



ICL 2020

HIGHLIGHTS FROM CORPORATE RESPONSIBILITY REPORT 2020

Creating impact for a sustainable future

About this Report

Following are highlights, significant figures and trends from ICL's 2020 comprehensive Corporate Responsibility web-report.

We invite you to visit our full [web-report](http://icl-group-sustainability.com) and get an in-depth look at our goals, initiatives and performance.

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



The full web-report covers ICL's entire global operations. The quantitative information in it relates to all ICL production sites and additional facilities where ICL maintains operational control. The report was written in accordance according to the GRI Standards Core option and includes SASB indicators as well. 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 disclosures in this report. This external assurance was conducted in accordance with the AA1000 Assurance Standard. The report was found satisfactory in fulfilling the Assurance Standards' key principles of inclusiveness, materiality, and responsiveness, as well as in fulfilling GRI's guidelines.

Read the complete [assurance assessment](#).



AA1000
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A message from ICL's Chairman of the Board and ICL's President & CEO

The past year is a strong testament to ICL's ability to maintain its course and adapt and thrive, despite an unprecedented period of global disruption. It has also demonstrated how resilient we are, and, in many ways, brought us together despite the social distancing we were forced to practice. The pandemic strained supply chains, production systems and commercial services worldwide. It also brought to light the enormity of the challenges we expect to face in the coming decade, during which we anticipate increased disruption and uncertainties, including those resulting from the climate crisis and various related challenges for humanity.

Facing looming global challenges, we remain on course by using the United Nation's Sustainability Development Goals (SDG) as our beacon. We view the climate crisis as one of the greatest challenges that humanity has ever faced, but as an industry leader in ESG, we are committed to creating responsible solutions that have a positive impact on humanity's sustainability challenges in global food, agriculture, and industrial products markets.

To meet the challenges of the climate crisis, we aim to reduce our GHG emissions by 30% by 2030 and to become carbon neutral by 2050. We have also been busy looking to the future, by redesigning products for the emerging circular economy, introducing a roadmap and clear targets for ICL's decarbonization, and continuously making good on our commitment to rapidly diversify our workforce – especially our management.

Decarbonization activities include aggressive introduction of renewable energy, cutting-edge energy efficiency efforts, and the replacement of carbon intensive assets and practices.

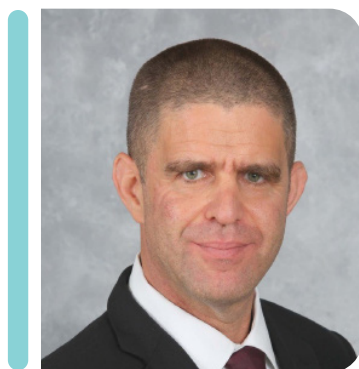
As a leading manufacturer and supplier of essential ingredients for the food supply chain, ICL's resilience translates into food security for our many customers and for humanity at large. We view our leadership role across vital global supply chains both as a responsibility and as a business opportunity. The growth of our future business is now intertwined with

our Sustainable Development Goals of Zero Hunger (SDG2) and Climate Action (SDG13). We are also on course to reach our goal of employing women in at least 30% of all management positions, having reached over 20% this past year, up from just 13% in 2018. We view our overall diversification as an essential element of our social fabric and resilience, as introducing new and innovative perspectives will benefit ICL in navigating the challenging times ahead. While there is still much work to do, we are confident in our success, thanks to our dedicated and innovative employees and managers. Their passion and support of our commitment to future generations has remained unwavering, despite this past year's challenges.

[We invite you to explore ICL's full CSR report.](#)



Mr. Raviv Zoller
ICL President & CEO



Mr. Yoav Doppelt
ICL Chairman of the Board

Sustainability Vision

ICL has introduced its corporate 2030 Sustainability Vision. The 2030 Vision includes ambitious goals to meet major global challenges in alignment with our ESG (Environmental, Social, Governance) leadership strategy. Our vision includes quantitative goals for challenges such as climate change, renewable energy, circular economy and making a positive impact with the communities in which we operate.

GOALS FOR 2030



Absolute GHG emissions Scope 1, 2, reduction of 30% by 2030 (vs. a 2018 baseline)



Increase share of renewable energy consumption to 50% by 2040



Increasing circular economy & water savings impact by an additional 3% recycling of waste streams per year



Supporting community initiatives by contributing 1% of income (before tax)



Promoting personal environmental responsibility & volunteering of our employees



Awards & Recognition

In recent years, ICL has received growing recognition of its significant efforts to enhance sustainability in all aspects of its operations. Sustainability-related awards and high ESG rankings have been achieved on a global, regional and site basis.

ESG Leadership Recognition

Bloomberg GEI

The first Israeli and the first fertilizer company included in the Index

FTSE4Good

Inclusion in the FTSE's index for strong ESG practices

A- CDP

CDP Carbon Score for commitment to climate action

Platinum +

Top ranking in the 'Maala' leading Israeli ESG ranking

Bloomberg ESG

Top performance (68) in 2020 among all global fertilizer companies



ICL at a glance

ICL Group Ltd. is a leading global specialty minerals and chemicals company that creates impactful solutions for humanity's sustainability challenges in global food, agriculture, and industrial markets. ICL leverages its unique bromine, potash and phosphate resources, its professional employees, and its strong focus on **Research, Development, and Innovation (RD&I)** to drive growth across its end markets. ICL's operations are organized under four segments: Industrial Products (Bromine), Potash, Phosphate Solutions, and Innovative Ag Solutions. The Company is expanding its offering of innovative ag solutions. Leveraging its unique assets and know-how, ICL is fostering innovation through the development of new products and applications. These include new Bromine and Phosphorus-based flame retardants, magnesia and salt products, personal care, and pharmaceuticals, as well as solutions for energy storage, urban mining, and additional needs.

**LOGISTICS & DISTRIBUTION
IN OVER 30 COUNTRIES** 

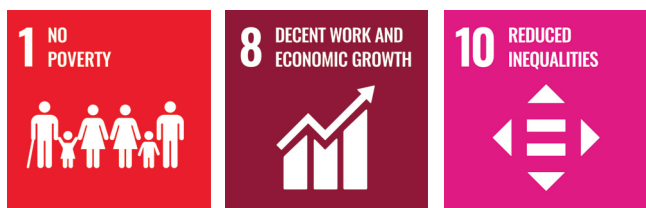
 **50
PRODUCTION
SITES IN 13
COUNTRIES**

ICL currently employs approximately 11,000 full-time employees worldwide. ICL's experience, knowledge and professionalism derive from over 80 years of mining and production of downstream specialty mineral products and formulations. Together with its logistic advantages and its continued focus on **Research, Development, and Innovation (RD&I)**, ICL has become a world leader in bromine-based products and specialty fertilizers.

ICL is a public company, and its shares are dual-listed on the New York Stock Exchange and the Tel Aviv Stock Exchange (NYSE and TASE). ICL's 2020 sales totaled \$5,043 millions.



Economic Impact



To promote sustainable development, ICL leverages its resources and assets to enhance growth in areas in which it operates. This enables ICL to provide employment opportunities to residents and to contribute to the communities in which it operates, thereby improving the quality of life in those communities. ICL supports the livelihood of tens of thousands of families across the globe (directly and indirectly). The Company is a vital pillar for the economic strength of regions in [Israel](#), the [UK](#) and [Spain](#) and for their continued growth.


COVID-19 Response

2020 brought about a global crisis, unprecedented in modern times, in the form of the COVID-19 virus. ICL has been operating on multiple levels to ensure the health and safety of its employees and their families during these challenging times. The Company is also harnessing its capabilities and resources to find various solutions for the repercussions of the COVID-19 crisis for the Company's employees, the communities in which it operates, its customers and its suppliers. In addition, as a leading fertilizer company, ICL's business activity allows for the timely supply of fertilizers to farmers to maintain food security throughout the globe even during the crisis.



ICL's Climate Change Strategy Highlights

ICL is aligned with the scientific assessment, addressed by the Paris Agreement, that GHG reductions are needed to limit global warming to 2°C. ICL approved and updated its sustainability vision to include both a medium-term target to reduce 30% of its GHG emissions by 2030 (vs. a 2018 baseline) and a long-term goal of becoming carbon neutral by 2050. ICL's approach is systematic and the Company is moving in sync on all fronts.

 **30% absolute reduction by 2030 (2018 baseline) & and carbon neutral by 2050.**

1 | Operations:

Increasing the renewable energy component in ICL's fuel matrix and engaging in extreme energy efficiency. ICL is continuing its efforts to eliminate process inefficiencies and to optimize its operations in a manner that is consistent with mitigating greenhouse gas emissions.

2 | Procurement:

The Company's global procurement organization, as part of "Together for Sustainability" – TFS initiative, is committed to acting with determination to increase awareness among ICL's supply chain. Assessments and Audits are performed as part of the initiative – to create transparency of the sustainability performance of

chemical companies and their suppliers and to collaborate to continuously improve performance.

3 | RD&I:

ICL's Research, Development, and Innovation (RD&I) organization is establishing both short-term and long-term goals for GHG emissions reduction technologies.

4 | Finance:

In accordance with ICL's systematic approach, the Finance team is pushing towards the establishment of advanced finance tools to support sustainable decision making, including carbon pricing mechanisms.

Sustainable Solutions

As awareness to global and regional sustainability challenges has emerged, ICL has developed a multi-level approach. The Company is focusing on introducing products and solutions that increase the positive impact of its business globally through existing and new products.

 **ICL's RD&I views the SDGs as guiding principles for developing sustainable products.**



Resilient food production systems are critical, now more than ever, for food security.



ICL's vital role is expected to expand as climatic uncertainty impacts humanity's global supply chains. Our "Zero Hunger" goal (SDG2) is now intertwined with Climate Action (SDG13).

Low Carbon Products & Carbon Footprints

ICL is exploring its value chain's (Scope 3) GHG emissions, products, and the impact they have during their use phase to recognize further emissions reduction. ICL has calculated the carbon footprint of more than 60 of its primary products. One of the products is **polysulphate**, a unique organic fertilizer, with organic farming certifications.

POLYSULPHATE

kg CO2 equivalent per kg



POLYSULPHATE (ICL BOULBY)
0.034

Advancing Food Security

The UN SDGs serve as guiding principles in ICL's quest for new products. Among these goals, the Company is most focused on SDG 2 – Zero Hunger. Food abundance and quality are critical for the nutrition of the growing global population. ICL is playing a role in ensuring global **food security**, from growing food with advanced fertilizers through developing alternative proteins and products made for food preservation. Such solutions include **controlled release, and other high-performance fertilizers**, and their integration with sophisticated irrigation technology and precision agriculture.



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

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. ICL works with farmers, governmental organizations, academia, and scientists to improve agricultural methods and to create abundant, nutritious food.



ICL has developed innovative technology to produce vegetable-based proteins that are virtually indistinguishable from traditional meat products.



Industrial Applications

ICL's industrial chemical know-how and its access to mineral resources serve industries beyond the agricultural sector. These specialty products are used by a range of other manufacturing and infrastructure sectors, including pharmaceuticals, food and beverages, home furniture and appliances, construction, and electric power utilities as well as in new and developing sectors, such as energy storage and urban mining.



Energy Storage

Energy storage is a crucial component needed to enable the effective integration of renewable energy and to unlock the benefits of a clean, local, resilient energy supply. ICL is committed to developing advanced bromine-based technologies that have the potential to become a new solution for energy storage. The Company is partnering with a range of industry players from research institutions to developers of energy storage applications to advance innovation in the energy storage market.



Health & Personal Care

ICL manufactures multiple products that are used in the pharmaceutical, nutraceutical and food markets. Its products are found in cosmetics, oral and dental care, pharma, and nutria and in personal care products. ICL invests in R&D to develop and manufacture safe, high-purity, high-quality ingredients.



Naturally based personal care products

ICL-Specialty Minerals has developed a safer and naturally based personal care product line. It includes **CareMag®D** which is a new deodorant compound, and **CareMag®B** which is a new baby skin care product. The products are based on magnesium from Dead Sea salts and are 100% naturally based (with Cosmos approval).



Product Stewardship

Product Stewardship is the responsibility to minimize a product's environmental impact throughout all stages of its life cycle. ICL's holistic approach to its products includes a [Sustainability Index](#) that evaluates the environmental impact of new potential products during the R&D process (such as bioaccumulation, toxicity, etc.). During the use phase, clients are counseled by ICL on best practices for using its products with minimal environmental impact. These include programs such as the [SAFR®](#) (Systematic Assessment for Flame Retardants).

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 and as fuel. In parallel, the Company is increasing its efforts to search for business partners who could use byproducts created at ICL sites.



Environmental Performance

ICL operates with a clear commitment to full environmental compliance and is committed to minimizing the environmental impact of its operations.



\$103M for
Environmental Protection 



\$100K for Products'
Carbon Footprint Analysis

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 the downstream products along the Company's integrated value chains. These minerals are mined and extracted at various ICL sites. Although ICL mines most of its raw materials, it is unique in its material use efficiency, building on industrial synergies of its internal value chains to create highly specialized minerals and chemicals. In its ever-growing search for sustainable solutions, ICL is also researching alternative raw materials that advance a circular economy.

Energy & Climate Change

ICL strives to continuously improve its energy efficiency and to decrease its emissions. It has approved a [climate change strategy](#) and a decarbonization road map that includes introducing more renewable energy into its energy mix, utilizing highly efficient electricity production units, eliminating oil shales as a fuel source and implementing multi-year energy and carbon emissions efficiency programs.

ICL has successfully audited its 2018 Scope 1 & 2 emissions in order to have a reliable baseline as part of its commitment to reducing its GHG emissions.

Renewable energy

ICL has set a target of 50% renewable energy by 2040 as part of its sustainability vision. Most of ICL's sites in Europe have transitioned to 100% renewable electricity during 2019-20, and the Company plans to install PV solar energy capacity at several of its global sites. 21% of ICL's global indirect energy consumption in 2020 was derived from renewable sources.





Air Emissions

ICL strives to continuously improve its environmental footprint. Reducing air emissions is a central goal of its environmental strategy. ICL regularly monitors emissions of pollutants to better manage its operations. The Company is taking steps to reduce air emissions by implementing innovative emission prevention solutions and switching to cleaner fuels and renewable energy.

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 in water-stressed regions, and the Company is aware of the need to treat this high-value natural resource with care. ICL production facilities maintain various water conservation projects, from using brackish water to recycling wastewater.

Waste

Most industrial processes have various types of by-products. Some can be introduced back as circular economy into production processes, others can be used by other industries. ICL is striving to implement a circular economy and to "close the loop" for both its production processes and its products.



ICL's RD&I has managed to prove that what was previously thought of as a by-product with no use can become a viable product. "MagiK" is a new product that was developed from a byproduct stream that is created as part of the magnesium production process.



Fair & Responsible Employment

ICL strives to have a positive impact on internal and external stakeholders affected by its activities. This desire is key to ICL's business strategy and is rooted in its organizational core values and culture of leadership. The Company is committed to providing equal opportunities to its employees. By treating its employees fairly and evaluating them solely on their merits, ICL can target the best candidates for career advancement. ICL strives to hire the best individuals by focusing on diversified candidates and to promote and develop talent within the Company. ICL, its employees and communities all benefit from these fair labor practices.



**BEST COMPANIES
TO WORK 4 IN
ISRAEL**



ICL's recognition as an Employer of Choice is significantly growing. Within the last three years, ICL has leapt from 84th place to 38th place among all ranked companies in BDI's "100 Best Companies to Work for in Israel" index.

ICL is committed to diversity in employment and to providing equal opportunities to its employees. This commitment is embedded in its [Code of Ethics, Diversity and Inclusion \(D&I\) policy](#) and in the Global [Anti-Harassment and Anti-Discrimination policy](#).

	2019	2020	2024 Target
Women in the Overall Workforce	18%	19%	20%
Women in Senior Positions	19%	20%	30%
Women in Senior Management	14%	17%	25%
Women on the ICL Board of Directors	10%	20%	25%
Women participation in Global Management Development Courses	30%	25%	30%

In 2021, for the third straight year, ICL was selected as one of 380 public companies worldwide to be included in the 2021 Bloomberg Gender-Equality Index (GEI). The GEI distinguishes companies that are committed to transparency in reporting their gender policy and advancing gender equality. ICL is the first industrial Israel-based company included in the Bloomberg GEI, and one of the few companies among its major global peers in the fertilizers sector.

ICL reaches out to under-represented groups and is working with various NGOs and other partners, initiating round table discussions 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.

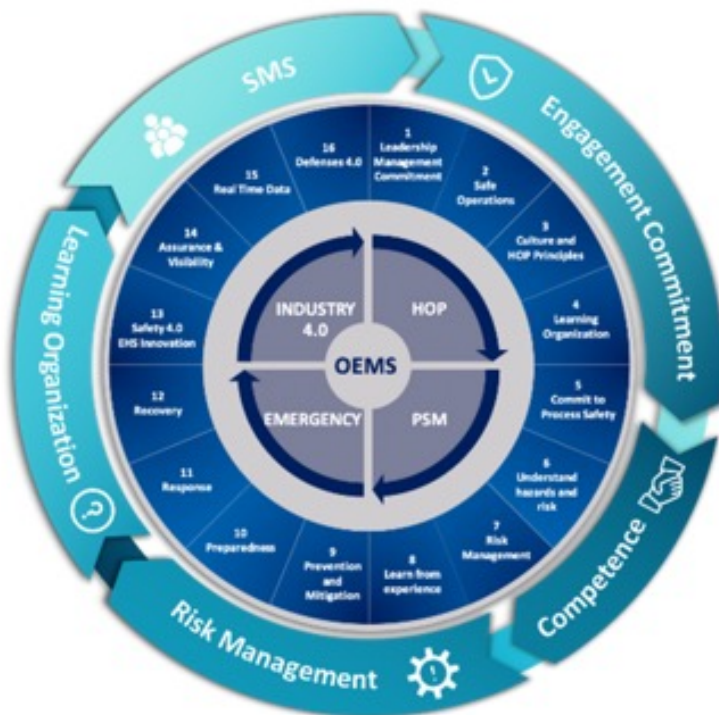


Health & Safety

ICL pursues top-tier safety performance as a global chemical and mining organization. The Company aims to create an organizational culture that is committed to safety, reducing incidents and accidents, and achieving top-tier safety performance. ICL invests multiple resources to improve the safety of its workforce. It is cementing a new safety culture in the workforce by taking proactive action, managing, and reducing risks, and enabling access to new technology, such as advanced safety management applications and drones in high-risk work areas.

ICL has adopted a comprehensive [EHS&S policy](#).

Operational Excellence Management System- OMES-EHS



ICL strives to continuously improve its safety performance by taking proactive actions to manage and reduce risks.

Despite ICL's continued efforts to reduce work accidents at its sites, in June 2020, two fatal events occurred involving contractor workers at ICL Iberpotash's Vilafruns mine in Spain.

In response to these events, mining activities at the site were halted. A deep internal learning process was undertaken and following this process work plans were updated.

ICL is committed to continuous and proactive improvement in the safety culture at all its work sites.

ICL's 5 Safety Principles:

- Engagement and Commitment
- Risk Management
- Organizational Competence
- Learning Organization
- ESM system

ICL's focus is on proactive indicators that prevent EHS related events from occurring. Part of the ICL Global EHS Management System is the establishment of Key Performance Indicators (KPIs) for EHS. 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 training and additional KPIs.

ICL takes responsibility for its contractors and business partners, as part of the Company's vision to establish a leading position in safety practices. ICL is acting to ensure that its contractors are involved in proactive safety management and that they have the right skills and knowledge to perform their work in a safe way. Since 2018, the Company has continuously performed contractor safety evaluations. The evaluated contractors are checked and ranked on specific safety categories such as number and severity of accidents, proper usage of safety equipment and more. Contractors who excel receive a recognition certificate. ICL works with evaluated contractors to close any gaps and aims to continue to increase its engagement with its contractors to ensure their safe work

Sustainable Procurement

ICL believes that sustainability is a shared responsibility. This means working together with the Company's stakeholders, including its supply chain, to meet shared sustainability goals. In 2018, ICL joined the 'Together for Sustainability' (TfS) initiative, a joint initiative of 31 global chemical companies. TfS promotes supplier sustainability assessments and audits – to assess and drive sustainability performance of chemical supply chains.



As part of the TfS initiative, ICL approached over 900 suppliers. By the end of 2020:

- 67% of ICL's target top-spend suppliers had a valid EcoVadis assessment
- 75% of the Company's target raw materials suppliers acknowledged ICL's Supplier Code of Conduct.

Also, in 2020 and for the first time, ICL has published a [Sustainable Procurement Policy](#) and [Supplier Code of Conduct](#).

450
Valid assessments
in the supplier pool

250 +
New assessments
& re-assessments
in one calendar year

63%
Assessment
improvement

ICL plans to continue these ongoing shared efforts to improve sustainable practices with its numerous suppliers.

Governance

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 and a Compliance Program in accordance with ICL's Code of Ethics.

Corporate Governance

Board & Governance Information

Total Number of Directors	10	* The definition of "external directors" is pursuant to the Israeli Companies Law, 5759-1999 (the "Companies Law").
Number of Non-Executive Directors on Board	10	
Number of External Directors*	2	** Five directors are independent directors under the rules applicable to US companies listed on the NYSE. Four are independent according to Israeli regulations.
Number of Independent Directors**	4	
Separate Chair and CEO	YES	
Board Meetings Held in 2020	22	*** Since January 2020, the ICL Board of Directors has 10 members, two women and eight men.
Annual Election of Directors	YES	
Average Age of Directors	59.7	
Women Board Members***	20%	



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.

ICL's Guiding Principles

ICL's guiding principles are Ingenuity, Care and Leadership. These three pillars define the Company and the actions that it takes:

→ **Ingenuity**

Our innovation is created by our passionate employees, unparalleled R&D infrastructure, and multiple partners, all forming a unique ecosystem.

→ **Care**

Doing what is right for our employees, business partners, shareholders, communities, and the environment.

→ **Leadership**

We are market leaders in innovation, cost management, and sustainability, thanks to our performance-driven, can-do mindset and our winning spirit.




Community Engagement

ICL aims to be a growth engine for the communities in which it operates and strives to improve the quality of life in them. The Company supports a variety of initiatives in education, sustainability, science, and innovation aimed at empowering and strengthening the economic, social, and communal fabric of these communities. The core of ICL's social vision is community initiatives in which its employees collaborate with residents and local organizations. ICL works to be a positive force by donating funds as well as manpower in the form of volunteering or mentoring activities. ICL prefers to target its specific activities based on input from the communities themselves. Both the communities and the Company reap the rewards of ICL's involvement, which demonstrates social accountability and a shared sense of responsibility for the communities in which it operates.

OUR COMMUNITIES



 **In 2020, due to COVID-19 restrictions, many planned activities throughout the year had to be canceled or postponed. As a result, volunteering numbers decreased compared to 2019. Nevertheless, 19% of the global workforce participated in one or more of 117 activities that occurred across the globe.**

Key Performance Indicators

Company Information	units	2018	2019	2020
Sales	\$ millions	5,556	5,271	5,043
Operating Income (loss)	\$ millions	1,519	756	202
Adjusted Operating Income	\$ millions	750	760	509
Adjusted Net Income attributable to the Company's shareholders	\$ millions	477	479	258
Cash Flow from Operating Activities	\$ millions	620	992	804

Employment Information *	units	2018	2019	2020
Total Employees*	#	12,125	12,117	11,744
Temporary employees	#	231	313	332
Part-Time employees	#	325	150	143
Employees Unionized	%	75%	70%	68%
Overall Turnover rate	%	8.9%	7%	8.8%

* All Employees figures include all company employees and some additional long-term contract workers and student employees;

Health & Safety	units	2018	2019	2020
ISO 9001 or an eqv. standard for quality	% of production sites certified	93%	93%	95%
OHSAS 18001/ISO45001 or eqv. standard for safety	% of production sites certified	89%	91%	93%
Rate of work accidents (IR Rate) direct employees		0.72	0.50	0.49

	units	2018	2019	2020
Rate of work accidents (IR Rate) contract employees		1.18	0.71	0.67
Rate of lost workdays (SI Rate) direct employees		28.45	22.94	19.77
Direct Employees Accidents	#	75	50	50
Contract Employees Accidents	#	43	26	28
Fatalities Direct Employees	#	0	0	0
Fatalities Contract Employees	#	1	1	2
Total Accidents	#	119	77	80

Environmental Performance

		units	2018	2019	2020
Environmental Protection Spending	Investments	\$ millions	43.8	51.1	41.0
	Expenditures	\$ millions	67.2	62.3	62.0
Certification	ISO 14001 or an eqv. standard for environmental management	% of production sites certified	91%	93%	93%
	ISO 50001 or an eqv. standard for energy	% of production sites certified	35%	65%	82%
Energy	Total energy use	GJ (millions)	35.0	34.7	32.0
	Direct	GJ (millions)	28.9	31.4	28.7
	Indirect	GJ (millions)	6.43	5.2	5.3
	Electricity	GJ (millions)	5.7	4.1	4.3
	Natural Gas	GJ (millions)	26	28.0	26.0
Water	Total water use	m3 (millions)	72.2	71.9	71.0
	Potable	m3 (millions)	19.2	18.5	18.6

		units	2018	2019	2020
	Non-potable	m3 (millions)	53.0	53.4	52.4
	Grid (Municipal) water use	m3 (millions)	17.4	16.7	15.3
	Wastewater discharge	m3 (millions)	21.7	21.4	21.0
GHG	*Scope 1 Emissions	CO2e tonnes (thousands)	2,220	2,331	2,136
	Scope 2 Emissions	CO2e tonnes (thousands)	720	456	428
	**Scope 3	CO2e tonnes (thousands)	93	86	53
Air	NOx	tonnes (thousands)	1.5	1.4	1.5
	SOx	tonnes (thousands)	4.0	2.9	2.5
	PM	tonnes (thousands)	0.94	0.58	0.53
	VOC	tonnes (thousands)	0.069	0.075	0.086
	NH3	tonnes (thousands)	0.087	0.032	0.006
Waste	Total Waste	tonnes (thousands)	62.3	65.2	67.5
	Total Haz Waste	tonnes (thousands)	25.8	28.4	36.5
	Total Non-Haz waste	tonnes (thousands)	36.5	36.8	31.0

*ICL has conducted a [3-party assurance](#) to the Scope 1 & 2 emissions of the baseline year for its decarbonization targets (FY 2018). As part of the assurance process, the scope and boundaries were updated to follow GHG Protocol guidelines and cover ICL's properties worldwide.

**Emissions of scope 3 include, wastes, logistics and employee travel. It was recalculated as there was found to be a duplication in the logistics calculations. ICL is reassessing its Scope 3 emissions and expects it to include a broader scope in the 2021 reports.



Creating impact for a sustainable future