



Sustainable Procurement Policy

Creating impact for a better future!

We work to promote and practice innovative sustainable solutions via four main pillars:

Our Environment

At ICL we are committed to environmental compliance and strive to achieve the highest safety performance and environmental responsibility.

Our people

ICL recognizes that our people are our biggest asset, therefore we have created a culture of integrity and purpose that unifies our employees around the world.

Our community

ICL's social engagement strategy is built on cooperation, meaningful partnerships, and shared values that shape and establish networks of social good within the communities we operate. By empowering entrepreneurship, innovation, excellence, and utilizing our products, resources, and expertise we build sustainable lasting partnerships.

Our products

At ICL, we create impactful solutions while promoting sustainability at every stage of our products' life cycle.



ICL Group Sustainable Procurement Policy

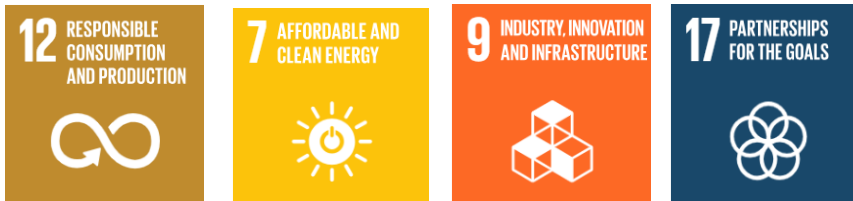
Introduction

ICL is committed to promoting sustainability and reducing its environmental impact through responsible procurement practices. This Sustainable Procurement Policy outlines our commitment to our procurement of products and services that are environmentally friendly, energy-efficient, and socially responsible.

Sustainable Procurement Statement | Mission | Vision

At ICL, we believe that sustainability is a shared responsibility. This means that we work closely together with our stakeholders to meet our sustainability goals. We have embedded sustainability in every function, including procurement, playing a key role in establishing a clear and transparent link with our entire supply chain. Improving our sustainable procurement performance is an ongoing process. We are witnessing positive outcomes and will continue to advance in the coming years. We are committed to establishing partnerships with our suppliers to enable both ICL and our suppliers to meet our business goals in a socially and environmentally responsible manner.

Our Sustainable Procurement approach is driven by our general approach of doing the right thing, in the right way, every day, by embracing the UN Sustainable Development Goals (SDG's) as our guiding principles and implementing them in everything we do. Our efforts on Sustainable Procurement management support the following SDG's:



Scope and Applicability

This policy applies to all ICL employees and vendors involved in the procurement process, including purchasing managers, department heads, and anyone responsible for making purchasing decisions.

Reference- Applicable documents

- 4.1.1 ICL Code of Conduct
- 4.1.2 ICL Suppliers Code of Conduct
- 4.1.3 ICL Human Rights Policy

Sustainable Procurement Goals

- Manage risk and improve internal and external standards through performance assessments across the supply chain.
- Promote and enable innovation across our supply markets.

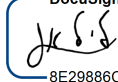


- Reduce the environmental effect of our procurement activities, promote social responsibility and ethical labor standards throughout our supply chain, and encourage long-term growth through partnering with a broad supplier base.
- We will give preference to products and services that have a lower environmental impact and meet recognized sustainability standards. This includes products with energy-efficient features, reduced packaging, and third-party.
- When procuring equipment, we will prioritize products that meet or exceed recognized energy efficiency standards.
- Drive the adoption of best global sustainable practices across the supply chain, by establishing partnerships with our suppliers, with the common goal to continuously improve performance over time.
- Strive to include sustainability practices, performance, and transparency as part of ICL's supplier selection process, encouraging active sustainability partners among our suppliers.
- We will regularly monitor and report on the progress of our sustainable procurement efforts, assessing the effectiveness of this policy and making necessary improvements.
- This Policy will be reviewed and, if necessary, revised regularly to ensure it remains aligned with ICL's sustainability goals and evolving best practices.

Speak-Up:

ICL promotes a culture of Speak Up that sees great importance in allowing ICL employees and external stakeholders to raise their voices and speak up without any fear of retaliation. Accordingly, ICL requests anyone who knows, or suspects, any violation of this Policy, ICL's Code of Conduct, or any other potential misconduct – to speak up and report it. By speaking up, our stakeholders give ICL the opportunity to address the issue, improve and do the right thing, in the right way, every day. Reports can be made through any of ICL's speak up channels, including via the ICL's anonymous and confidential Speak Up line. ICL will never retaliate against anyone who submitted a report or concern, in good faith, through any of our reporting channels.

ICL is committed to responsible and sustainable procurement practices that align with our commitment to environmental stewardship, social responsibility, and sustainable development. This policy serves as our guiding framework in achieving these objectives.

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Ido Lilian

ICL EVP, ICL CPO & CAPEX