



DIVERSITY AND INCLUSION POLICY

Our Commitment

ADAMA

OUR COMMITMENT

ADAMA is committed to encouraging equality and diversity throughout its workplace, and to eliminate wrongful discrimination.

Being a global company that develops, manufactures and markets crop protection products to farmers in approximately 100 countries and that operates and employs all across the globe, diversity, inclusion and reaching the many are naturally intertwined in our business strategy for success.

Diversity is essentially part of our company's DNA. ADAMA's employees work on a daily basis with their colleagues and customers across the world, coming from different social, cultural and professional backgrounds. Wherever we operate, and across every part of our business, we strive to create an inclusive culture in which difference is recognized and valued.

THE AIM OF THIS POLICY

We believe that equality and diversity are about promoting and accepting our differences and ensuring respect to the needs of those with unique characteristics. These may include gender, age, ethnicity, disability, family status, cultural background, sexual orientation, political approach, and other areas of potential differences and variety. We are committed to create an environment in which all are treated in a fair manner and with attention to their unique needs. By creating an inclusive and diverse environment we aim for each employee

to feel respected and able to give their best, while benefiting from the unique backgrounds and viewpoints of their peers.

Further, we believe that formalizing and expanding our inclusion and diversity policy will help us attract, retain and motivate employees from the widest possible pool of talent, improve innovation and creativity, foster our dynamic high performance work environment and improve our connection with the community we serve.

WHO THIS POLICY APPLIES TO

This policy covers all employees, contractors and consultants and third parties engaged within ADAMA, and all applicants to be engaged with ADAMA.

OUR RESPONSIBILITIES

ADAMA is committed to promote diversity, fairness and equality throughout its operations, inter alia through the following measures:

- **Diverse and Fair Recruitment.**
We promote fairness and equal employment opportunities. The decision to employ or engage an individual is based on her or his merit, their potential and their ability to carry out the role. This is addressed by involving HR specialists in each requirement process, and applying a professional and structured multi-staged recruitment process aimed at finding the best individual for the job, while eliminating conscious or unconscious biases.
- **Actively Reaching Out** – ADAMA actively creates opportunities for potential employees from minority populations to be engaged by the company. We commit to publishing open positions through organizations that promote engagement of minority populations. In addition, ADAMA and its employees contribute and are involved in various change-promoting educational and social activities mostly with kids and teenagers.
- **Creating a Respective Work Environment** – ADAMA strives to be a workplace in which all individuals feel that they are dignified and respected. ADAMA holds a zero tolerance policy towards bullying, harassment, victimisation and unlawful discrimination. These commitments are supported by the company's code of conduct, and by the company's commitment to compliance with all applicable laws. Also, company's employees are required to participate in periodical trainings aimed at strengthening their understanding of
- the required standard of behaviour. Any act of misconduct will be dealt with full severity and may result, in extreme cases, in dismissal of the misconducting employee.
- **Listening** – we acknowledge that issues of discrimination, bullying, harassment and unlawful discrimination might not always be easy to identify, and that filing a complaint may sometimes not be trivial for the victim or complainant. That is why ADAMA created "Speak-Up" – an anonymous reporting system that allows all employees of the company to report their concerns discreetly and in their own language. Reports to the Speak-Up system are handled personally by the company's compliance officer.
- **Being a Flexible Workplace** – ADAMA is committed to assist its employees to maintain a healthy and holistic balance between work, family and other commitments, activities and interests. To ensure that we meet the needs of our employees, the company offers flexibility in working arrangements for its employees in accordance with their family and maternal conditions, balancing between the company's business needs and its employees individual needs.
- **Giving Fair Opportunities** – ADAMA offers work experience, trainings and skills building activities to its employees, based on their individual potential and fields of interest. We strive to create a dynamic environment that is inclusive of all individuals, enabling each person to reach her or his full potential. Decisions concerning promotions are made based on merit. In cases of two individuals with matching skills and abilities, the

company's goal to increase its diversity will be taken into consideration in deciding on promotions and allocation of company's resources.

- **Sharing and informing** – this policy and other supporting policies are

made available to employees of the company in all rankings through ADAMA's website and upon request. Each employee is made aware of her or his responsibility to comply with this policy when applicable to them.

ENFORCEMENT

Adama will strictly enforce this policy. Any violation will lead to appropriate disciplinary action, including dismissal where warranted, and potentially legal sanctions.

This Diversity and Inclusion Policy is fully supported by the CEO and the senior management and by the company's board of directors.

ADAMA's progress and fulfillment of its commitments under this policy will be reported to the company's senior management regularly, and this policy will be reviewed periodically, to ensure that equality, diversity and inclusion are continually promoted in our workplace.

ENTRY INTO FORCE

This policy enters into force as of May 2018 and must be implemented and followed by all ADAMA Companies.



ADAMA