

Solvay Cares Agreement



Global agreement, of February 22nd 2017 on minimum level of protection for Solvay Group employees in terms of welfare and healthcare reviewed on December 15th, 2020 to extend the maternity and paternity leave

Solvay has decided to reinforce its commitment as a responsible employer by guaranteeing a minimum level of protection in terms of welfare and healthcare for all its employees worldwide.

This minimum covers protection in relation to the following:

- Major healthcare costs
- Disability leave
- Maternity leave
- Paternity leave
- Adoption leave
- Death of an employee.

The objective of this agreement is to deploy a coherent and ambitious level of social protection on a global level, in accordance with Solvay's corporate responsibility, which includes demonstrating solidarity and caring towards all its employees worldwide.

As one of our key measures to strengthen gender equality, we are broadening our Solvay Cares benefit program. We are adapting our global policy of 14 weeks maternity leave to 16 weeks, extending it to co-parents employed by the company regardless of gender, by 2021-

This agreement was drawn up in conjunction and signed online with the Solvay global representative body, The Solvay Global Forum, with Solvay demonstrating its commitment to social dialogue in order to help further its transformation

ARTICLE 1. Scope of application and beneficiaries of the agreement

The present agreement is applicable to all employees who have been working under a permanent or fixed-term contract for at least six months for companies in which Solvay SA owns a share, directly or indirectly, of more than 50 %.

It will benefit employees who do not already benefit from provisions of a level at least equal to each of the relevant benefits. Any benefit provided for in the present agreement is to be considered net of any social security and/or any company insurance payment.

Existing local provisions that are less favourable than those listed in the present agreement shall be improved until they reach the thresholds guaranteed by the present agreement.

In each country, these benefits shall be implemented in accordance with the applicable legal provisions and any cultural barriers.

ARTICLE 2 Major healthcare costs

Solvay undertakes to ensure sufficient healthcare cover for all its employees, providing major risk coverage for hospitalisation and critical illnesses. This medical coverage provides for 75% of the costs.

This guarantee is terminated when the employee leaves the company.

ARTICLE 3. Disability leave

In the event of partial disability, Solvay undertakes to try to adapt the employee's role or to seek an available position within the company that is compatible with the employee's disability and with his or her professional competencies.

In the event of total and permanent disability, whatever the cause, a lump sum equal to two annual base salary payments is paid to the employee. However, if in accordance with existing local provisions annuity is paid, this amount is paid until the total compensation is equal to two years' base salary, within the period remaining until the employee retires.

ARTICLE 4. Maternity leave

Solvay guarantees its employees 16 weeks of maternity leave, paying them their full remuneration (as paid during regular vacations / holidays, without proration of annual premiums). Solvay undertakes to ensure that its employees benefit effectively from this right. After his / her leave, the employee will return to his/her initial or similar position.

ARTICLE 5. Adoption leave

Solvay cares is restricted to adoption of children who are not already in the care of one parent and are under the age of 18 years.

In the event that a child is adopted by a Solvay employee, the employee shall benefit from adoption leave for a period of 16 weeks and shall receive 100% of his/her full remuneration.

Solvay undertakes to ensure that its employees benefit effectively from this leave, which must be taken close to the date on which the child is adopted. The adoption leave period should be taken as one single period (and not spread over a certain period). After his / her leave, the employee will return to his/her initial or similar position.

The adoption leave is highly recommended but remains voluntary in its principle or for its duration (16 weeks being the maximum) for employees.

The employees who want to benefit from the paternity & co-parent leave should inform the company at least 3 months in advance or according to the notice period applicable to the maternity leave within the country.

ARTICLE 6. Paternity & co-parent leave

Solvay undertakes to guarantee its employees 16 weeks of paternity & co-parent leave, paying them their full remuneration (as paid during regular vacations / holidays, without proration of annual premiums). This is extended to co-parents employed by the company regardless of gender.

Solvay undertakes to ensure that its employees benefit effectively from this leave, which must be taken close to the date on which the child is born (typically 2 weeks). The paternity or co-parent leave period should be taken as one single period (and not spread over a certain period). After his / her leave, the employee will return to his/her initial or similar position.

The paternity & co-parent leave is highly recommended but remains voluntary in its principle or for its duration (16 weeks being the maximum) for employees.

The employees who want to benefit from the paternity & co-parent leave should inform the company at least 3 months in advance or according to the notice period applicable to the maternity leave within the country.

ARTICLE 7. Death of an employee

Solvay guarantees all Solvay employees benefits in the event of death.

The employee is covered regardless of the cause of death, subject to any exclusions imposed by local insurance companies.

In the event of the death of an employee, the present agreement aims to ensure that the beneficiaries indicated by the employee within the framework of the local obligatory rules for appointing beneficiaries, receive coverage equal to one year of the deceased employee's base salary. This amount is increased to two years' base salary if the employee has at least one person financially dependent on him or her.

ARTICLE 8. Timeline and implementation modalities

These provisions will be applicable to the births and adoptions from January 1st, 2021. The other provisions of the initial agreement are still valid & already implemented.

Modalities for implementation shall be specified locally, in accordance with the legal and contractual provisions and their uses. The modalities may be subject to consultation with a local staff representative

ARTICLE 9. Agreement duration

This agreement is concluded for an indefinite period, from the date on which it is signed. This agreement, reviewed on December 15th, 2020 to extend the maternity and paternity leave, will replace the agreement signed on February 22nd, 2017.

It may be revised at any moment by way of an amendment or terminated by either party, giving at least six months' notice.

ARTICLE 10. Agreement follow-up

Solvay management shall present an assessment of the application of the present agreement at the annual Solvay Global Forum meeting. Every three years, the parties shall assess whether the agreement needs to be revised.

Brussels, December 15th, 2020.

Diffusé par Planet Labor

For **Solvay SA,**

For **Solvay Global Forum,**

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