



# ICL Group Procurement Quality Policy

## ICL's Leadership Model

The model represents the key qualities and capabilities of an ICL leader, as someone who embodies and cultivates **Care**, **Dare**, **Grow**, and **Winning Spirit** – wherever we are and whatever we do.



### Care

Doing the right thing, by going the extra mile and genuinely considering all the elements of our people, business, and core values.

Caring enables us to work together and do better.



### Grow

Developing ourselves, our people, and our company so we can thrive and reach new heights.

When we improve ourselves, we improve our results, and this inspires others and drives us all forward.



### Dare

Stepping out of our comfort zones and stretching ourselves to innovate and proactively shape our reality.

Dare encourages us to stretch ourselves and be bold to go the extra mile.



### Winning Spirit

It is an attitude and a passion that gets us going and keeps us going.

Our Winning Spirit is the energy and mindset that propels us to execute with excellence and determination.

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## ICL Group Procurement Quality Policy

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Quality is a **top priority** for ICL and a **fundamental** component of our Procurement strategy. We are committed to deliver goods and services that are both fit-for-purpose and consistent specified quality, while ensuring the supply sources for our plants and ICL customers, improving ICL's competitiveness and better Service Level Agreement with our internal business partners, attaining sustainable reduction of ICL's total spend base, and significantly contributing to ICL's business and strategic mindset.

Quality is also **fundamental** to achieve our Global Procurement Organization's (GPO) vision, *"To deliver best-in-class strategic procurement through strong collaborative relationships. To be a partner of choice to our customers. To create business value by optimizing ICL's sustainable commercial excellence."*

Our commitment is to **never compromise** on Quality of goods and services and the compliance with applicable regulatory and statutory requirements.

To provide **sustainable added value** and to become a **strategic business partner** to our ICL businesses, Quality at ICL Procurement is to:

- define and implement an effective **Quality Management System** (QMS), in **collaboration** with internal partners, that will continue to satisfy the requirements of our internal partners and external stakeholders, ISO 9001:2015 standards and applicable regulatory & statutory obligations, in a sustainable and environmentally responsible manner.
- continuously challenge ourselves and **improve** by establishing measurable quality objectives across the procurement organization, and to perform against these objectives.
- regularly evaluate improvement opportunities and efficient use of the **Management Review** process to measure the effectiveness of Procurement Quality Management System and adequate allocation of resources.
- encourage the **participation** and **promotion** of quality responsibilities amongst all procurement employees through effective procedures, training and coaching, supervision and communication.



- encourage a **culture of quality** by engaging all employees in procurement and demonstrate a continuous improvement mindset.

*Our approach to quality is driven by our general approach of doing the right thing, in the right way, every day, by embracing the UN Sustainable Development Goals (SDGs) as our guiding principles and implement them in everything we do. Our efforts on quality in procurement support the following SDGs:*



### **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 is taking place 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.*

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