

ICL-IP Terneuzen is part of the worldwide operating ICL Group. Safety, health, environment, sustainability and energy are main topics within the concern. We produce products mainly based on bromine for other companies. By taking precaution measures we eliminate or reduce potential exposure for our employees and emission to the environment.

Our mission

"We as ICL-IP Terneuzen are JOINTLY committed to making our products SAFE, COST-CONSCIOUS and according to the desired QUALITY and to deliver them on TIME. Our EMPLOYEE, CUSTOMERS and ENVIRONMENT are central to this, whereby RISKS are LIMITED to a maximal level. We are open to CHANGE and CONTINUOUSLY IMPROVE."

Our goals

BEST PERFORMING PLANT WITHIN ICL-IP

- Safest and environmentally and socially responsible company;
- Financially healthy.

PREFERRED SUPPLIER FOR OUR CUSTOMERS

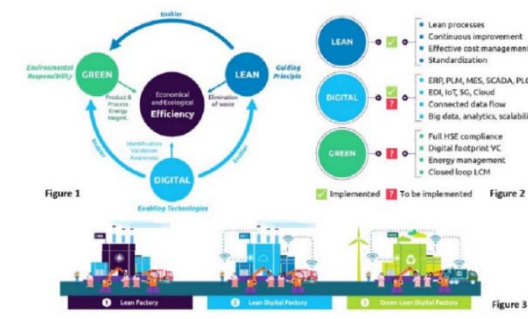


- Our focus**

 - Compliance
 - Lean
 - Green
 - Digital

To be the best performing Plant and preferred supplier, we need to:

- Comply with legal and other requirements and expectations of our stakeholders;
- Limiting risks to an acceptable level and making the most of opportunities, with a safe and healthy working environment, an improvement in energy performance and the prevention of environmental impact being paramount;
- Provide the best quality and service, be competitive and reliable;
- Pursue innovation (adding value for ICL and its customers, and understanding their needs).



To achieve this we need:

- Acting ethically and with integrity at all levels;
- Working in the ICL chain; understand that we are not isolated;
- Leadership dedicated to the vision;
- Focus on our (internal) customers (we know what they need);
- Pursuing Operational Excellence – a culture that wants to learn and improve from day to day, every day;
- Being the best team, helping each other and increasing knowledge every day;
- Managing data and facts using continuous improvement principles;
- We use our strength, we are part of a large company so we use the global knowledge and experience, size and structure.

How can we achieve this?

- Our factory is always "ready to visit" (factory and offices).
- We demonstrate good knowledge regarding Occupational Health and Safety, Environmental and Energy-efficiency regulations and rules.
- We prevent incidents to happen and take special care for Major Hazards associated with the Seveso regulations.
- Our policy is aimed at ensuring that every incident can be prevented "zero is achievable".
- We prevent environmental pollution and minimize emissions to air and water to allowed levels or beyond.
- We aim to minimize waste and to maximize re-use of waste both inside and outside our own processes.
- We aim to mainly use sustainable equipment and materials.
- We minimize the use of non-green energy and strive to optimize the energy-efficiency.
- We strive to operate according to the Responsible Care philosophy as applied globally within the chemical industry.
- We ensure emergency preparedness is capable to deal with occurring incidents, minimizing effects and impacts and allowing recovery to enable continuity.
- We monitor and maintain the integrity of our assets, processes, methods and workplaces.
- We produce and deliver products of high quality standards.
- We provide training and instructions to our employees and contracted services on site to uphold our HSE integrity.
- We safely produce all products within specification and with consistent quality in order to meet the needs of our customers.
- We use dedicated and safe working methods which are described in procedures and work instructions.
- Our suppliers will be committed to deliver the quality of their sustainable goods and services.
- We are committed to ensure the availability of information and of necessary resources to achieve objectives and targets.
- We learn and apply, we analyze problems based on facts and data.
- We measure and evaluate our performance to improve.
- Every audit demonstrates our commitment to Operational Excellence.
- We challenge each other; we always strive for excellence.
- We respect and implement the associated Corporate ICL values.
- We strive to maintain a certified management system under ISO 9001, ISO 14001, ISO 45001 and ISO 50001, which is also suitable to meet legal requirements set by the Dutch Seveso regulations, the AEO regulations and the ISPS regulations.
- We uphold an open communication with interested parties both inside and outside our plant.

How will the world look at us?

- We are known as the Operational Excellence Plant of ICL worldwide.
- We are known as the safest, environmentally and socially responsible plant of ICL worldwide.
- We are a favorite employer and an example company for the competent authority.
- We are the preferred supplier of our customers and bring added value.

Our HSE values

- We do not accept personal injuries..
- We do not accept exposure to hazardous substances or dangerous situations.
- We do not allow leakages and spill to happen or to continue once they occur.
- We do not allow non-efficient use of energy.
- We do not allow poor quality of raw materials and products and non-timely deliveries
- We do not allow poor segregation of waste.
- We take care for ourselves and our community.

This statement is related to the general mission and vision statement. This statement is the starting document to describe and implement the EHS policy within ICL-IP Terneuzen. This EHS statement is publicly available via our website.

Terneuzen, September 6, 2022

Frank Kloek Site Manager	Marcel Meijer Financial Manager	Jan Raes Technical Manager	Sven van Dijk Operational Manager	Angelo van Huffel QHSE manager
-----------------------------	------------------------------------	-------------------------------	--------------------------------------	-----------------------------------