



SOLVAY

asking more from chemistry®



Worldwide Agreement on
Social and Environmental
Responsibility

By signing this global agreement, Solvay concretely shows its commitment to strengthen its role of responsible player, upholding the highest standards of trade union rights, health, safety, environmental practices and working principles across its operations worldwide.



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IndustriALL Global Union represents 50 million workers in mining, energy and manufacturing in 140 countries. IndustriALL Global Union is a force in global solidarity for better working conditions and trade union rights.



December 17, 2013

Signing of the Global Agreement on Social and Environmental Responsibility between Solvay and IndustriALL Global Union

This agreement, which covers Solvay's 30,000 employees, attests to the Group's relentless commitment to Corporate Social Responsibility and includes two annual missions:

- // One mission to assess the application of the agreement at a production site chosen by IndustriALL Global Union. This will assess on the ground the implementation of the commitments Solvay has made in the areas of health, safety, environment, pay levels, training policy, the quality of social dialogue, relations with suppliers and subcontractors, non-discrimination and equal opportunities;
- // One mission to assess the safety policies at work, conducted by the Global Safety Panel team consisting of Solvay union representatives - one per continent where the Group is present - and two representatives of IndustriALL Global Union. This mission takes place at a production site chosen by IndustriALL Global Union.





LABOUR

Declaration of the International Labour Organization

Solvay asserts its adherence to the principles contained in the ILO Conventions on Fundamental Principles and Rights at Work.

Freedom of association
and effective
recognition of the
right to collective
bargaining

Elimination of all
forms of **forced**
or **compulsory**
labour

Elimination of
discrimination
in the areas of
employment
and labour

Effective abolition
of **child labour**



United Nations Global Compact

Solvay undertakes to respect
the 10 principles of the UN Global Compact.

HUMAN RIGHTS

Supporting and respecting the **protection** of human rights

Non-complicity in human rights **abuses**

NON-CORRUPTION

Fight against corruption in all its forms, including **extortion and bribery**

ENVIRONMENT

Initiatives for **greater environmental responsibility**

Application of the **precautionary approach** in environmental challenges

Development and diffusion of **environmentally friendly technologies**



Safety

- // Priority to health and safety at work
- // Control of industrial and product-related risks

Social Responsibility

- // Development of mobility and employability
- // Combating discrimination
- // Strengthening social protection
- // Ensuring quality social dialogue
- // Respecting the right to raise concerns
- // Responsible relations with suppliers and subcontractors

Solvay is committed to sustainable chemistry

The agreement with IndustriALL Global Union reflects the Group's desire to develop a rich and balanced dialogue with its employees and with their representatives worldwide.

Environment

- // Promoting environmental management
- // Risk management and environmental protection
- // Dialog with civil society





An agreement integrated into Solvay Way, the Group's sustainable development approach

The deployment and understanding of the agreement is one of the Employee stakeholders practices listed in the Solvay Way referencial framework.

Each year, the entities will be able to assess the proper implementation of this agreement.

1. LAUNCH

Deployment and explanation of the Solvay/IndustriALL Global Union Worldwide Agreement on Social and Environmental Responsibility to the entity's management and employee representative bodies.

2. DEPLOYMENT

Presenting the Solvay/IndustriALL Global Union Worldwide Agreement on Social and Environmental Responsibility to all employees and new hires of the entity.

3. MATURITY

Measuring the application of the Solvay/IndustriALL Global Union Worldwide Agreement on Social and Environmental Responsibility together with the entity's employees and their representatives.

4. PERFORMANCE

Establishing, together with entity employees and their representatives, an annual review of the implementation of the Solvay/IndustriALL Global Union Worldwide Agreement on Social and Environmental Responsibility and defining a progress plan.

**Solvay and IndustriALL Global Union affirm their joint commitment
to good industrial and social practices.**