

GROUP PRACTICES ON HEALTH AND SAFETY OF THE PERSONNEL

PROJECT TO ADOPT CHARTER BETWEEN SOLVAY GROUP CENTRAL MANAGEMENT AND EWC MEMBERS REPRESENTING PERSONNEL

The Solvay Group Central Management and the members of the EWC representing the personnel have wanted by means of a charter to implement the obligation to good practice to which Group Companies are committed in matters of health and safety for personnel.

This charter forms part of the Solvay Group's Mission, Vision and Value statements. This charter is evidenced in the Solvay Group document "Policies and Guidelines for Responsible Care" adopted in September 2002, and which is an element in the company's commitment to Sustainable Development, and of the will of the personnel's representatives.

Like the Responsible Care guidelines, this "Personnel Health and Safety Charter - Solvay Group Practice" will be brought to the notice of all personnel members and their representatives in Europe, and will be commented on at the appropriate level within each Group company Management coming within the EWC's field of application.

1. The Management of each facility in the Solvay Group shall ensure working conditions aimed at safeguarding the health and well-being of the employees and to protect them from physical harm, by emphasising a "safety-first" approach.
2. The Management of each facility shall comply with applicable local, national and international regulations, monitor developments in them, and also conform to internal standards laid down at Group level. All workers shall be encouraged to propose solutions for avoiding hazardous situations.
3. With a view to achieving a common level of health protection, the Management of facilities shall adopt a consistent policy for monitoring workers' health. In relation to chemical and physical hazards, the facilities of the Solvay group shall comply with legal requirements and the Group's guiding values, in particular the "« Threshold Limit Value» (guiding values of the American Conference of Governmental Hygienists), and the internal "SAEL" standards (Solvay Acceptable Exposure Limits) for chemical substances for which a TLV does not exist. The precautionary principle shall be applied in relation to substances for which inadequate information is available.
4. Each worker shall be given and make use of personal protection equipment suitable for his/her position, the tasks to be performed and local working conditions. The equipment shall comply with European standards and legal requirements in terms of quality, quantity and periodic updating. The requirement for special equipment shall be decided according to a common criteria in the various facilities, in the light of risk assessments based, among other things, on

information from the workers involved, and conclusions from the assessments shall be given to the health and safety committees.

5. With regard to safety, the Group's facility Managements shall manage their activities by implementing a management system based on continuous improvement and internal coordination. Each Management shall regularly draw up action plans, incorporating the Group's objectives. Statistics on personal accidents are to be drawn up and discussed on a regular basis.
6. Each worker is responsible for applying the Group's Responsible Care ® guidelines adopted in September 2002 to his/her own activities, and the health and safety requirements in his/her facility. All personnel shall participate in health and safety protection programmes. In particular, appraisal of personnel members will include a consideration of their participation in health and safety protection efforts and results.
7. The facility Managements and the personnel shall cooperate and communicate with each other, through involvement in health and safety committees. Each facility shall provide information and training on health and safety, in the adequate language. The training shall stress the hazards associated with the various activities, and the importance of complying with regulations and prevention rules.
8. The Group is committed to preventing and managing work-related stress, and all forms of harassment at work. Relationships between members of the personnel shall be based on mutual trust, courtesy and respect, in accordance with the Solvay Group's stated Values.
9. Contracts with subcontractors working on the Group's sites shall specify the rules applicable to them on health and safety, and their obligations in terms of safety training. There shall be verification that they comply with these requirements which will be equivalent to those applied for our personnel. These obligations include compliance with legal requirements and the Group's general practices in the area of health and safety protection. The Group's facilities shall give preference to direct subcontracting.
