

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

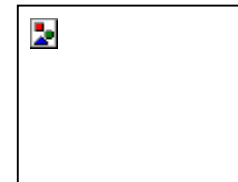
"We as ICL-IP Terneuzen are JOINTLY committed to making our products SAFE, COST-EFFECTIVE and according to the desired QUALITY and to deliver them on TIME. Our EMPLOYEE, CUSTOMERS and ENVIRONMENT are central to this, whereby RISKS are LIMITED to a maximal level. We are open to CHANGE and CONTINUOUSLY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

Our goals

BEST PERFORMING PLANT WITHIN ICL-IP

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

PREFERRED SUPPLIER FOR OUR CUSTOMERS

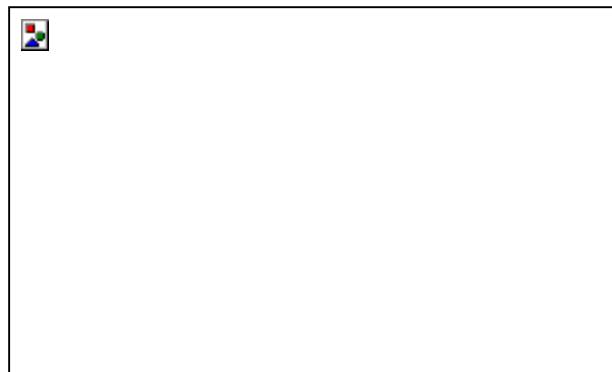


Our focus

- **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 do not accept budget overruns.
- We make sure that we are ready for the future (infrastructure / develop and testing of new products – are ready for new investments).
- We believe in learning from other establishments and are eager to learn from others.
- We proactively share everything of value within ICL-IPT.
- We learn and apply, we analyze problems based on facts and data.
- We focus on the shared vision and stick to it.
- Our policy is aimed at ensuring that every incident can be prevented "zero is achievable".
- Every audit demonstrates our commitment to Operational Excellence.
- We measure and evaluate our performance to improve.
- We know our customers and we want to meet their needs.
- We challenge each other; we always strive for excellence.
- All our actions are aimed at creating added value for the company and the customers.

How will the world look at us?

- We are known as the Operational Excellence Plant of ICL worldwide.
- We are the factory of choice for future large ICL investments based on our results, YES WE CAN – mentality, infrastructure and our employees who are flexible, well trained and have a lot of knowledge and experience.
- We are the preferred supplier of our customers and bring added value.
- We are a favorite employer and an example company for the competent authority.
- We adapt to change and are respected for it.

Our values guide our 4 pillars

Creative

- We make great products and deliver solutions for our customers.
- We embrace bold ideas and give them room to grow.
- We act with optimism and inspire each other.

Open

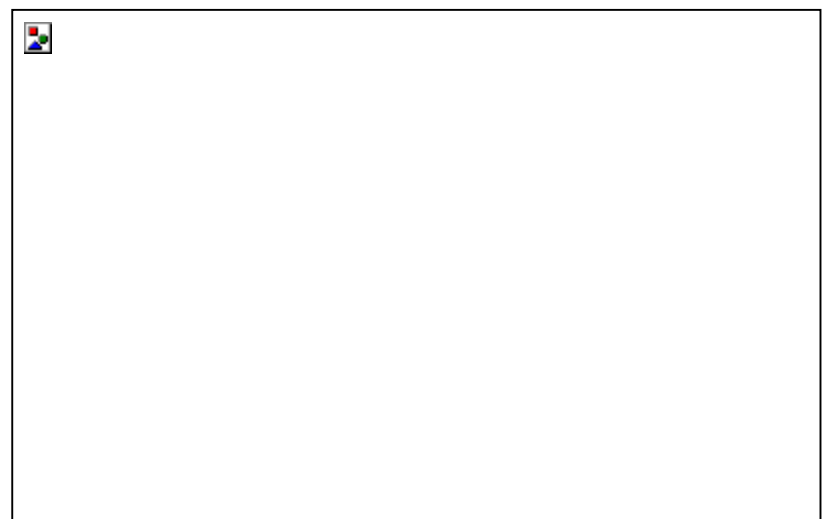
- We value diversity: between people, in opinions and in experiences.
- We encourage a dialogue based on honesty, respect and mutual trust.
- We learn from our setbacks.

Responsible

- We value health and safety, both inside and outside our site, above all else.
- We make sustainability part of every decision.
- We adhere to strict compliance and environmental standards.

Enterprising

- We focus on our customers, as individuals and as a company.
- We seize opportunities and think ahead.
- We take ownership and embrace personal responsibility.



This statement is the basis for underlying policy documents. The policy documents, together with the process descriptions, form the basis for procedures and work instructions. This policy document is publicly available via our website.