



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
15%	Organizational Ethics and Core Values	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	9
14%	Employees	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	10
9%	Diversity & Inclusion (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	7
10%	Responsible Procurement	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	7
10%	Community Contribution	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	9
8%	Social Involvement of Employees	Employee and Managers Ad-Hoc/ongoing volunteering programs Social investment policy Employee volunteering management	8
15%-25%	Environmental Sustainability	Environmental violations screening Environmental Policy & management system	8
9%	Corporate Governance	Percent of Independent Board Members Executive Compensation and diversified board-members' competencies	10
5%	Social and Environmental Management and Reporting	Management and Board's commitment to Corporate Social Responsibility Publication Of CSR/Sustainability Report	10

Grade Code Legend:¹

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