an Operational Excellence Management System (OEMS) for Environmental, Health, and Safety that focuses on the following four areas: Human and Organizational Performance, Process Safety Management, Emergency Prevention, Preparedness and Response, and Industry 4.0 and Innovation. These core areas will be enabled through management leadership, allocation of necessary resources, global standards, and the establishment of specific targets in annual working plans.

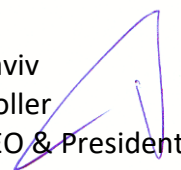
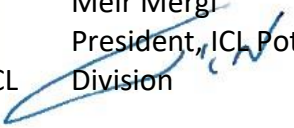


**Implementation of processes across ICL to assure adherence to this policy.**

This EHS policy applies to all businesses and employees within ICL, is shared publicly, and is included in ICL’s annual corporate responsibility report. 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 at all locations of operations.

Our Board of Directors has appointed the Climate, Sustainability, and Community Relations Committee to be responsible for EHS-related matters.

In accordance with our HR & Compensation Committee and Board of Directors resolutions, ESG performance targets are, and will be, included, as part of the annual short-term incentive plan for all executive officers to reflect our vision and commitments.

ICL’s VP of Global EHS is responsible for maintaining this policy. The policy will be reviewed and approved by ICL’s General Executive Committee at least annually.

 Raviv Zoller CEO & President ICL	 Meir Mergi President, ICL Potash Division	 Lilach Geva Harel EVP General Counsel, ICL	 Lior Eli VP Global EHS
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