



ICL (UK) SALES [the “Company”] SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE MANAGING DIRECTOR

As an organisation with an annual turnover of more than £36m GBP, ICL (UK) Sales is required under Section 54 of the Modern Slavery Act 2015 to report on the steps that we continually take to prevent modern slavery or state and make this information publicly available on our website as well as submit our findings to the Government.

This report pertains to the Financial Year ending 31 March 2021, however it also presents our on-going commitment to prevent modern slavery within our organisation.

This report has been agreed by the Senior Leadership Team of ICL (UK) Sales on 22 March 2021.

MODERN SLAVERY

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. ICL (UK) Sales is part of the wider ICL Group that has a guiding set of Core Values and Code of Ethics. Employees, at all levels, are expected to abide by these Core Values and Code of Ethics and strongly encouraged to report their concerns via various channels, or anonymously via www.ICLhotline.ethicspoint.com, whereupon the Company will investigate and act upon any genuine concerns raised.

The complete ICL Code of Ethics can be found on the ICL Group website at:
https://www.icl-group.com/wp-content/uploads/2021/03/ICL-Code-of-Ethics-2020_English.pdf

ICL places high emphasis on its corporate and social responsibilities towards its employees and shareholders, customers and suppliers, the community and other stakeholders. As one of the world’s leading chemical companies, ICL’s awareness of corporate responsibility has evolved and deepened. It has led us to substantially increase our environmental, social and communal activities, and, most importantly, to internalize a commitment that guides us on a daily basis. This commitment comes

from ICL's CEO, ICL's Global Compliance Officer and senior management and is cascaded throughout our organization.

Examples of ICL's commitment to corporate and social responsibility can be found in ICL's Corporate Responsibility Report on the ICL Group website at:

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

ORGANISATION'S STRUCTURE

ICL (UK) Sales is a Mining and Minerals Processing facility, which mines and processes Polyhalite, which is used in the fertilizer industry. ICL (UK) Sales is wholly owned by ICL which has its headquarters in Tel Aviv, Israel, and has operational sites across the globe.

ICL (UK) Sales, individually, has an annual turnover in excess of £36m.

OUR BUSINESS

ICL (UK) Sales business is the Sales and Distribution of fertiliser related products.

OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials, goods and services which allow us to undertake our activities in mining and producing our products.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. ICL's guiding Core Values and Code of Ethics reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

ICL respects and observes internationally recognized human rights and complies with all relevant labor and employment laws for the areas in which it operates. ICL adheres to the following principles:

▲ Freedom of association

ICL employees are free to form, join and/or participate in workers' organizations and exercise their right to engage in collective bargaining. ICL maintains an open channel of communication with its employees.

⚠ **Forced or compulsory labor**

ICL does not use forced, prison or indenture labor in any form. ICL prohibits the use of threats of or actual physical or psychological violence or measures of economic pressure to force employees to perform labor or maintain employment.

⚠ **Child labor**

ICL complies with the minimum age of employment required by the laws of the countries in which we do business.

⚠ **Discrimination and Harassment**

ICL employees are treated with respect and dignity. ICL has no tolerance for discrimination or harassment in any form, against any person based on, including but not limited to, their religion, race, ethnicity, nationality, gender, sexual orientation, age or disability. ICL supports the provision of equal opportunities to all its employees and candidates for employment.

⚠ **Salaries and working hours**

ICL follows, at a minimum, country requirements regarding minimum wage, fringe benefits, working hours, overtime, sick leave and vacation. ICL pays its employees fair wages and respects their need for life outside of work.

⚠ **Legal Employment**

ICL employs only those with valid documents proving their right to work in the relevant countries in which ICL operates.

⚠ **Health and Safety**

ICL complies strictly with occupational safety and health standards prescribed by local laws as well as international and local standards. ICL invests heavily in employee education and occupational safety and health measures not only to be in strict compliance with industry standards and local safety rules, but more importantly to prevent exposure of its employees and the surrounding communities to dangerous products and processes at all its locations.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. Where we learn of any occurrences of slavery and human trafficking within our supply chain, we will investigate and take the appropriate actions, where necessary, which will include ceasing to conduct business with such supplier.

TRAINING

ICL trains its employees regularly on legal and regulatory requirements and ICL policies including the Code of Ethics and the employee's responsibility to act in an ethical manner.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.



**Howard Clark – Business Lead ICL Innovative Ag Solutions UK & Ireland
Commodity Fertilizers
ICL (UK) Sales**