

GROUP'S PRACTICES FOR SUBCONTRACTING

Foreword :

Group's companies focus their activities on those selected fields where they enjoy a competitive edge.

If need be, they resort to subcontractors which, thanks to their specialization or the specificity of their services, contribute to a higher efficiency and profitability of our companies' activities.

Solvay's Head Office hopes that subcontracting, whose justification lies in the improvement of our efficiency, observes the Group's ethical values. The Head Office states here the principles that the Group's companies commit themselves to respect when subcontracting.

1. Subcontracting is justified by the improvement of our competitiveness. It is not meant to circumvent the laws protecting the workers.
2. The choice of the subcontracting firms is based on the quality and fair price of their services. It takes into account those competencies within these firms that allow them and their employees to perform the jobs they are entrusted.
3. The contracts concluded with subcontracting firms stipulate explicitly the respect these firms need to have for the legal and conventional social decisions as well as social regulations that they are to apply. The contracts remind them especially their duties as to hygiene, safety and work conditions.
4. Group's companies see to the respect of the subcontracting firms for the Group's procedures relative to risk prevention and workers' health protection at the work place.
5. Group's companies make sure that subcontracting firms' employees have been properly trained as to the prevention of risks specific to our activities, to which risks they may be exposed during the performance of their tasks. They participate to the realization of such training.
6. Any collaborator in a subcontracting firm has to report to a person responsible in his/her firm about the performance of the tasks assigned to him/her. The subcontracting firm is responsible for the organization and control of its employees.
7. The Group's companies inform annually the qualified personnel representatives about the type of the firms and the subcontracted activities.
8. The Group's companies hope that the work relationships between their employees and those of the subcontracting firms is based upon mutual trust and respect.