

Solvay and IndustriALL renew their global social framework agreement for five years

Brussels, February 3, 2017 --- Solvay has renewed its global framework agreement (GFA) with IndustriALL Global Union for five years, reinforcing and adding commitments that provide the same basic labor and social rights to all Solvay employees at operations worldwide.

With the agreement, Solvay reaffirms its respect for the International Labor Organization's social standards and the principles of the United Nations Global Compact. It now also includes its commitment to the OECD's guidelines for multinational enterprises. Solvay expects its suppliers and subcontractors to apply these same principles.

The GFA has been updated to add new social projects, such as the protection of mental safety at work and societal actions and reinforces Solvay's commitments to health & safety at work, anti-discrimination, diversity as well as environmental protection.

The signatories will continue their two joint missions per year to assess Solvay's safety policies and the agreement's implementation in a country and a site chosen with IndustriALL. Solvay Global Forum of eight Solvay union representatives from major countries, will from now on be in charge of monitoring the fulfillment of the agreement.

"For Solvay, the five year renewal is testimony of the relationship of trust we've successfully developed with IndustriALL for more than a decade now. We advocate an open, challenging and constructive dialogue with our employees and their representatives. This dialogue is part of our sustainability commitments and a contributor to our overall performance," said Jean-Pierre Clamadieu, CEO of Solvay.

Valter Sanches, IndustriALL General Secretary said: *"This agreement is a benchmark in terms of social dialogue in the chemical industry. We have established a strong culture and constructive labour relations worldwide over the last 12 years. The renewal brings a Global Forum, which will be an important platform for dialogue between union and employee representatives."*

Valter Sanches and Jean-Pierre Clamadieu signed the renewal of their three-year accord at Solvay's headquarters. Also present were Kemal Ökzan, IndustriALL Assistant General Secretary, Albert Krufft, coordinator of Solvay Global Forum, and Caroll Landry, International VP of United Steelworkers.

[!\[\]\(99f58673407353e96a019fbca558fd72_img.jpg\) FOLLOW US ON TWITTER @SOLVAYGROUP](#)

An international chemical and advanced materials company, Solvay assists its customers in innovating, developing and delivering high-value, sustainable products and solutions which consume less energy and reduce CO2 emissions, optimize the use of resources and improve the quality of life. Solvay serves diversified global end markets, including automotive and aerospace, consumer goods and healthcare, energy and environment, electricity and electronics, building and construction as well as industrial applications. Solvay is headquartered in Brussels with about 30,900 employees spread across 53 countries. It generated pro forma net sales of € 12.4 bn in 2015, with 90% made from activities where it ranks among the world's top 3 players. Solvay SA (**SOLB.BE**) is listed on Euronext in Brussels and Paris (Bloomberg: **SOLB.BB** - Reuters: **SOLB.BR**).

INDUSTRIALL GLOBAL UNION has more than 600 trade union affiliates in 140 countries in sectors including chemical industry, manufacturing, electronics, IT, automotive industries, mechanical engineering, mining and energy, amongst others. IndustriALL's goal is to build strong industrial bases with good quality jobs, living wages, safe workplaces, and the right to join a trade union.

[Caroline Jacobs](#)
Media Relations
+32 2 264 1530

[Kimberly Stewart](#)
Investor Relations
+32 2 264 3694

[Jodi Allen](#)
Investor Relations
+1 9733573283

[Geoffroy Raskin](#)
Investor Relations
+32 2 264 1540

[Bisser Alexandrov](#)
Investor Relations
+32 2 264 3687

[Contact IndustriALL](#)

[Petra Brännmark](#)
Communications Director
+41 79 198 69 30