

Global Policy - Health & Safety

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1. Context

The Health & Safety Policy aims at describing our commitment, governance and action plans to manage the material impacts, risks and opportunities (IROs) related to Health & Safety. It is part of a set of policies defined by Solvay under the umbrella Corporate Social Responsibility Policy where the overarching ambition, material IRO's, strategy, governance and communication are described.

2. Scope

This Health & Safety Policy is applicable to Solvay employees (Own Workforce) and contractors (Value Chain Workers) within SOLVAY encompassing every entity and individual.

This policy applies worldwide in all SOLVAY's activities.

This policy applies to all products which are purchased, developed, produced, distributed, used, disposed and recycled by or on behalf of SOLVAY.

3. Commitments

At Solvay, we have a strong commitment to protect our people, our assets, surrounding communities and stakeholders. We aim at zero accidents within our premises or from our operations. Our facilities are designed and operated to safeguard Health & Safety, as core elements of our sustainability strategy.

We prioritise the health and safety of our employees in all our operations. We foster a proactive prevention culture to minimise work-related injuries, accidents, and illnesses. We deploy world-class standards, continuous improvement, and innovation. We set measurable targets and implement action plans to achieve optimal performance and ensure the well-being of our employees.

Across all our operational sites, we maintain robust Health & Safety management systems. These systems include comprehensive rules, procedures, guidelines, and digital tools, supported by regular audits and a culture of accountability. Our goal is full compliance with all applicable legislation, Solvay requirements, and recognized international standards such as ISO 45001 and Responsible Care.

- The Life Saving Rules are mandatory for everyone.
- We apply risk-based thinking to take actions to prevent, mitigate or remediate negative impacts.
- Our own force is invited to raise concerns with their managers or representatives.
- Regardless of race, language or citizenship status, all workers have the same right to a safe and healthy workplace.
- We have an open, transparent and regular communication with stakeholders and surrounding communities.
- We have in place an emergency response and mitigation measures against potential damages and SOLVAY reputation impacts.

- We ensure our products are safe throughout their whole lifecycle.
- We ensure safety delivery of supplied products and safety transportation of our finished products

It is a minimum requirement that all SOLVAY's operations comply with all applicable laws and regulations, SOLVAY Health & Safety minimum requirements and Responsible Care standards. SOLVAY employees are expected to deploy all these aspects covering their individual areas of operation.

Solvay Health & Safety Strategy

- Our Group Responsible Care policy and HSE management systems are implemented in all manufacturing or research and innovation sites. This includes a set of procedures, including occupational health, industrial hygiene, occupational safety, process safety, transport safety, environment and product safety. For each domain, a transversal network is organised to support the implementation and share the good practices.
- Our safety, health and wellbeing culture approach ensures people's safety, health, and well-being. It relies on a safety leadership style, where managers act as mentors and demonstrate genuine care for all and in a co-responsibility of all employees.
- Our reporting process is used to evaluate performance, analyse events, and define short- and long-term improvement plans.
- We promote best safety practices along the value chain of products:
 - Detecting, assessing and addressing emerging concerns related to product safety in order to proactively manage possible risks.
 - Promoting initiatives aimed at developing safer alternatives to chemicals presenting important risks for the user, wherever expertise makes it possible

Each industrial site:

- Implements at least one approved health, safety management system, in compliance with Solvay Health & Safety Policy.
- Sets up a dedicated, systematic regulatory watch mechanism.
- Undergoes a compliance audit conducted by an internal or external third party at least once every five years, addressing both regulatory and internal requirements.
- Addresses all identified risks, areas for improvement and gaps in compliance.

Solvay Health & Safety Indicators

Occupational Safety

As for safety, the main indicator of performance is the number of Recordable Injuries. Every year, a target is set for the Group and its main entities.

Other indicators are monitored for performance management: First Aid, High Severity Near Misses and indicators of advancement of main initiatives

Occupational Health

Key indicators for occupational health in SOLVAY are:

- Recordable Work-related Ill Health: The number and causes are used to define preventive actions.
- Advanced risk-based medical surveillance indicators: Used to assess that our medical surveillance process is effective.
- Human biomonitoring indicators: Used where applicable to assess chemical exposure and suggest preventive actions.
- Stress prevention and well-being at work indicators (in collaboration with HR): Used to identify the main psycho-social risk factors and launch preventive action plans at team, site and group levels.
- Health promotion indicators: Used to assess the deployment of actions promoting a healthy lifestyle at work and beyond.

Process Safety

SOLVAY's reporting of process safety incidents is aligned with the globally harmonised metrics from the ICCA (International Council of Chemical Associations) and Cefic (European Chemical Industry Council).

The main indicators for Process Safety are:

- Incidents with a classification Low, Medium, High, Catastrophic
- Number of high level risk sheet ("Risk sheets 1") raised by periodic risk analysis, under mitigation within one year maximum

Transport

Transport safety incidents are incidents occurring during the movement of a chemical product such as:

- Loading or unloading at a SOLVAY site.
- Circulating inside a SOLVAY site in a vehicle, on the way in or out of the site.
- Circulating on public roads, rail, air, inland waterways or sea; and
- Loading or unloading at an off-site location, if SOLVAY or a logistics provider contracted by SOLVAY is performing the loading or unloading.

Product Regulation and Stewardship

The main indicators for Product Regulations and Stewardship are:

- Ensure SDS sending to Solvay customers - Coverage rate and Coverage efficiency
- Compliance with local Product Regulation (like EU REACH and REACH like)
- Management of uses, applications and Solvay Substances Risk Management (S-SRM).

4. Responsibilities

Implementation

All managers, leaders, and their own workforce are responsible to apply this policy by deploying procedures, rules and processes accordingly.

Solvay site managers are responsible to apply this policy and implement the Group procedures in their sites.

Corporate HSE team is responsible to define policies, procedures and standards, as well as to support and audit the sites regarding their implementation. The HSER team enforces the policy implementation through its day-to-day operational oversight, supported by Correspondents at each operational site.

Group COO has authorities on Industrial Directors and the sites reporting to them. The Corporate HSE team, part of Industrial Function, reports to him.

The ELT holds a HSE session monthly to review performance, get the learnings from incidents analyses and define orientations.

Policy validation and review

The Executive Leadership Team (ELT) holds ultimate responsibility for the validation and adoption of this policy. As outlined in the company's [Corporate Social Responsibility Policy](#), the ELT ensures that the policy aligns with the organization's strategic goals and stakeholder expectations.

This Health and Safety Policy will be reviewed annually by the HSER team from both legal and operational perspectives to ensure its effectiveness and relevance. If updates are necessary, these will be validated through the governance described in our [Corporate Social Responsibility Policy](#).

Employees representatives are encouraged to provide feedback on the policy and suggest improvements, directing their comments or suggestions.

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● Appendix

Main topics SOLVAY's procedures

- Reporting
- Crisis management
- Compliance
- Management systems
- Chemical risk assessment
- Industrial Hygiene
- Occupational Health
- Electrical safe work
- Life Saving Rules (Work at height, Work on powered systems, Line breaking, Work in confined spaces, Hot work, Lifting, Excavation, Traffic, Personal Protective Equipment, Permit to Work)
- Transport emergency

Management approach

Hazard identification and risk assessments are performed according to Solvay methodologies. They cover notably: chemical, physical, ergonomic, biological and psychological risks, industrial risks mainly echoed in Solvay Life Saving Rules (Work at height, Work on powered systems, Line breaking, Work in confined spaces, Hot work, Lifting, Excavation, Traffic, Personal Protective Equipment, Permit to Work), contractor management and management of change.

Control of risks relies on Group procedures and sites' management systems and processes.

All sites reports and analyze events as per Group procedures and ranking. Local and global corrective actions are taken accordingly. Work-related ill health issues are transmitted to the Solvay Medical Referent.

Process Safety Management is a management system for designing and operating industrial processes that handle large quantities of hazardous chemicals, in order to prevent incidents. The topic applies only to production sites and research and innovation centre sites under operational control where a process risk may be identified.

Key elements are:

- Completion of Process Hazard Analyses to identify high-risk scenarios and rank them, combining severity and probability factors.
- Activation of an Emergency Response Plan in case of severe incidents on site. Relevant internal and external parties are informed through the application of SOLVAY's crisis management procedure.
- Central reporting of Process Safety Incidents, assessing the severity – medium, high, or catastrophic – according to procedure criteria (impact, volume of product ...).

- Systematic analysis of each incident is carried out to identify root causes and implement corrective actions.
- Publication of process safety bulletins for significant incidents, distributed to all sites for sharing the learnings.

Health risk assessments are performed in collaboration with **occupational health experts**. Occupational physicians and nurses perform risk-based medical surveillance, provide advice on improving and adapting working conditions, and promote physical and mental health. All these processes contribute to preventing, managing and minimising risks at work, and to enhancing employees' health and wellbeing.

Industrial hygiene risks are assessed with the support of industrial hygienists, using SOCRATES (Solvay Occupational Risk Assessment Tool for Employees). This tool gives widespread, easy access to industrial hygiene, IH, methods, tools and databases, consistently performs and documents IH risk assessments, and enhances traceability of an individual's potential exposures throughout their working life. Workers are informed of their work-related risks by supervisors, industrial hygienists, and occupational physicians or nurses. In addition, the risk assessment carried out by hygienists covers all areas of industrial hygiene (ergonomics, noise, vibration, radiation, thermal stress, biological risk etc.).

Formal joint management-worker health and safety committees are established on our sites according to country legislation. Solvay also contributes to complementary health insurances, for which the terms vary according to the country.

Initiatives to promote health are taken at site level, in collaboration with local physicians and nurses. Examples of such initiatives include nutritional advice, physical activity, cardiovascular and cancer prevention programs, general check-ups and mental health caring.

Regulatory Watch on Health & Safety

Solvay has installed a systematic process for monitoring regulation in all domains – health and safety, process safety, environment, and transport safety – at 85% of our sites (data updated in January 2024).

Product Regulations and Stewardship

"Group Product Stewardship Management System" and other **Product Regulations and Stewardship programs** contribute to the safe management of hazardous products throughout their life cycles during use and disposal, with a particular attention to products involving higher risks.

Products aimed at applications in direct connection to health such as food and healthcare are managed with specific stewardship actions and dedicated approaches for risk assessment and management, in line with Group requirements.

Key elements are:

- Identify the substances of very high concern (SVHC) and substances of concern (SoC)
- Solvay Substances Risk Monitoring to update risk studies and strive to substitute them when possible with safer equivalent alternatives.

- Maintain a comprehensive understanding of each product's hazards, risks and impacts related to all life cycle steps and intended applications.
- Manage product knowledge and required information retention to comply with local regulations while ensuring worldwide consistency.
- Keep all records on product safety information as required by regulations
- Ensure that animal testing is limited as much as possible.
- Provide all necessary information to stakeholders for their own risk management and product safety obligations.
- Establish, maintain and communicate Safety Data Sheets (SDS) as required by regulation and with consistent distribution worldwide.