

Solvay

Cares



SOLVAY

asking more from chemistry®

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AS A PIONEER IN SOCIAL PROTECTION WE ARE A COMPANY OF PEOPLE FOR PEOPLE

In 1880s

Solvay has its own social security program

In 2017

A universal minimum benefits package for all employees wherever they are



The minimum benefits pack includes

- Maternity/Paternity/Adoption Leave
- Medical
- Disability
- Life/Death in service



An increase of employee social protection in a number of countries

LEVELING UP CORPORATE EMPLOYEE BENEFITS



AXES	MATERNITY, CO-PARENT & ADOPTION LEAVE	MEDICAL BENEFITS	DISABILITY BENEFITS	LIFE/DEATH IN SERVICE INSURANCE
OBJECTIVES	To provide globally consistent minimum and adequate level of maternity, co-parent and adoption leave policy	Coverage in case of hospitalization and critical illnesses	Adequate replacement income in case of disability	To cover the cost related to the death of employees and the financial burden for their dependent(s)
MINIMUM BENEFITS	Full income protection during parental leave 14 weeks for the mother (World Health Organization recommendations) and one week for the co-parent and adoption	At least 75% of medical fees covered in case of hospitalization or severe illnesses, topping up public social security	Disability insurance in case of lasting incapacity, with two years of salary covered	Life insurance with coverage of up to two years of salary for the family or partner


Because we believe people come first

SOME INITIAL EMPLOYEES' FEEDBACK

*Outstanding initiative,
proud to be part of
Solvay Group*

*“Congratulations for the initiative.
It's great to be part of a company
that really cares.”*

*“When ‘sustainable development’ is
mentioned, most of us think of
environment and economic sustainability;
I'm really happy to see such an
ambitious commitment in the social
domain, the third and not least SD pillar!
This leads me to be proud of Solvay”*



*“Congratulations!! The more
actions, the more future!”*

*“It's one way to improve
the competitiveness of Solvay
enterprises!
Really benefit for employees!
Thanks to decision makers!”*

ANNEX

INITIAL GAP ANALYSIS

Zone	Country	Medical	Disability	Life
Asia	China	Some Solvay Plans and Cytec plan lower than minimum	No Benefit in place for Solvay	Solvay general plan and Cytec benefits lower than minimum for certain profiles
	India		Benefits lower than minimum	No Benefit in place for Solvay
	Japan	No Benefit in place for Cytec	Benefits lower than minimum for certain profiles	Benefits lower than minimum for certain profiles
	South Korea	No Benefits for Silica and Cytec. Below minimum for other employees	Benefits lower than minimum	Spec Chem/Cytec lower than minimum for certain profiles
	Thailand		No Benefit in place for Cytec	Benefits lower than minimum for certain profiles
North America	Mexico	No Benefit in Monterrey, benefit below minimum in other sites	No Benefit in Monterrey, benefit below minimum in other sites	No Benefit in Monterrey, benefit below minimum in other sites
EMEA	Bulgaria	Benefits lower than minimum for Cytec	No benefit in place	Benefit lower than minimum
	Latvia	Benefits lower than minimum	Benefits lower than minimum for certain profiles	Benefits lower than minimum for certain profiles
	Poland	Benefits lower than minimum for Silica and Cytec	No benefit in place	No benefit in place
	Russia	Benefits lower than minimum	No benefit in place	No benefit in place

Above minimum

Slight change or for limited population

Significant change

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