



## Modern Slavery Statement

### Background

This statement is made on behalf of the UK subsidiaries of Solvay S.A. of Belgium ('Solvay') for the financial year ending 31 December 2019. This includes:-

- 1) **Solvay Interlox Limited**; (01005238);
- 2) **Solvay Solutions UK Limited** (00036833);
- 3) **Cytec Engineered Materials Limited** (02851421);
- 4) **Cytec Industrial Materials (Derby) Limited** (02264869);
- 5) **Cytec Industrial Materials (Manchester) Limited** (00605214);
- 6) **Cytec Process Materials (Keighley) Limited** (01472714); and
- 7) **Cytec – Med – Lab Limited** (00540182)

This statement is made under the provisions of the Modern Slavery Act 2015 (the 'Act') and with reference to the guidelines issued from time to time by the Home Office. It sets forth steps taken by Solvay during the financial year to minimise the risk of any slavery or human trafficking, (together, 'Modern Slavery'), taking place in any part of its own business or in any of its supply chains. Modern Slavery encompasses slavery, servitude, human trafficking and forced labour.

Solvay is strongly committed to ethical behavior, sustainable development and responsible care in order to respond as a corporate citizen to the major challenges facing society and the communities in which Solvay operates.

### Our commitment to combatting Modern Slavery

Solvay is committed to acting ethically, and to maintaining a fair and honest business environment for its employees, customers, suppliers and the public in general. This includes a commitment to respecting and supporting human rights with regard to its employees, the communities in which it operates and its business partners as expressed in the internationally recognized standards, many of which are referenced in Solvay's policies. Solvay operates a number of initiatives to combat Modern Slavery which are further explained below.

The Solvay Code of Business Integrity

(<https://www.solvay.com/sites/g/files/srpend221/files/2020-01/Code%20of%20Business%20Integrity%20UK.pdf>) explains the manner in which Solvay behaves as an organisation and how all employees are expected to act wherever Solvay operates or conducts its business. The Solvay Code of Business Integrity focuses on both integrity and ethics. Solvay's 'Ethics and Integrity in Society as a Corporate Citizen' firmly establishes Solvay's commitment to respect human rights and to respect internationally recognized human rights standards and conventions, including the United Nations Universal Declaration of Human Rights, of which Solvay is a member signatory. The exclusion of child exploitation is explicitly recognized as a human rights standard applicable in Solvay's operations and in its value chain. Solvay does not tolerate the employment of child or forced labour and will



take counter-measures to prevent human and/or sex trafficking. Solvay expects and requires that all of its business partners will respect and support these fundamental principles in the same manner.

As signatory to the worldwide agreement with the IndustriALL Global Union, Solvay further commits to safeguard human rights by respecting international social standards as defined by the International Labour Organization, commits to comply with the principles of the United Nations Global Compact and commits to respect the OECD's Guidelines for Multinational Enterprises.

Solvay is committed to creating stable and reliable relationships with its suppliers based on shared values. Solvay has adopted a Supplier Code of Conduct ([https://www.solvay.com/sites/g/files/srpend221/files/tridion/documents/Supplier-Code-of-Conduct\\_en.pdf](https://www.solvay.com/sites/g/files/srpend221/files/tridion/documents/Supplier-Code-of-Conduct_en.pdf)) which requires the written commitment of its suppliers to follow the Solvay Code of Conduct or to abide by their own code of conduct, as Solvay is determined to work only with suppliers who are engaged with similar ethical principles including those to combat Modern Slavery.

The 'Solvay Purchasing Process' underlines Solvay's expectation of its suppliers and sub-contractors to respect Solvay's fundamental principles of sustainability (for further information, see [https://www.solvay.com/sites/g/files/srpend221/files/2018-07/SPP\\_Handbook\\_2016-Reference.pdf](https://www.solvay.com/sites/g/files/srpend221/files/2018-07/SPP_Handbook_2016-Reference.pdf)). This Solvay Purchasing Process also covers rigorous supplier assessments and selection methodology, including corporate social responsibility criteria. These commitments and expectations have recently been summarized in Solvay's Responsible Sourcing and Sustainable Supply Chain Statement which can be viewed at: [https://www.solvay.com/sites/g/files/srpend221/files/2018-07/Responsible\\_Purchasing\\_and\\_Sustainable\\_Supply\\_Chain\\_Statement.pdf](https://www.solvay.com/sites/g/files/srpend221/files/2018-07/Responsible_Purchasing_and_Sustainable_Supply_Chain_Statement.pdf). As a founding member of the Together for Sustainability (the 'TfS') initiative established by multinational leading chemical companies, Solvay has joined forces to develop and implement a global supplier engagement program that assesses and audits sustainability sourcing practices through an independent process.

The Solvay Corporate Social Responsibility framework (the 'Solvay Way') firmly establishes the organisation's approach to corporate social responsibility and sustainability. The Solvay Way is aligned with the ISO 26000 standard (which amongst others includes the elimination of child labor and forced labor as recognized basic human rights) and highlights Solvay's drive for continuous improvement in its corporate social responsibility.

To further improve the efficiency of its compliance management system, Solvay operates a whistleblowing platform called 'Speak Up' to allow employees to raise concerns about how colleagues are being treated, or practices within the business or supply chain or any observed or suspected violations of the law or of Solvay's policies. Such reports are wholly confidential and any employee who makes a report in good faith will be protected from retaliation. Mandatory awareness and training campaigns regarding applicable legal rules and the policies in force in the Solvay Group, including topics such as human rights are deployed for all employees.

Solvay endeavours to comply with all laws and regulations in effect in the jurisdictions in which it operates and to go beyond legal compliance when needed to meet the high ethical and moral standards reflected in our commitment to combatting modern slavery and human trafficking and in our commitment to corporate social responsibility.

### **Solvay's Response to Covid-19**

As a result of the Covid-19 pandemic, Solvay has put in place dedicated global and country teams responsible for assessing and implementing government measures, recommendations and guidelines to best protect its employees and the local communities where it operates, and to ensure business continuity.



In line with those measures, Solvay has made remote working mandatory for all employees who can effectively work from home.

In regards to industrial operations, Solvay has established rigorous health and safety restrictions. In particular:

- Solvay plants have put in place robust continuity plans, which include health education, hygienic practices and stringent epidemic prevention measures;
- Solvay has restricted access to its plants. Only individuals whose presence is necessary for operations are permitted on site, and their health is regularly monitored;
- Both broad and targeted communications are carried out within Solvay to increase awareness, discipline for personal protection and early reporting of suspicious symptoms;
- Where employees cannot work effectively from home, strong measures have been taken to observe social distancing and large gatherings are strictly forbidden;
- Additionally, many of Solvay's sites have doctors and medical advisors who are available to guide Solvay employees and address questions.
- Solvay UK sites have undertaken risk assessments in line with UK government and HSE guidance to ensure the health and safety of employees in the workplace.

Last, but not least, in addition hereto, Solvay has created the Solvay Solidarity Fund to provide additional support, both financial and non-financial, to any employee and dependents who may experience hardship due to the impact of the coronavirus pandemic.



Melvin Dawes  
Director  
Country Manager UK & Ireland

**25 June 2020**