



HIGHLIGHTS FROM 2017 CORPORATE RESPONSIBILITY REPORT

Advancing Food Security, Health and Well-Being.
**CULTIVATING THE
PRESENT**

Following are highlights, main figures and trends from ICL's 2017 Advanced Corporate Responsibility web-report.

We invite you to visit our full web-report to get an in-depth look at our goals, initiatives and performance.

<http://icl-group-sustainability.com/>



ICL at a glance

<http://icl-group-sustainability.com/reports/icl-a-glance/>

ICL is a global fertilizers and specialty chemicals company that operates in three core mineral chains – potash, bromine and phosphates. ICL extracts raw materials from well-positioned mineral assets and utilizes its formulation capabilities to create products that add value for customers in key agricultural and industrial markets.

PRODUCTS

kt = THOUSANDS OF TONS



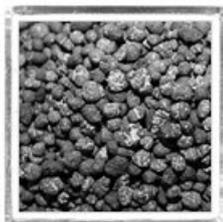
POTASH

4773kt



PHOSPHATE ROCK

4877kt



PHOSPHATE FERTILIZERS

2094kt



POLYSULPHATE

428kt



BROMINE

180kt

Potash, Phosphate fertilizers and Specialty fertilizers that ICL mines and formulates are critical inputs for farmers worldwide to help increase their yields and improve the quality of their crops. ICL is also advancing in Innovative Agro Solutions, where it is leveraging its technology and industrial know-how to create leadership in advanced fertilization.

89%  **OF ICL FACILITIES
ARE ISO CERTIFIED**
FOR ENVIRONMENT, SAFETY & QUALITY

ICL also produces a broad range of industrial solutions such as brominated and phosphorus-based flame retardants, phosphate salts, magnesium, specialty phosphate blends and food additives that are used to make various products safer, more durable and longer-lasting. Its products are also integrated into personal care products and pharmaceuticals.

R&D INVESTMENT

\$54 MILLION 

EMPLOYEES



11,000

LOGISTICS AND DISTRIBUTION

**IN OVER 30
COUNTRIES**



46 **PRODUCTION
SITES**
 **LOCATED IN
15 COUNTRIES**

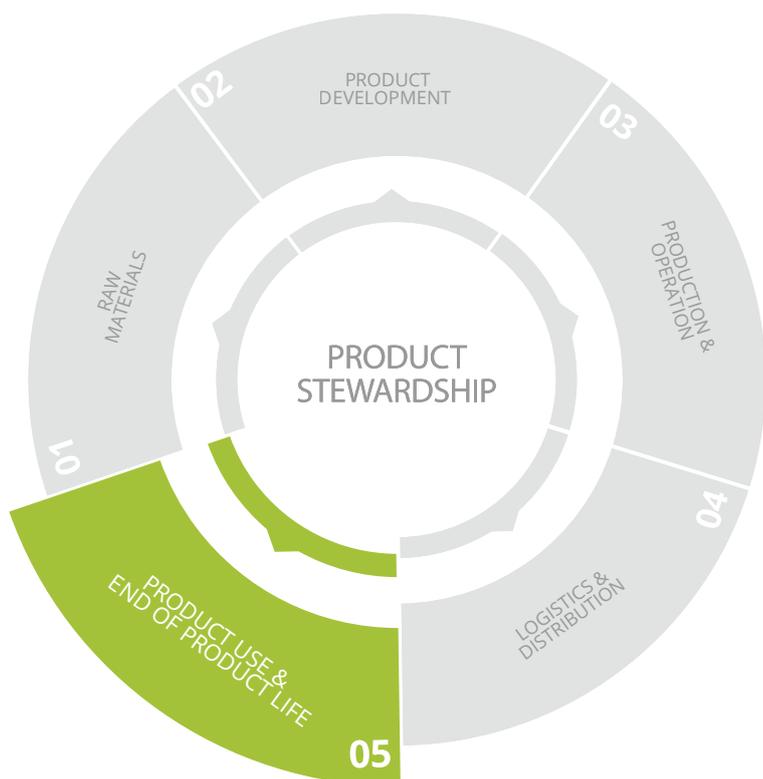
Sustainable Solutions

<http://icl-group-sustainability.com/reports/sustainable-solutions/>

As awareness regarding global and regional sustainability challenges increased, ICL has developed a two-legged approach. The company's operational focus has been on reducing negative impacts: promoting energy & raw material efficiency, reduction of carbon and environmental footprint by applying risk management and pollution control. In parallel, ICL has been focussing on introducing products and solutions that increase the global positive impact of ICL's business - through its products, existing and new.



Product Stewardship



Product stewardship is the responsibility to minimize a product's environmental impact throughout all stages of its life cycle. It is an inherent part of ICL's operations and applies to all of its activities throughout all stages of product life, from the extraction of raw materials to the end of the product's life. ICL takes actions throughout the value chain to increase its positive impact and minimize any negative impacts.

Advanced Fertilization

ICL's sustainable fertilization solutions include controlled release fertilizers, integration with sophisticated irrigation technology and precision agriculture. ICL is also currently the only global producer of Polysulphate, an organic high-quality fertilizer with a low environmental footprint. In addition, ICL produces a unique product line, H₂Flo, which increases water conservation while also optimizing nutrient uptake in crops.



Industrial Solutions



ICL is seeking to support and develop its products for some new clean sectors, such as the unique chemistry required for grid-scale renewable energy storage. The company markets products for emission reduction, remediation of contaminated soils and water treatment.

Circular Economy

ICL is developing products and methods that will enable it to be part of a circular economy. ICL is piloting production processes to close the loops and produce new products from waste. In its Phosphate Solutions division, ICL is developing new sources for producing phosphorus fertilizers, from sources other than phosphate rock, such as human sewage, animal manure and waste ash.

In the Industrial Products division, ICL is focused on retrieving bromine from various waste streams. One of the main initiatives is the Polystyrene Loop project, which focuses on recycling building insulations.



PolyStyreneLoop 

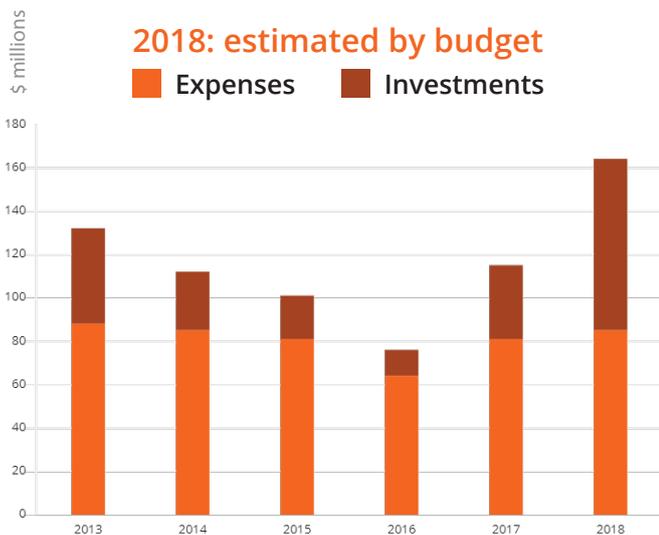
Environmental Performance

<http://icl-group-sustainability.com/reports/environmental-performance>

ICL operates with a clear commitment for full environmental compliance and to be in the top tier in safety performance and environmental responsibility. The company is committed to minimizing the environmental impact of its operations.

INVESTMENT IN ENVIRONMENTAL PROJECTS

\$125 MILLION 



As a chemical and mining company, ICL is aware of the potential impact of its operations and products. We continue to invest in environmental protection, pollution prevention and increasing the efficiency of production processes, in order to reduce our impact on the environment.

ENVIRONMENTAL PERFORMANCE

SINCE 2008, ICL'S AIR EMISSIONS HAVE BEEN **REDUCED** BY:



As ICL strives to minimize the potential negative environmental impact, it is also looking at the beneficial aspects of its products.

CARBON DISCLOSURE PROJECT



Raw Materials & Material Extraction

ICL is built around three main minerals – potash, bromine and phosphate, which are the main raw materials for most of the downstream products along the integrated value chains that we developed throughout the years. These are mined and extracted at our various locations.

Minimizing the environmental impact and reclaiming mined areas are a main focus in ICL. As such, biodiversity is an issue that is being examined in our mining sites and other open areas that are under ICL's management.

ASHALIM CREEK INCIDENT

On June 30, 2017 ICL Rotem, an ICL subsidiary located in Israel's Negev region, suffered a significant environmental incident in which approximately 100,000 cubic meters of acidic phosphogypsum suspension were released from a breach in a detainment pond to the surrounding environment. ICL is committed to supporting and assisting in the various operations being conducted along the dry river bed, including long-term monitoring and restoration of affected areas.



Energy, GHG & Air Emissions

All industrial activities require energy. ICL strives to continuously improve energy efficiency and decrease its GHG emissions. It is doing so by increasing its use of clean and renewable energy, utilizing highly efficient electricity production units (natural gas-based cogeneration) and implementing multi-year energy efficiency programs. Reducing air emissions is a central goal of ICL's environmental strategy. ICL regularly monitors emissions of pollutants in order to better manage its operations. It is taking steps to reduce air emissions by implementing innovative emission prevention solutions and switching to cleaner fuels.

Water & Wastewater

ICL regards water as a high-value natural resource. Many ICL facilities are located in water-stressed regions, and the company is aware of the need to treat this high-value natural resource with care. Water conservation is, therefore, a prominent element of ICL's business culture. ICL production facilities maintain various water conservation projects, from using brackish water to recycling wastewater.

Fair Employment, Business Ethics & Human Rights

<http://icl-group-sustainability.com/reports/fair-responsible-employment/>

ICL's goal is to establish itself as an employer of choice. It is committed to providing equal opportunities to its employees. This commitment is embedded in its policies, procedures and practices, as well as in its prohibition of all forms of illegal discrimination. By treating employees fairly, and evaluating them solely on their merits, ICL can target the best candidates for career advancement.

ICL is committed to the protection of human rights and is therefore careful to maintain the dignity and rights of its employees, their families, the local communities in which it operates and all persons with whom it comes in contact. ICL supports human rights as defined in the United Nations Universal Declaration of Human Rights.

ICL prevents violations of human rights as defined by the laws of each country and site where it operates.

Note: All employment data below represents ICL's global workforce as of June 2018.

Employment contract

	Male	Female	All
Permanent	9,147	2,086	11,233
Temporary	183	46	229
All Employment Types	9,330	2,132	11,462

ICL strives to hire the best individuals by focusing on diversified candidates and to promote and develop talent within the company. Employees, the company and communities all benefit from these fair labor practices.



Employment contract by region

	Permanent	Temporary	All Employment Types
Israel	4,491	186	4,677
Americas	1,092	7	1,099
Europe	3,666	18	3,684
Asia Pacific	1,984	18	2,002

Employment type

	Male	Female	All
All Employment Types	9,330	2,132	11,462
Full Time	9,191	1,946	11,137
Part Time	139	186	325

Conducting Business Fairly

ICL's corporate culture rests on core values that include conducting its business activities fairly and transparently, assuming responsibility for its actions, striving for excellence, respecting others, and a continued commitment to safety, to the environment and to the wellbeing of the communities where ICL facilities are located. These values, together with the Company's commitment to comply with all laws, regulations, compliance programs and procedures, are vital for ICL's continued growth and success.

ICL has various compliance programs for preventing bribery and corruption, including anti-money laundering. ICL implemented a global 'Gift and Entertainment Policy' and a 'Global Fraud Risk Management and Compliance Program' in accordance with ICL's Code of Ethics.

Health & Safety

<http://icl-group-sustainability.com/reports/health-safety>

Ensuring the health and safety of our workers and dependents is a top priority at all ICL sites and facilities. Industrial production, and especially in the chemicals industry, requires precautionary measures to maintain a safe and healthy work environment. ICL invests extensive resources in safety training, to prevent accidents and ensure the health and safety of our employees, of visitors and contractors visiting our sites and of our product supply chain. ICL has adopted a comprehensive Environment, Safety, Health and Security policy.

ICL is aggressively pursuing excellence in safety performance.

ICL is committed to continuous and proactive improvement in the safety culture at all company sites. One of ICL's main safety goals is to raise awareness of employees to the risks around them. As a learning organization, ICL encourages improvement through transparency and trust on safety issues, which will lead to a reduction in the number of incidents and accidents.



ICL's findings proved that the grand majority of accidents occur due to either human error or work that wasn't performed according to recommended guidelines. As a result, the company is implementing programs to assimilate a culture of safety, such as the 'Safety by Routines' and the HOP (Human Operational Performance) programs. These programs are based on 'Best Practices' gathered from ICL's production sites worldwide.

In addition to the programs mentioned above, ICL takes specific measures to increase safety in its operations. These include:

Conducting occupational hazard risk surveys to prevent employees from being exposed to hazardous materials and processes in plants; Performing emergency drills with various scenarios according to an annual plan; Conducting an organized enforcement program of safety and health issues (with a third party), and more.



Key Performance Indicators

<http://icl-group-sustainability.com/reports/kpis-trends-insights>

Company information

	units	2015	2016	2017
Sales	\$ millions	5,405	5,363	5,418
Operating income (loss)	\$ millions	765	(3)	629
Employees	#	14,050	13,414	12,627
% Employees unionized	%	75	75	75
Community spending	\$ millions	6	5	5
ISO 9001	% of production sites certified	80%	80%	80%

Health & Safety

	units	2015	2016	2017
Rate of work accidents (IR)		0.7	0.7	0.8
Rate of lost work days (SI)		23.1	23	25.2
Accidents- company employees		66	85	90
Accidents - contractor employees		39	36	26
Fatalities- company employees		0	1	0
Fatalities- contractor employees		1	1	1
OHSAS 18001 (or eqv.)	% of production sites certified	80%	80%	80%

Environmental Performance

		units	2015	2016	2017
Environmental investment	Expenses	\$ millions	81	64	81
	Investments	\$ millions	20	12	34
Certifications	ISO 14001 or equivalent	% of production sites certified	80%	80%	89%
	ISO 5001 or equivalent	% of production sites certified	11%	19%	32%
Energy	Total energy consumption	GJ (millions)	25.3	30.3	30.6
	Total direct	GJ (millions)	19.5	22.4	23
	Total indirect	GJ (millions)	5.8	7.9	7.6
	Natural gas	GJ (millions)	16.3	18.7	19.8
	Electricity	GJ (millions)	5.2	7.1	6.9
Water	Total water use	m ³ (millions)	56.1	72.6	68.9
	Potable	m ³ (millions)	18.9	19.1	20.2
	Non-potable	m ³ (millions)	37.2	53.5	48.6
	Grid (Municipal) water use	m ³ (millions)	17.2	17.3	18.6
	Wastewater discharge	m ³ (millions)	24.3	24.7	26.8
GHG	Scope 1	CO ₂ e tonnes (thousands)	1,741	1,887	1,909
	Scope 2 (location-based)	CO ₂ e tonnes (thousands)	910	1,167	1,174
	Scope 2 (market based)	CO ₂ e tonnes (thousands)	756	1,083	1,138
	Scope 3	CO ₂ e tonnes (thousands)	127	184	178
	Total GHG emissions 1+2(market)+3	CO ₂ e tonnes (thousands)	2,624	3,154	3,226

		units	2015	2016	2017
Air	NOx	tonnes (thousands)	1.7	1.5	1.8
	SOx	tonnes (thousands)	5.2	6	5.3
	PM	tonnes (thousands)	1.5	1.5	0.9
	VOC	tonnes (thousands)	0.098	0.05	0.058
Waste	Total Waste	tonnes (thousands)	65.7	86.6	82.6
	Total Haz Waste	tonnes (thousands)	18.2	23.8	25.5
	Total Non-Haz waste	tonnes (thousands)	47.5	62.8	57.1
	Recycling Rate - Haz	%	34	21	27
	Landfill rate - Haz	%	54	66	68
	Recycling Rate - Non Haz	%	59	60	55
	Landfill rate - Non Haz	%	38	38	44



DEVELOPING THE
FUTURE /