



# Health, Safety and Environment (HSE) Policy

## Mission Statement

As a global agrochemical company, ADAMA strives for excellence in Health, Safety and Environment (HSE). We aim to manage our environmental impact and go beyond compliance both in our current activities and when planning future operations. We take a comprehensive approach to monitoring our environmental impact and mitigating risks, in every stage of our product life cycle, starting from raw material supplies, to production, transportation, application, and all the way to end-of-life management. This approach enables us to continuously improve our environmental impact. We aim to understand and manage our impact and strive to improve performance across all of our operations. We work with the greatest care for the safety and health of our employees, environment, and the communities we operate in.

## Purpose

This policy outlines ADAMA's commitment to protecting the health and safety of our people and the environment.

### Scope

This policy applies to all of ADAMA's operations, such as production facilities, warehouses, and sales organizations.

## Policy Statement

### Our people:

ADAMA believes that each one of us should have a safe, healthy and incident-free work environment, in which safety is automatically integrated into business practices. We proactively address and mitigate potential risks for our employees, subcontractors and business partners.

### Our planet:

ADAMA is committed to reducing and mitigating our impact on the environment. We are committed to monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts. We are committed to dramatically limiting our energy, water, and hazardous waste footprint.

### Our culture:

ADAMA promotes an organizational culture whereby health, safety and the respect for the environment is owned by each of us, and everyone is encouraged to speak up.

### Our policies:

ADAMA strives to meet or exceed HSE regulations, industry and international standards.

### Our communities:

ADAMA engages with our communities and aims to be a supportive and responsible member.

### Our commitment:

ADAMA works towards continuous improvement of our HSE management systems and maintains continuous dialogue with our people.

## HSE Management System

This policy is supported by ADAMA HSE management system, included Safety commandments, environmental guidelines, process safety principles, 67 internal HSE standards and guidelines, and multi protection layers assurance plan (see appendices)

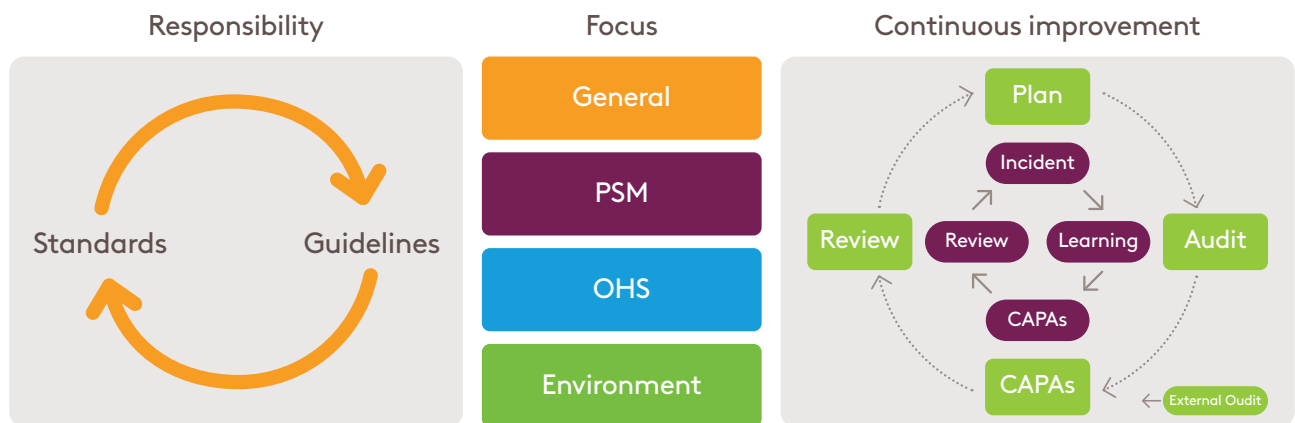
## Reporting/Transparency

Further information on HSE can be found on [adama.com/sustainability](http://adama.com/sustainability)



## Appendices

### ADAMA HSE management system



### ADAMA HSE assurance plan

	1st Line of Defense	2nd Line of Defense	3rd Line of Defense
<b>Who</b>	Operations	Operations and Co-operations	Global HSE and External auditors
<b>How</b>	HSE risk self-assessment derived from standards and policies	Internal assessment of HSE risk monitor and mitigation	Independent verification of risk management processes
<b>Processes</b>	Self-assessment gaps mapping	Site and Cross-site internal audit (Standards and Compliance)	HSE Corporate Audit (Matrix)
<b>When</b>	Annually	Annually	3 to 5 years

### Partial list of standards and guidelines

Process Safety	Occupational Health and Safety	Environment
<ul style="list-style-type: none"> <li>• Process Safety Principles</li> <li>• Permit to work (PTW)</li> <li>• Hazard Identification &amp; Risk Assessment (HIRA)</li> <li>• Operating Procedures</li> <li>• Asset Integrity and Reliability</li> <li>• Management of Change</li> <li>• Hazard materials handling &amp; storage</li> <li>• Containment</li> </ul>	<ul style="list-style-type: none"> <li>• Health surveillance</li> <li>• Driving &amp; Road Safety</li> <li>• Working at Heights</li> <li>• Confined Space</li> <li>• PPE</li> <li>• Hot Works</li> <li>• Electrical safety</li> <li>• Workplace Risk Assessment</li> <li>• Ergonomics</li> </ul>	<ul style="list-style-type: none"> <li>• Water Resources</li> <li>• Climate Change and Carbon Footprint</li> <li>• Waste management</li> <li>• Wastewater management</li> <li>• Air Emission Management</li> <li>• Environmental &amp; Sustainability Parameters Reporting Guide</li> </ul>