



HIGHLIGHTS FROM 2018 CORPORATE RESPONSIBILITY REPORT

Advancing Food Security, Health and Well-Being.

CULTIVATING THE PRESENT

About this report

Following are highlights, main figures and trends from ICL's 2018 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>



The full web-report covers all of ICL's global operations. The quantitative information in it relates to all ICL production sites and other facilities where ICL maintains operational control. This report was written in accordance with the GRI Standards Core option. See the 'GRI Content Index' page for more details. A third-party external assurance process was completed for the full-report. The process focused on ensuring that material topics adequately guide the disclosure in this report. This external assurance was conducted in accordance with the AA1000 Assurance Standard. The report was found satisfactory in fulfilling the standard's key principles of inclusiveness, materiality and responsiveness, and in fulfilling GRI's guidelines. Read the complete assurance assessment.

ICL at a glance

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

ICL (Israel Chemicals Ltd.) is a global fertilizer and specialty chemicals company operating Bromine, Potash and Phosphate mineral value chains. ICL's products are used in key agricultural and industrial markets.

PRODUCTS & RAW MATERIALS

kt = THOUSANDS OF TONS



POTASH

4900kt



POLYSULPHATE

350kt



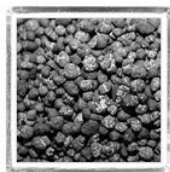
PHOSPHATE ROCK

5275kt



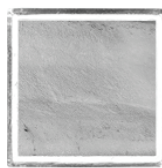
BROMINE

175kt



PHOSPHATE FERTILIZERS

1292kt



METAL MAGNESIUM

21kt

The Potash, Phosphate fertilizers and specialty fertilizers that ICL mines and formulates are critical for farmers worldwide, improving their yields and the quality of their crops.

R&D INVESTMENT

\$52MILLION 

ICL is also expanding its offering of innovative agro solutions. Leveraging its unique assets and know-how, the company is fostering innovation through the development of new applications. These include new Bromine and Phosphorus-based flame retardants, magnesia and salt products, personal care products and pharmaceuticals, as well as solutions for energy storage, urban mining and others.

EMPLOYEES



11,000

ICL was awarded the highest Platinum+ ranking in the 2019 Maala Corporate Responsibility index (for performance in 2018). The Maala ranking is the leading sustainability index for business in Israel.



44 PRODUCTION SITES
LOCATED IN 13 COUNTRIES

LOGISTICS AND DISTRIBUTION
IN OVER 30 COUNTRIES



% OF ICL PRODUCTION SITES WITH ISO CERTIFICATION (OR EQ.)
SAFETY **89%**
ENVIRONMENT **91%**
QUALITY **93%**

ICL's operations worldwide are supported by global distribution supply chains. As part of a complex value chain, ICL is a supplier to both businesses and end customers as well as a purchaser of materials and services.

Sustainable Solutions

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



As awareness of global and regional sustainability challenges has increased, ICL has developed a multi-level approach. The company's operational focus is to reduce its environmental impact, promote energy & raw material efficiency, and apply top-tier risk management and pollution control measures. In parallel, ICL focuses on introducing products and solutions that increase the global positive impact of its business - through the company's existing and new products

Advanced Fertilization

The fertilizer industry helps to overcome agricultural challenges and facilitates increased crop yields on existing agricultural land, preventing excess conversion of natural habitats into agricultural land.

As a major producer of fertilizers and specialty fertilizers, ICL's products enhance yields and improve crop quality, increase nutrient use efficiency and protect the environment by minimizing the loss (through leaching and volatilization) of nutrients.



Mineral fertilizers are responsible for over half of the world's food production

ICL's sustainable fertilization solutions include controlled release fertilizers, integration with sophisticated irrigation technology ("fertigation") 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 H2Flo, a 'wetting agent' that reduces surface tension, allowing for better penetration and distribution of irrigation water, while also optimizing nutrient uptake from fertigation.



Industrial Applications

ICL generates value by leveraging its unique assets and know-how as well as by fostering innovation through the development of new applications, such as Bromine and Phosphorus-based flame retardants, magnesia and salt products, solutions for emission reduction, energy storage, urban mining and others.



ICL's innovative processing technology enables the production of meat substitute products.

ICL Specialty Minerals has developed a safer and naturally based personal care product, CareMag™ D, which fills the Antiperspirant and Deodorant (APD) industry requirements for natural, non-toxic and hypoallergenic ingredients.

Product Stewardship

Product stewardship means, assuming the responsibility for minimizing the 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, including: the extraction of raw materials, product development, production and operation, logistics and distribution, product use and the end of the product's life. ICL takes actions throughout the value chain to increase its positive impact and minimize any negative impact.

Sustainability Index for Product Development

As part of its commitment to sustainable development, ICL combines environmental, health and safety criteria with commercial and operational considerations when developing new products. All potential products and materials are tested comprehensively and rigorously to specify their properties according to an internal Sustainability Index developed by ICL for product development.

All of ICL's R&D departments have implemented the Sustainability Index.

Circular Economy

ICL is developing products and methods that will enable it to be an active participant in the efforts to create a global circular economy. ICL is piloting and implementing production processes aimed at using internal and external byproducts as raw materials. In parallel, the company is increasing search efforts for business partners who could use byproducts created at ICL sites.

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. The division is also exploring and collaborating with diverse manufacturing companies that can re-use its major byproduct streams, such as Fluorosilicic Acid and Oil Shale Ash.

In the company's Industrial Products division, ICL is focused on retrieving bromine from various waste streams. One of the main initiatives is a Polystyrene Loop project which focuses on recycling building insulation. Another initiative, is the use of hydrogen, a byproduct of the production process at one of ICL's sites, as fuel for an emission reduction equipment.



Environmental Performance

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

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

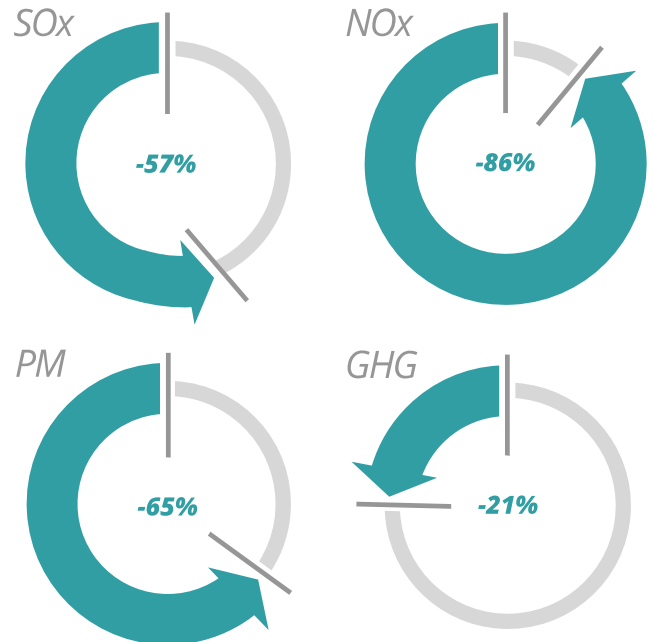
As a chemical and mining company, ICL is aware of the potential impact of its operations and products. The company significantly invests in measures for environmental protection, pollution prevention and resource efficiency.

ENVIRONMENTAL PROTECTION SPENDING

\$121MILLION

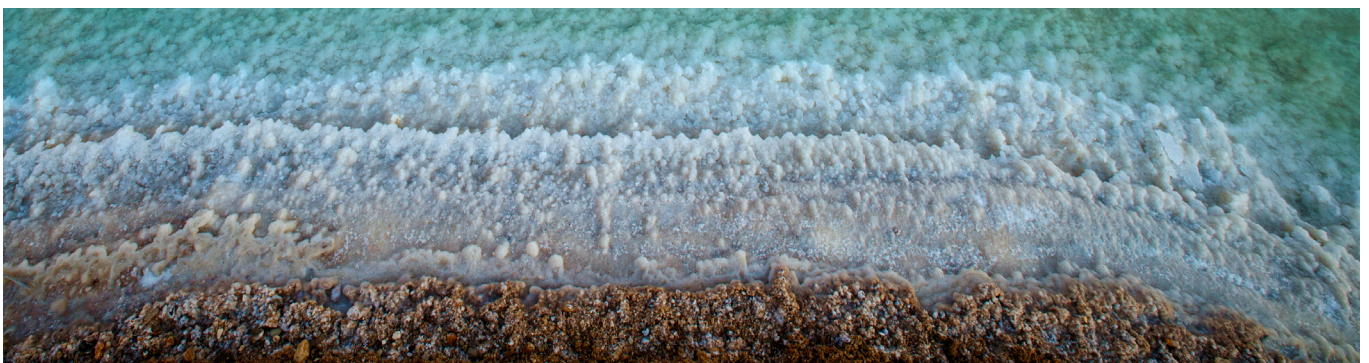


*SINCE 2008, ICL'S AIR EMISSIONS HAVE BEEN **REDUCED** BY:*



Raw Materials & Material Extraction

ICL activities are built around three main minerals – Potash, Bromine and Phosphate, which are the main raw materials for most of its downstream products along the company's integrated value chains. These minerals are mined and extracted at various ICL sites. The company is unique in its material use efficiency, building on industrial symbiosis within its internal value chain to create highly specialized minerals and chemicals.



ICL is careful to consider environmental factors when using land and when it engages in its operations, particularly in ecologically sensitive areas or areas with unique cultural value. For example, the company operates award-winning Phosphate mine reclamation techniques both during mining activities and after their completion, and is engaged in research aimed at increasing the rate of ecosystem regeneration following reclamation.

Energy, Greenhouse Gas & Air Emissions

All industrial activities require energy. ICL strives to continuously improve its 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. Major GHG reductions were also achieved due to new technologies implemented that eliminated significant emissions from the chemical processes at ICL sites.



Reducing air emissions is a central goal of ICL's environmental strategy. It is taking steps to reduce air emissions by implementing innovative emission prevention solutions and switching to cleaner fuels. In 2018, SOx emissions were reduced by 25% compared to 2017, due to the installation of a new and improved catalyst in one of ICL's sulphuric acid plants. NOx emissions were reduced by 20% in the same period, mostly due to the installation of a highly efficient boiler, in the new Sdom power plant, which now produces the grand majority of electricity needed for all ICL Israel sites.

Water & Wastewater

ICL regards water as a high-value natural resource. Water conservation is a prominent element of ICL's business culture. 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 & Responsible Employment

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

ICL is determined to strengthen its position as an employer of choice and a favorable place to work in every region in which it operates. To do so, the company works diligently with its employees and managers to create a more fulfilling workplace. Among else, ICL operates extensive training and development programs for employees and managers, and has various mechanisms to support the welfare and wellbeing of its employees.

EMPLOYEE DEVELOPMENT

ANNUAL AVERAGE PER EMPLOYEE



ICL achieved the highest increase in rankings among all ranked companies in the most recent Israeli BDI “Best Companies to Work for” index: from 84th in 2018 to 45th in 2019



Overall ICL employee turnover rate in 2018 was 8.9%.

ICL is committed to diversity in employment and promoting gender equality. ICL has created a global diversity plan to make ICL an even more inclusive workplace. This plan provides opportunities for employees, creates value and fosters innovative solutions for the company and the markets it serves. The company also reaches out to under-represented groups.

	Current Status	2024 Target
Women in the Overall ICL Workforce	16%	22%
Women in Overall ICL Management	13%	30%
Women in Senior ICL Management	9%	20%
Women participation in ICL Global Management Development Courses	21%	30%

The percentage of women serving as officers in ICL's executive global management increased from 11% in 2017 to 33% in 2018.

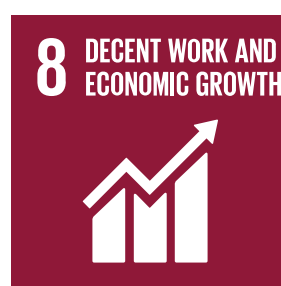
In January 2019, ICL was selected as one of 230 public companies worldwide to be included in the 2019 Bloomberg Gender-Equality Index (GEI). The GEI distinguishes companies that are committed to transparency in reporting their gender policy and advancing gender equality.



Population	% of total workforce in monitored regions*	% of new hires in monitored regions*
Underemployed Minority Populations	4.6%	9.7%
Individuals with Disabilities	4.7%	1.0%

* Due to regulatory limitations on tracking of such data regarding employees in some countries, the % above only reflect the monitored portions of ICLs total global workforce: 45% for underemployed minorities, 39% for individuals with disabilities.

ICL has worked with various NGOs and other partners, initiating round table discussions in order to learn how to increase its pool of diverse talent. As the company works to strengthen its recruiting activities, it is also implementing an advancement program for suitable, diversified candidates.



ICL also takes comprehensive measures to ensure the fair working conditions of contractor employees whose work takes place in company sites (mostly in Israel).



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.

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 to prevent bribery and corruption, including anti-money laundering. ICL has also 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 ICL workers and dependents is a top priority for the company. ICL aims to create an organizational culture committed to safety, to reduce the number of incidents and accidents, and to reach top-tier safety performance. ICL invests extensive resources in safety training to prevent accidents and to ensure the health and safety of its employees, visitors and contractors visiting the company's sites and of its product supply chain. ICL has also adopted a comprehensive Environment, Safety, Health and Security policy.



ICL continuously fosters a strong safety culture and enhances employee awareness, aiming for top-tier safety performance.

ICL is committed to continuous and proactive improvement in the safety culture at all of its work 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 that will lead to a reduction in the number of incidents and accidents.



ICL'S 5 SAFETY PRINCIPLES

1. EHS Management System
2. Commitment and Engagement
3. Risk Management
4. Organizational Competence
5. Learning Organization

ICL is developing a global EHS Management System. The system defines ICL Policy and Guidelines and creates a common language across the company for EHS. As part of the system, safety and occupational health enforcement plans are implemented at all ICL divisions. Periodic internal and external audits are performed to confirm compliance with all safety regulations and procedures.

Part of the ICL Global EHS Management System is the establishment of Key Performance Indicators (KPIs) for EHS. ICL's focus is on proactive indicators that prevent EHS related events from occurring. These KPIs include the on-time and full completion of Safety audits, Incident investigations, Realization of Corrective Actions, Process Hazard Assessments, Job Safety Assessments, Scheduled safety trainings and additional KPIs.

ICL takes responsibility for the health and safety of its contractors and business partners. The company ensures that its contractors have the right skills and knowledge to perform their work in a safe way. During 2018 ICL started to perform contractor safety evaluations in order to identify weaknesses and where safety enhancement efforts would be most effective. The company is working with the evaluated contractors on identified gaps and plans to expand this engagement in upcoming years.

Sustainable Procurement



ICL is extending its corporate social responsibility to include its supply chain. In 2018, ICL joined the 'Together For Sustainability' (TfS) initiative, a joint initiative of 23 leading global chemical companies

that promotes sustainability in the global chemical supply chain. Thousands of suppliers are assessed and audited on diverse sustainability issues through the TfS initiative, with many of them showing improvement over time. In its first year as a TfS member, ICL engaged with suppliers who account for over 1 billion USD in annual spending, or approx. 28% of the total amount that ICL spent in 2018.

ICL's increased efforts in Sustainable Procurements have earned the company the maximum score of "A" in the CDP's new sub-ranking, the Supplier Engagement Rating (SER). The SER is based mostly on a company's efforts to increase awareness of climate change with their suppliers.



Community Engagement

<http://icl-group-sustainability.com/reports/engaging-our-communities/>

ICL is part of the social and business community in all regions where its sites are located. ICL strives to improve the quality of life in these communities. To do so, the company supports and develops plans, initiatives and activities aimed at empowering and strengthening the economic, social and communal fabric and provides local residents with opportunities in the areas of education, sustainability, science and innovation. These include, social entrepreneurship, philanthropy and welfare and other projects with the community. The core of ICL's social vision is based on cooperation through initiatives and investment in community projects with the involvement of its employees, residents and local organizations.



ICL's total spending on community projects and engagement in 2018 was approximately 7.7 million USD, an increase of 51% from 2017 figures. The grand majority of this increase is derived from ICL's investment in the new Dead Sea Heritage site and visitor center.

In 2018, 14% of ICL's employees in Israel participated in volunteering activities, which have totaled to approximately 19,000 volunteer hours.

ICL welcomes engagement with the public. ICL has an ongoing dialogue with its neighboring communities and other stakeholders. During 2018, ICL has welcomed as many as 24,000 visitors to its various production sites around the world and has held a total of 26 CAP forums globally.

Key Performance Indicators

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

Company information

	units	2016	2017	2018
Sales	\$ millions	5,363	5,418	5,556
Operating income (loss)	\$ millions	-3	629	1,519
Community Spending	\$ millions	5	5	8
ISO 9001 or an eqv. standard for quality	% of production sites certified	80%	89%	93%

Environmental Performance

		units	2016	2017	2018
Environmental Protection Spending	Investments	\$ millions	13.2	33.8	46.7
	Expenditures	\$ millions	64.7	62.4	74.5
Certifications	ISO 14001 or an eqv. standard for environmental management	% of production sites certified	80%	89%	91%
	ISO 50001 or an eqv. standard for energy	% of production sites certified	19%	32%	32%
Energy	Total energy use	GJ (millions)	30.2	30.8	35.2
	Direct	GJ (millions)	22.3	23	28.4
	Indirect	GJ (millions)	7.9	7.8	6.8
	Electricity	GJ (millions)	7.1	7.2	6
	Natural gas	GJ (millions)	18.7	19.8	25.8

		units	2016	2017	2018
Water	Total water use	m ³ (millions)	70.9	68.5	69.1
	Potable	m ³ (millions)	19.2	20.2	19.2
	Non-potable	m ³ (millions)	51.7	48.3	49.9
	Grid (Municipal) water use	m ³ (millions)	17.3	18.6	17.4
	Wastewater discharge	m ³ (millions)	22.3	24.4	24.4
GHG	Total GHG emissions 1+2+3	CO ₂ e tonnes (thousands)	3,155	3,162	3,323
	Scope 1	CO ₂ e tonnes (thousands)	1,905	1,932	2,278
	Scope 2 (market based)	CO ₂ e tonnes (thousands)	1,159	1,140	952
	Scope 3	CO ₂ e tonnes (thousands)	91	90	93
Air	NOx	tonnes (thousands)	1.5	1.9	1.5
	SOx	tonnes (thousands)	6	5.2	3.9
	PM	tonnes (thousands)	1.5	0.98	0.96
	NH3	tonnes (thousands)	0.05	0.021	0.087
	VOC	tonnes (thousands)	0.05	0.06	0.07
Waste	Total Waste	tonnes (thousands)	67.1	70.1	63.5
	Total Haz Waste	tonnes (thousands)	23.6	25.5	25.8
	Total Non-Haz waste	tonnes (thousands)	43.5	44.6	37.7
	Recycling Rate - Haz	%	21%	26%	30%
	Landfill rate - Haz	%	66%	67%	62%
	Recycling Rate - Non Haz	%	52%	47%	58%
	Landfill rate - Non Haz	%	46%	52%	51%

Health & Safety

	units	2016	2017	2018
OHSAS 18001/ISO 45001 or eqv. standard for safety	% of production sites certified	80%	89%	89%
Rate of work accidents (IR Rate)		0.73	0.82	0.73
Rate of lost workdays (SI Rate)		22.5	25.6	28.6
Company Employees Accidents	#	85	87	76
Contractor Employees Accidents	#	34	24	43
Fatalities Company Employees	#	1	0	0
Fatalities Contractor Employees	#	1	1	1

Employment Information *

	units	2017	2018
All Employees	#	12,660	12,125
Employees unionized	%	75%	70%
Temporary employees	#	229	231
Part-Time employees	#	325	325

* "All Employees" figures Include all company employees and some additional long-term contract workers and student employees; 2016 data excluded from this table- insufficient comparability to 2017-8, due to new HR IT systems implemented from 2017 and onwards.



DEVELOPING THE
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