



Company:  
**ADAMA Agricultural  
 Solutions Ltd.**  
 2020 Index: **Platinum**



Indexed Since: **2006** 2019 Index: **Platinum** Relation Group: **Reporting Corporation**  
 Environmental Branch: **high**

Treatment Field and relative percentage	What Was Tested?	2020 Grade
<b>15%</b> <b>Organizational Ethics and Core Values</b>	A relevant & Published code of ethics Reference to Ethical aspects of relations with: employees, customers & consumers Internal communication emphasizing ethical aspects of business conduct A survey examining employees, customers & shareholders attitudes towards corporate ethical performance	<b>9</b>
<b>14%</b> <b>Employees</b>	Employee Shield Laws are upheld with respect to employee rights Work-life balance policy and promoting employee's health & well being Training in the area of organized labor Attention to Caregivers Aiding Employees prior to retirement and dismissal Supporting low paid workers	<b>10</b>
<b>9%</b> <b>Diversity &amp; Inclusion</b> (Underrepresented populations in the workforce: Arab Israelis, Jewish Ultra-Orthodox, people with disabilities, people of Ethiopian descent, Adults aged 45+)	Percentage of new and existing workers from Underrepresented populations Percentage of diversified employees in managerial positions Accessibility levels for People with disabilities (facilities, products/services, publications) Women in managerial roles and salary differences between men and women	<b>7</b>
<b>10%</b> <b>Responsible Procurement</b>	Securing Subcontracted workers' payment terms and conditions Procurement Policy including: ethics, environmental performance, local procurement and SMEs Ethics policy adopted by/ mandated for suppliers Suppliers skills development and dialogue	<b>7</b>
<b>10%</b> <b>Community Contribution</b>	Cash and Gifts in Kinds in ratio to profits/sales turnover Analysis of societal investments: education, health, welfare etc. Bonus: increased donations in comparison to last year	<b>9</b>
<b>8%</b> <b>Social Involvement of Employees</b>	Employee and Managers Ad-Hoc/ongoing volunteering programs Social investment policy Employee volunteering management	<b>8</b>
<b>15%-25%</b> <b>Environmental Sustainability</b>	Environmental violations screening Environmental Policy & management system	<b>8</b>
<b>9%</b> <b>Corporate Governance</b>	Percent of Independent Board Members Executive Compensation and diversified board-members' competencies	<b>10</b>
<b>5%</b> <b>Social and Environmental Management and Reporting</b>	Management and Board's commitment to Corporate Social Responsibility Publication Of CSR/Sustainability Report	<b>10</b>

**Grade Code Legend:<sup>1</sup>**

<b>10</b>	92.5 - 100	<b>5</b>	42.5 - 52.5
<b>9</b>	82.5 - 92.5	<b>4</b>	32.5 - 42.5
<b>8</b>	72.5 - 82.5	<b>3</b>	22.5 - 32.5
<b>7</b>	62.5 - 72.5	<b>2</b>	12.5 - 22.5
<b>6</b>	52.5 - 62.5	<b>1</b>	0 - 12.5

Internal Scores appear in the "Detailed Company Report" which highlights good performance and improvement goals.

• **Encoded scores:** the exact score of a company is encoded into an absolute grade on the scale of 1-10.

• **Environmental scores** are calculated in relevance to Industry and Environmental Influence.

**Ranking Partners**

**Greeneye**  
**Tel Aviv Stock Exchange**