



October 12, 2018

## World Wide Group HSE Leadership Team

I am pleased to announce that the Group HSE Leadership Team is in effect as of October 1st.

The aim of the WW HSE Group is to work collaboratively with the GBUs and Functions to develop a common approach to address HSE Group Risks and activities including regulatory compliance and sustainability targets. Our ambition is to provide a simplified HSE organization which promotes empowerment to the GBU's in order to improve the HSE performance of the Group.

The guiding principles for our new Ways of Working across the HSE organization are:

- Transparent and open engagement with our customers
- Incorporate the key behaviors (I Trust, I Take Smart Risks, and I Meet Customer and Front-line Needs) in our daily activities
- Inclusive approach in the development/deployment of HSE policies and procedures
- More autonomy at the GBU/Function level to perform HSE activities
- Trust our HSE professionals to fully support their customers

Solvay's collective vision is that everyone has the right to **Go Home Safe and Healthy** every day.

Please find hereafter a view of the HSE Leadership Team.

**James G. Daly**  
Group HSE Director



**WW Group HSE  
Leadership Team  
(as of October 1st, 2018)**



**James Daly**  
Group HSE  
Director



**Greta  
Vanmarcke**  
Product Safety




**Dr. Ma BuFeng**  
APAC



**Ginny Hubert**  
NA



**Elsa Meyer**  
HSE Performance  
Management



**Jean-  
Bernard  
Savoye**  
Safety Culture-  
Crisis Mgt- HSE  
Performance



**Pierre Coërs**  
HSE Lobbying



**Laurent Sapet**  
EMEA\*



**Guy Migault**  
Process Safety  
Transition\*\*



**Vlamir  
Kanashiro**  
LATAM

\* till end of 2018

\*\* till end of March 2019



## WW HSE Team



**James Daly**  
Group HSE Director

James is responsible for developing and implementing all group HSE policies, services and capabilities in order to preserve people and assets integrity and ensure Solvay's compliance to external regulatory requirements. James is located in Princeton, NJ.



**Greta Vanmarcke**  
Product Safety Manager

Greta will provide expertise, support and services to the GBUs ensuring safe use of Solvay products, anticipating upcoming regulations and societal needs, implementing sustainable solutions and applying social responsibility throughout the lifecycle of our products. Greta will be the CODIR sponsor for the Product Safety Domain. Greta is located in NOH in Brussels.



**Dr. Ma BuFeng**  
HSE Manager - APAC

As the HSE Leader, Dr. Ma will provide expertise, support and services to the sites in the APAC region for regulatory compliance and implementation of the GROUP HSE policies and programs. Dr. Ma will be the CODIR sponsor for the Process Safety Domain. Dr. Ma is located in Shanghai.



## WW HSE Team



**Ginny Hubert**

**HSE Manager - NA**

As the HSE Leader, Ginny will provide expertise, support and services to the sites in the North America region for regulatory compliance and implementation of the GROUP HSE policies and programs. Ginny will be the CODIR sponsor for the Environmental and Industrial Hygiene Domains. Ginny is located in Princeton, New Jersey.



**Elsa Meyer**

**HSE Performance Manager**

Elsa is responsible for HSE transversal & improvement programs, HSE policy & documents, along with HSE reporting and data management. Elsa will be the CODIR sponsor for the HSE Performance Domain. Elsa is located in Lyon, France.



**Jean-Bernard Savoye**

**HSE Performance Deputy**

Jean Bernard provides expertise and support in HSE performance, safety culture and crisis management. Jean Bernard will be the CODIR sponsor for Occupational Safety. In the area of safety culture, Jean Bernard reports to James. Jean Bernard is located in NOH in Brussels.



**Laurent Sapet**

**HSE Manager - EMEA**

Laurent will be leaving Solvay and the group at the end of 2018 and pursuing outside interest. In the interim Laurent will assume the role of EMEA HSE Leader and will support the implementation of the new HSE organization. Laurent will be the CODIR sponsor for Occupational Health. Laurent is located in Lyon, France.



## WW HSE Team



**Pierre Coërs**

**HSE Sustainability Stakeholders Relations**

Pierre is a key link between the health safety and environment management and the external world (in particular CSR rating agencies and external associations such as the WBCSD) and with other functions within the company. As the Solvay Way champion for the Industrial Function, he is the link between the responsible care management and the Solvay Way team in regards to the HSE aspects. Pierre is located in NOH in Brussels.



**Vlamir Kanashiro**

**HSE Manager - LATAM**

As the LATAM HSE Leader, Vlamir will provide expertise, support and services to the sites in the Latin America region for regulatory compliance and implementation of the GROUP HSE policies and programs. Vlamir will be the CODIR sponsor for the Transportation Domain. Vlamir is located in Paulinia, Brazil. Vlamir reports directly to Reinaldo Spitzner.



**Guy Migault**

**Process Safety Transition**

Guy Migault will be leaving Solvay and the business at the end of March 2019. In the Interim his mission is to provide expertise and support for the Process Safety transition to the GBU's and zone organizations. During this mission, Guy has (3) three process safety experts that will continue to report to him. Guy is located in Lyon, France.