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Dor Chemicals ESG Policy

1. Dor Chemicals Ltd

Dor Chemicals Ltd, established in the early 1960s, is the largest company in Israel specializing in the marketing of methanol, MTBE, and hydrogen. The company's goal is to redefine industry standards in terms of innovation, quality, and environmental impact.


Dor manufactures and supplies chemicals to its customers, prioritizing long-term profitability while exceeding regulatory obligations in areas such as quality, safety, hygiene, and environmental protection. The company diligently adheres to the specific requirements dictated by its field of operation and applicable legislation governing its products. The company's management is dedicated to delivering superior customer service, upholding legal provisions, and adhering to the guidelines outlined in the ISO 9001-2015 quality management system standard, the ISO 14001-2015 environmental management system standard, and the ISO 45001:2018 safety management system standard.

2. ESG at Dor

Dor Chemicals Ltd's vision is to energize a greener world. Inherent in this vision is a commitment to safeguarding the planet, as well as protecting the health of all its inhabitants.

Dor is also committed to doing its part to help Israel and the world achieve the sustainable development goals (SDGs), and to taking part in the global effort to reduce and mitigate climate change, as outlined by the Paris Agreement (2015). As such, the company strives to reduce its greenhouse gas emissions (GHG) and lower the company's integrated carbon footprint with the ultimate goal of reaching Net Zero.

To fulfill its commitment, Dor Chemicals Ltd forges enduring bonds with the regulators, employees, customers, suppliers, and other partners. It actively engages in surveys, informal gatherings, and other platforms for constructive dialogue. Recognizing the significance of the local communities where it operates, the company prioritizes local employment and contracting, supports local initiatives, and maintains continuous communication with local authorities, non-profit organizations, and the wider public.

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3. Key Focuses

- Compliance with laws, regulations, standards, and other requirements for the safety of employees and visitors.
- Reduction of environmental pollution resulting from the activities of the plant.
- Consistent compliance with customer requirements and adapting the products to their needs ensures satisfaction and provides an advantage to the factory as a supplier for them.
- Engagement with all stakeholders to learn and improve supports the long-term sustainability of the company.

4. Sustainable Development Goals

At the end of 2015, the United Nations General Assembly determined 17 sustainable development goals (SDGs) that form a roadmap for countries to reach sustainable development.


Dor Chemicals Ltd, as a major producer and supplier of chemicals with a wide range of applications, ranging from reducing the emissions of transportation to supporting agricultural production to feed Israel's growing population, sees itself as an integral part of Israel's efforts to realize the SDGs.

As such, through its business and its products, the company contributes to the following goals:



5. Supervision and Execution

At Dor Chemicals Ltd, environmental, social, and governance matters are handled by the top management team. The CEO takes responsibility for overseeing the day-to-day operational aspects of ESG and sustainability, providing regular reports to the Board of Directors. The Chairman, personally reviews these reports. Furthermore, a board member, an

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environmental expert, serves as an advisor to the Chairman on ESG and sustainability-related issues.

The realization of these goals will be achieved by:


- The establishment of measurable targets, and the control over compliance with them and the requirements of the standards, will be carried out through the regular frameworks of management surveys and quality, safety, and environmental audits.
- Actively considering risks and opportunities in decision making.
- Encouraging and nurturing patterns of behavior and professional skills that will ensure the creation of safe and healthy working conditions.
- Bringing to the attention of all employees the content of these goals by conducting training that encompasses all the professional areas required for continuous improvement in the field of quality, safety, and environmental protection.

6. Environmental Excellence

For A Better Environment

At Dor Chemicals Ltd, the company is deeply committed to environmental sustainability, going beyond the mere reduction of its own ecological impact. Its mission is to lead the global transition to cleaner energy, driving positive change on a global scale. The company's dedication to environmental protection extends throughout its entire organization. The production processes have been designed to minimize emissions as much as possible, which also ensures that the company's production processes will be in line with Dor's sustainability goals. The company prioritizes the sorting and recycling of materials, and promotes responsible waste management practices. In addition, the gases from the production processes in Dor's factory are efficiently burned in a CTO (Catalytic Thermal Oxidizer) facility, as an efficient means of thermally treating pollutants and volatile organic compounds (VOCs). The CTO turns the content of the hydrocarbons fed into it into water and carbon dioxide at a temperature of about 400 degrees Celsius,

By adopting these measures, Dor Chemicals Ltd. actively contributes to the preservation of the environment, and minimizes its impact on the planet. The company's ongoing commitment to sustainability drives a continuous improvement of practices while aiming to inspire other entities to join in the journey toward a greener and more sustainable future.

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Moreover, the company has implemented the ISO 14001:2015 environmental management system, ensuring rigorous adherence to all relevant laws and regulatory requirements. By pursuing these measures, Dor Chemicals Ltd actively contributes to the preservation and enhancement of natural surroundings while striving to lead by example in the pursuit of a sustainable future.

6.1 Product Influence


Dor's products contribute to reducing the GHG emissions of fossil fuel combustion. The company acknowledges that in order to tackle climate change efficiently there is a need for a long-term phase out of fossil fuels. To that effect, Dor is continually diversifying and researching new products and is pioneering green technology innovations. An example of such a product is Dor's Carmel Blue, an urea solution used in Selective Catalytic Reduction (SCR) of NOx in the exhaust gases of heavy-duty diesel engine vehicles.

6.2 Company Influence

Dor Chemicals Ltd is deeply committed to environmental protection across all aspects of their operations, both inside and outside our production facilities. This includes a strong focus on reducing greenhouse gas (GHG) emissions, minimizing energy consumption, mitigating air pollution and environmental disturbances, and implementing effective water and effluent management practices. Recognizing the rich biodiversity and marine ecosystems in and around Haifa Bay, where they have a longstanding presence, they have stringent protocols in place to preserve and protect the local flora and fauna. Their dedication to environmental stewardship remains unwavering as they strive to safeguard the natural environment for current and future generations.

Scope 1 and 2 emissions: At Dor, the company maintains a continuous focus on reducing greenhouse gas (GHG) emissions associated with operations. This includes addressing emissions from direct activities (Scope 1) as well as energy consumption (Scope 2), specifically electricity usage. They are committed to diligently maintaining equipment and, whenever feasible, upgrading to more environmentally friendly alternatives. By doing so, Dor aims to minimize our environmental impact and contribute to a sustainable future.

Energy consumption: Dor Chemicals is committed to reducing its energy needs and ensuring maximum energetic efficiency. The company conducts comprehensive surveys to identify and ensure the quick and efficient repair of any critical fault that causes energy loss, including steam, water, and compressed air leaks. The company also carries out preventive

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actions to minimize and discover a decrease in the utilization of pumps as well as the replacement, if necessary, of pumps whose utilization has decreased. The company also conducts periodic training for all company employees on the subject.

Water consumption: Dor Chemicals strives to reduce the water consumption associated with its production processes. To this effect, the company employs closed-loop systems, and focuses on water treatment and reuse.

Waste management: Dor Chemicals is dedicated to responsible waste management, adhering to the principles of the circular economy: reduce, reuse, and recycle. Dor Chemicals is equipped to handle waste in an emergency and routine manner. The company's production processes are designed with the aim of reducing the amount of waste produced from them, while taking extra care to sort, reuse and recycle liquid and solid waste resulting from the production and work processes as much as possible. The company's goal is to try to ensure that all the by-products that are found to be suitable are reprocessed and thus reduce the amount of waste.

7. Social Responsibility


Our People Are Our Strength

At Dor Chemicals Ltd, the company prioritizes the satisfaction and wellbeing of its employees, recognizing that their prosperity is integral to the success of the company. It strives to create a safe and supportive environment where employees feel heard, positively challenged, and empowered both personally and professionally.

7.1 Product Influence

By prioritizing a supportive workplace, Dor Chemicals Ltd aims to attract and retain top talent, foster innovation, and uphold their commitment to ethical and responsible business practices. Here are a few ways the company commits to that promise:

- **Open Dialogue:** Dor prioritizes open and transparent communication with their workforce to enhance business efficiency. The company conducts regular performance reviews, fosters informal communication channels with senior leadership, including the CEO's weekly 'get-together,' and encourages employees to provide feedback through the annual employee satisfaction survey.

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- Compensation and Benefits:** Dor Chemicals Ltd provides competitive salary packages and comprehensive benefits and guides employees throughout the entire employment journey, from hiring to retirement. The company makes sure that the employees are compensated for overtime or work outside of regular hours, and provides educational support, gifts for employees' children, performance-based bonuses, attendance incentives, recognition for long-term employees, retirement grants, and all the pension provisions due to the employee. The company considers these benefits as integrals part of employment and believes that an employee who is happy at their place of work increases their productivity, to the benefit of both parties.
- Flexibility and Understanding:** The company foster a culture of flexibility and understanding, where supervisors and managers strive to accommodate the personal needs of employees. This includes providing options for remote work and temporary adjustments to working hours to address important personal and family commitments.


7.2 Health & Safety

At Dor Chemicals, the well-being of the stakeholders is of utmost importance, and the company puts their safety and health first. The company continues to be committed to protecting the well-being of employees, suppliers, customers, visitors, and the public. The company invests in safety measures, employee health, risk assessments, equipment monitoring, mandatory safety gear, comprehensive training, and regular drills.

To anticipate, minimize, and mitigate safety risks, Dor Chemicals Ltd employs the Job Safety Analysis (JSA) methodology. This proactive approach includes compliance with relevant laws, regulations, and standards, as outlined in the risk assessment policy (04-01-003). A certified Safety Officer leads the implementation of the company's annual health and safety plan across all operations. Furthermore, Dor Chemicals Ltd is fully compliant with Israeli government requirements, and its health and safety management system aligns with ISO 45001:2018.

7.3 Stakeholder Engagement

The company believes that its success is intricately linked to the well-being and satisfaction of its diverse stakeholders. It prioritizes building robust and enduring relationships with the government, customers, suppliers, and employees. To ensure open and effective communication, the company actively engages in surveys, organizes informal gatherings, and creates platforms for meaningful dialogue.

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The commitment of Dor Chemicals Ltd extends to hiring locally, supporting local initiatives, and maintaining regular communication with local authorities, non-profit organizations, and the wider community. By fostering strong partnerships and actively involving stakeholders, the company strives to foster mutual growth, trust, and shared prosperity.

7.4 Statement on Diversity, Equity, and Inclusion (DEI)


Dor Chemicals Ltd is committed to encouraging diversity, equality, and inclusion among its workforce while eliminating unlawful discrimination. The company welcomes people of all gender identities, ages, ethnicities, cultures, religious or political beliefs, languages, family statuses, sexual orientations, and/or abilities/disabilities. It is vigorously opposed to all forms of unlawful and unfair discrimination.

Given the nature of the company's business, with operations that need to be operational 24/7, maintaining operations while respecting the individual needs of each employee according to their personal and religious beliefs requires a team effort based on openness, tolerance, and flexibility. Dor Chemicals Ltd aims to empower everyone according to their needs and beliefs. To this effect, the company facilitates adherence to diverging religious holidays through flexible days off and adjusted shifts.

Dor Chemicals Ltd abides by Israeli labor laws, including those prohibiting any child labor, and upholds internationally recognized labor and human rights standards, including those of the International Labor Organization (ILO), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Organization for Economic Co-operation and Development (OECD), among others.

Dor Chemicals Ltd acknowledges the challenges faced by the industry in achieving gender equality and is actively working to encourage women to join the company. One of the strategies is to increase the representation of women in leadership positions, believing that their presence can inspire others to overcome societal barriers and pursue careers within the company and the broader industry.

Similarly, the company recognizes the importance of promoting diversity and inclusion for minority groups. Dor Chemicals Ltd remains committed to fostering an inclusive environment that values diversity and provides equal opportunities for all employees.

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To ensure a safe and respectful workplace, the company offers employees a direct line of communication with the Human Resources Department through personal meetings, email, and telephone to report any incidents that may occur. In addition, the company's website has a place for anonymous inquiries from employees while ensuring their confidentiality. The company regularly updates its code of conduct and ethics to emphasize its commitment to preventing such incidents.


Every year, Dor Chemicals Ltd conducts an annual training session on the 'Prevention of sexual harassment and promoting a safe work environment,' which is attended by all employees. This training reaffirms the company's dedication to fostering a culture of respect and raising awareness about important workplace issues.

The company encourages open communication and appreciates the collective effort to maintain a supportive and inclusive workplace environment.

7.5 Local Communities

In addition to prioritizing employee safety and minimizing environmental impact, Dor Chemicals Ltd values its role in giving back to the community alongside which the company has grown and prospered since its establishment in the 60s. The company has a longstanding tradition of cultivating real partnerships with the community where it operates. As a global organization and a significant local employer, Dor Chemicals recognizes the impact its presence has on the surrounding society and its people. To uphold its commitment to the community, Dor Chemicals Ltd actively engages in various voluntary activities throughout the year. These initiatives include financial donations and fundraising for important causes, as well as organizing events that benefit disadvantaged populations. The company also prioritizes hiring locally and partnering with local suppliers to contribute to the economic development of the region. Additionally, Dor Chemicals Ltd collaborates with academic institutions and renowned organizations worldwide to explore innovative green energy and ecological solution technologies.

The company firmly believes in the importance of giving back and will continue to invest its resources and efforts in initiatives that benefit the community and contribute to the well-being of society.

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8. Governance

Leading By Example


Dor Chemicals Ltd is committed to driving global environmental sustainability through various initiatives. This commitment includes reducing the company's environmental impact, fostering a safe and inclusive work environment, and actively engaging with the community. To achieve this vision, the company emphasizes sound governance practices throughout the organization and maintains a dedication to ethical conduct. Dor Chemicals Ltd operates in strict compliance with the law and upholds principles of good governance and quality management, as evidenced by its adherence to relevant ISO standards and other certifications.

The company has also joined the United Nations Global Compact (UNGC) and aligns its conduct with the Sustainable Development Goals (SDGs) and global challenges. Additionally, Dor Chemicals Ltd has adopted the United Nations Women's Empowerment Principles (WEPs) to promote gender equality and empowerment. The company upholds the principles of Responsible Care®, continually improving environmental, health, safety, and security aspects, using resources efficiently, reporting openly, engaging stakeholders, cooperating with governments and organizations, and supporting responsible chemical management. Further, Dor Chemicals Ltd strives to contribute to the SDGs, foster an inclusive workplace, and ensure responsible practices in the chemical industry.

By upholding strong governance principles, complying with legal requirements, and embracing sustainability practices, Dor Chemicals Ltd aims to be a leader in environmental stewardship and make a positive impact on its employees, communities, and the world as a whole.

8.1 Risk Management

Dor Chemicals Ltd follows a risk-based approach in its risk management strategy, which is aligned with the requirements of ISO 9001:2015. This approach ensures that risk management is seamlessly integrated into the company's daily operations, allowing for the systematic identification of potential threats before they materialize as actual risks. The responsibility for risk management lies with the Board of Directors, who hold the highest authority in this regard. The Board receives regular updates on significant risks facing the company and is presented with comprehensive strategies for risk reduction, mitigation, and

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response by senior executives. This approach enables Dor Chemicals Ltd to maintain effective risk management practices that safeguard the company's interests and support informed decision-making at the highest level.

8.2 Climate Risk


As participants in the global fossil fuel supply chain, Dor Chemicals Ltd acknowledges its role in addressing climate change and recognizes the need for a long-term phase-out of fossil fuels. While relying on raw materials from the fossil fuel industry, the company is committed to continuously diversifying its product portfolio and pioneering green technology innovations. Dor Chemicals Ltd understands the importance of reducing greenhouse gas (GHG) emissions from fossil fuel combustion and actively seeks ways to contribute to this effort.

Moreover, the company acknowledges the increasing water stress risks associated with its operations, as projected by the 'Aqueduct Water Risk Atlas.' Dor Chemicals Ltd recognizes that by 2030, its facilities may experience a 1.4x increase in annual water stress levels, which may reach 2.0x by 2040. To address these risks, the company conducts climate risk assessments to evaluate the future implications and develop a strategy for reducing and mitigating these risks.

Dor Chemicals Ltd is driven by an unwavering commitment to sustainability and actively explores alternative solutions, embraces green technologies, and actively manages its environmental impact. By doing so, the company aims to contribute to a more sustainable and resilient future.

8.3 Ethics

We are unwavering in our commitment to conducting business with the utmost ethics, fairness, honesty, and strict compliance with all relevant laws and regulations. Our employee handbook, which is signed by all employees, encompasses renewed commitments to ethical practices, diversity, equality, and inclusion, prevention of fraud and corruption, ensuring fair competition, and protecting whistleblowers. For a comprehensive list of our policies, including our Business Code of Ethics, please refer to the dedicated sustainability page on our website.

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8.4 Human Rights


In the course of its business activities, Dor Chemicals Ltd acknowledges the potential risk of human rights infringements and is committed to upholding the fundamental rights of every individual. The company firmly believes in the fair and equitable treatment of all human beings, valuing their dignity and ensuring they are treated with respect. Dor Chemicals' approach to human rights is guided by internationally recognized standards, including the 1948 United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, United Nations Sustainable Development Goals (SDGs), and the International Labor Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work. By adhering to these principles, the company strives to safeguard human rights and foster a culture of inclusivity and equality.

8.5 Information Security

Dor Chemicals Ltd is dedicated to upholding good governance and ethical practices, and this commitment extends to its approach to digital data collection, handling, and usage. As part of its business operations, the company is entrusted with confidential information from clients, which necessitates its responsibility to ensure robust protection against data theft and other cyber threats. Accordingly, Dor Chemicals has implemented comprehensive measures and mechanisms for the collection, handling, storage, and safeguarding of information, in compliance with applicable legal standards.

The Information Technology (IT) department at Dor Chemicals plays a pivotal role in maintaining the integrity and security of the company's data. They have developed a range of policy documents that cover various aspects of information security, the use of company computer systems, maintenance of file servers, and cyber security matters. These policies, including documents such as information security (01-06-003) and the use of company computer systems (01-06-008, 01-06-004–01-06-006), provide guidelines and protocols to ensure the confidentiality, integrity, and availability of employee and third-party data.

By adhering to these policies and implementing robust security measures, the company strives to meet its obligation to protect the sensitive information entrusted to it. Dor Chemicals' commitment to data privacy and security is an integral part of its overall commitment to maintaining the highest standards of governance, ethics, and client trust.

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9. Responsibility

The ESG policy applies to all the company's employees.

10. Applicability and validity

This policy is valid from the date of issue.