

SOLVAY

Human Resources

Solvay Group Social Dialogue Policy

Context

The purpose of this policy is to outline SOLVAY's commitment to Social Dialogue, in line with our vision, values and goals. The Social Dialogue Policy describes our commitment, governance and action plans to manage the material impacts, risks and opportunities (IROs) related to Social Dialogue. It is part of a set of policies defined by Solvay under the umbrella Sustainability Policy where the overarching ambition, material IRO's, strategy, governance and communication are described.

The Solvay Group cultivates interaction and proximity with its stakeholders through open and constructive dialogue. Solvay operates as a responsible employer and is firmly committed to continuous progress among others in social relations as a longstanding company conviction.

Our social dialogue policy establishes a framework for open, constructive communication between management, employees, and their representatives to develop long-lasting relationships based on trust and collaboration; address concerns and negotiate terms on issues such as working conditions, employee rights, and organizational changes, ultimately fostering a positive and cooperative work environment.

Our commitment includes labour rights and local communities' rights, as outlined in our [Global Framework Agreement](#) (GFA) on social responsibility and sustainable development with IndustriALL Global Union in place since 2011.

Our [Solvay Human Rights Policy](#) emphasizes freedom of association, the right to collective bargaining, the elimination of forced labour, the abolition of child labour, and the elimination of discrimination in employment. Supporting the UN Sustainable Development Goals - especially 8: Decent Work and Economic Growth - and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, Solvay's social responsibility approach is to create value both for stakeholders and the company.

Furthermore, we are dedicated to safeguarding the labour conditions of our employees through social protection. This encompasses protection for Solvay Group employees in terms of welfare,

wellbeing and healthcare through our [Solvay Cares agreement](#). This protection includes major healthcare costs, disability leave, parental leave, caregiver leave, support of the family in the case of the death of an employee, and employee well-being support.

Commitment

Social dialogue is a cornerstone of our culture and operating model. We ensure our employees' representatives stay informed about the company's strategic direction and key decisions and structurally arrange dialogue around this. Representative bodies form a sounding board for draft policies before they are implemented. As a result, we experience a high level of maturity, transparency, and trust among senior management and employees. At Solvay we believe that Together we Achieve more, which is also embodied in our social dialogues bodies and practices.

Current commitments in the agreements address the areas of Solvay's strategy, policies and procedures, health and safety, standards for decent work, human rights and labor rights, mental and physical health and safety at work, including the fight against discrimination, promotion of inclusion and diversity, remote work rights, and compliance with applicable regulations in the country of operations.

Implementation

Solvay engages with its workers on labour rights through a variety of channels, including meetings with labour unions, works councils, and joint management-worker committees. In addition to the [European Works Council](#) (EWC), Solvay is *one of the few Groups* to have concluded a global agreement with a trade union federation (IndustriALL) and has created a global representative body to promote social dialogue, the [Solvay Global Forum](#) (SGF).

Solvay's Ways of working with labour representatives at the SGF and EWC levels include

- Participation in meetings during which representatives can address topics directly to Solvay's CEO, Executive Leadership Team and Business leaders (quarterly for the SGF, monthly for the EWC Secretariat and a face-to-face annual plenary meeting combining the two instances).
- Access to the Group's strategic presentations that cover a.o. Solvay's transformation, strategy & leadership, GBU roadmap, Financial and non-financial objectives, Sustainability and DEI roadmaps.
- Co-creation with the relevant management representatives of global policies and agreements

Our priority is to ensure that adequate management systems are in place to identify, prevent, mitigate, and remedy any potential adverse human rights impacts. In this spirit, our Global Framework agreement provides for annual site visits by IndustriALL to ensure that the commitments made are respected on the ground; this in addition to the regular site visits made by the Select Committee of the EWC (2-3 times a year). Beyond that, potential deviations will be reported by our employees via the Speak Up Policy or via the representative bodies we have at local, national, European or global levels.

Monitoring

Solvay will monitor and report, whenever it is possible, on a regular basis social dialogue KPIs mainly related to Collective Bargaining Agreements (CBAs) as all Solvay employees are covered by an umbrella collective agreement. This is also part of the responsibilities of the Solvay Global Forum; the signatory to agreements such as the Solvay Care Agreement and the Solvay Global Profit Sharing plan.

The overarching principle is that CBAs exert a significant influence on employment practices following local labor law legislation, although in varying degrees depending on the employee category and specific legal entity. These agreements apply across all entities and distinguish between non-cadre, cadre, and executive employees, ensuring tailored provisions for each group. For the vast majority of our workforce, excluding executive-level employees, the CBAs serve as the foundation of employment terms. The interplay of CBAs, Internal Labor Rules, and individual contracts ensures a balanced and equitable approach to employment, regardless of one's position or contractual arrangement.

Detailed representation numbers as of June 2024 can be found in Appendix.

Responsibilities

The HR team enforces the policy implementation through its day-to-day operational oversight, supported by Country HR Managers and Correspondents at each operational site.

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 Sustainability Policy, the ELT ensures that the policy aligns with the organization's strategic goals and stakeholder expectations.

This Social Dialogue Policy will be reviewed regularly by the HR 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 Sustainability Policy.

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

Change Log

Rv. Number	Date	Description of Change	Approver/Verifier
Version 01	December, 11th 2024	Creation	Mark Van Bijsterveld

First publication: 1211.2024

Current publication: December 11th, 2024

Version: 01

Confidentiality Status: Public

Document owner: Patrick Marichal, Head of Site HR & Labor Relations

Document reviewer: Mark Van Bijsterveld, Chief People Officer

Document approvers: ELT

Appendix

Representation numbers

(Data is based on June 2024 company numbers)

Country	% of employees covered by CBA
BELGIUM	93%
BULGARIA	100%
FRANCE	100%
GERMANY	70%
ITALY	100%
NETHERLANDS	100%
POLAND	0%
PORTUGAL	0%
SPAIN	100%

Table 1 - "Percentage of its employees covered by collective bargaining agreements are within coverage rate by country (in the EEA) with significant employees (>50 employees representing at least 10% of total number of employees)"

Country	% of employees covered by workers representatives
BELGIUM	93%
BULGARIA	100%
FRANCE	100%
GERMANY	100%
ITALY	100%
NETHERLANDS	80%
POLAND	100%
PORTUGAL	100%
SPAIN	100%

Table 2 - "Disclose the global percentage of employees covered by workers' representatives (broken by country for each significant EEA country >50 employees)"

Region (Non-EEA)	Nb of workforce covered by	% of employees covered by
	CBA	CBA
APAC	891	89%
EMEA	61	49%
LATAM	1,494	100%
NAM	113	11%

Table 3 - "Own workforce in region (non-EEA) covered by collective bargaining agreements by coverage rate and by region" & "Percentage of own employees covered by collective bargaining agreements (outside EEA) by region" (broken by region for each significant Non-EEA country >50 employees)

Country	Region	EEA / Non-EEA	Total Nb of employees
BELGIUM	EMEA	EEA	519
BRAZIL	LATAM	Non-EEA	1,494
BULGARIA	EMEA	EEA	511
CHINA	APAC	Non-EEA	571
FRANCE	EMEA	EEA	1,334
GERMANY	EMEA	EEA	1,274
ITALY	EMEA	EEA	693
JAPAN	APAC	Non-EEA	104
MEXICO	NAM	Non-EEA	121
NETHERLANDS	EMEA	EEA	74
POLAND	EMEA	EEA	81
PORTUGAL	EMEA	EEA	622
SAUDI ARABIA	EMEA	Non-EEA	63
SOUTH KOREA	APAC	Non-EEA	74
SPAIN	EMEA	EEA	377
THAILAND	APAC	Non-EEA	248
UNITED KINGDOM	EMEA	Non-EEA	61
USA	NAM	Non-EEA	880

Table 4 - Summary of own workforce in each country and identification of type and region (only relevant countries with significant employment - >50 employees)

$$\frac{7993}{9322} \times 100 = 85.75\%$$

Figure 5 - Total of own workforce covered by CBAs, using the following calculation

$$\frac{\text{Nb of employees covered by collective bargaining agreements}}{\text{Nb of employees}} \times 100$$

method: