



ICL Diversity & Inclusion Policy

At ICL, diversity is not just a value. It reflects our global presence.

We are a global organization of thousands of individuals, working across many countries and cultures. Our workforce represents a rich spectrum of races, ethnicities, genders, ages, religions, sexual orientations, and belief systems.

We are committed to treating every individual with fairness, dignity, and respect. Regardless of personal characteristics.

At ICL, inclusion is how we thrive, and belonging is how we grow... Together.

We all hold equal importance

As ICL grows we will ensure all our team members can grow and develop along with us, not just as employees but as people. We recognize each person as an individual, each with their own desire to achieve their goals and aspirations.

We are proud of all our employees, we are proud to have them work with us and we strive to be an Employer of Choice, a company all feel proud to be a part of.

ICL is also committed to contribute to the global effort to UN SDG's (Sustainable Development Goals), including (but not limited to): Gender Equality- SDG 5; Decent Work and Economic growth- SDG 8; and Reduced Inequalities- SDG 10.

ICL D&I (diversity and inclusion) officer is responsible for aligning ICL D&I strategy and embed it into leadership and people practices, monitor and track the D&I KPIs, and develop and implement communication and learning D&I programs to support a DI culture.

Therefore, ICL believes it is essential that we commit to the following principles.

But words alone are not enough, we will monitor, measure, and report our progress.

In particular:

- ✓ Our ranking in 'Best Companies to Work For' Surveys across the world
- ✓ Employee Engagement & Enablement scores from our own Employer of Choice Survey
- ✓ Our continuing participation in the Bloomberg Gender-Equality Index (GEI)
- ✓ Our Performance in the employment sections of ESG and sustainability rankings

Please note that signed copies of all policies are maintained in English for reference and consistency purposes.



The Right Person for the Right Job-No Barriers

- We will always aim to recruit the most suitable person for all positions. We will not be biased towards, or against, any individual characteristic. We will apply this principle to both external and internal candidates.
- We will invest in technology that allows ICL to reach out and find the best people from all communities.
- We will train our managers to ensure they recruit fairly and to avoid any hidden unconscious bias.

How will we measure this?

- Monitor and report on the number of women in employment*
- Monitor and report on the number Underemployed Minority Populations*
- Monitor and report on the number of Individuals with Disabilities employed by the company*

* We will always adhere to any local regulations regarding the tracking of certain personal data & the reporting of any protected/confidential data.

Ensuring All Employees Can Grow and Thrive

- We are implementing a culture of encouragement, supported by learning initiatives at all levels to ensure that all employees can develop and drive their own growth.
- We will continue to drive the use of our Learning Management System to allow employees the opportunity to grow and develop their skills.
- We will provide all with the means to choose and take part in opportunities to grow, not just in areas directly related to their employment but in their personal development as well.

How will we measure this?

- Measure employee enablement data through our Employer of Choice surveys
- Monitor and report ratios of women on Management Development Courses*
- Monitor and report on the number Underemployed Minority Populations*
- Monitor and report on the number of Individuals with Disabilities employed by the company*

* We will always adhere to any local regulations regarding the tracking of certain personal data & the reporting of any protected/confidential data.

Providing Fulfilling Careers for All

- We will ensure all internal promotion decisions are made without consideration of any protected characteristic.
- We will always seek out opportunities to ensure any decision-making bodies comprise of a fair representation from all genders, communities, etc.
- We will always aim to provide fair and transparent compensation practices. We hold equal pay as a main principle within our compensation policies.

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How will we measure this?

- Measure employee engagement data through our Employer of Choice surveys
- Monitor and report ratio of women in Senior Executive positions*
- Monitor and report ratio of women in Overall Management*
- Monitor and report on the number of Individuals with disabilities employed by the company*

* We will always adhere to any local regulations regarding the tracking of certain personal data & the reporting of any protected/confidential data.


Targeted Initiatives

- We will take positive action when we identify opportunities to improve the position of underrepresented parts of the communities in which we operate.
- We will always pro-actively comply with any local Affirmative Action Regulations.
- We will always seek out opportunities to develop the standing of:
 - Gender Equality
 - Individuals with Disabilities
 - Veteran Employment (US)
 - Arabic & Ethiopian Employment (Israel), Religious Employment (Israel)


How will we measure this?

- Maintain and report all data as required by local Affirmative Action programs and regulations (while also adhering to any state/local limitations regarding the tracking of certain personal employee data)
- Highlight all such initiatives in our Corporate Sustainability and Community Reports and Literature
- Maintain and report all data as required by local Affirmative Action programs and regulations

ICL promotes a culture of Speak Up that sees great importance in allowing employees to raise their voices and speak up without any fear of retaliation. Therefore, if you know, or suspect, any violation of this Policy, ICL's Code of Conduct, or any other potential misconduct - please speak up and report it. By speaking up, you give ICL the opportunity to address the issue and help us improve and do the right thing, in the right way, every day. You can report your concerns to your manager or his supervisor, HR, the legal and Compliance department, or through 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.



Elad Anderson
ICL President & CEO



Ilana Fahima
ICL EVP Chief People Officer

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