

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.



# SOLVAY way

## 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.



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

mediation



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.



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.

## Worldwide Agreement on Social and Environmental Responsibility

# SOLVAY way



# 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



## 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



## United Nations Global Compact

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

### HUMAN RIGHTS

### NON-CORRUPTION

### ENVIRONMENT

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

Non-complicity in human rights **abuses**

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

Initiatives for **greater environmental responsibility**

Development and diffusion of **environmentally friendly technologies**

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



### 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 **discrimination** in the areas of employment and labour

Effective abolition of **child labour**

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