

Mobile Working

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INTRODUCTION TO MOBILE WORKING

As the world evolves, Syensqo's capacity to adapt and to reinvent is what has powered our long tradition of innovation. Not just molecular or technical innovation, but business and organizational innovation too. And now, once again, the opportunity to redefine progress is upon us - this time in the realm of Time and Space. Where we work, how we work, how we lead and how we collaborate.

In many examples in recent months of Syensqo teams experiencing a greater sense of mutual trust, collaboration and respect, regardless of the location of our colleagues. In working together while apart, we have witnessed that productivity is not sacrificed during remote collaboration, and as a result we have seen our beliefs - purposeful responsibility, unity not uniformity, and a passion for performance - brought more clearly to life.

We want to further enable colleagues worldwide to work in the location where they are most productive and most able to achieve their set goals.

WHAT IS OUR TARGET?

Empowered employees in agile network teams
Leaders focusing on steering the performance trajectory

Operational flexibility
Access to talent

Extension of the offices, rationalized spread of implementations
Collaborative & energizing workplaces

Syensqo Employee Value Proposition

WHAT IS Syensqo'S MOBILE WORKING PHILOSOPHY & BASE COMPONENTS?

Basically, people can define themselves where they work best to deliver.

Working remotely up to 4 days per week "on voluntary basis" is now Syensqo's way of working standard. The average number of days can vary upon the location of working, employee's preferences and activities.

Wherever the activities required to deliver the expected can be done elsewhere than 'on site', mobile working "within the country people get paid" is an option for the Employee.

Basically, employees are responsible for aligning and organizing their work in good coordination with their managers and teams. Adapted habits, ways of working and connecting with the team are to be adopted.

In making mobile working structurally embedded in Syensqo's new ways of working, the workplace changes:

- It is extended outside Syensqo's premises : ergonomics & equipment for the workplace beyond Syensqo's walls.
- Syensqo's office footprint is to be lowered and adapted to energizing collaborative hubs.

The period of implementation of the guidelines are related to installing structurally mobile working and is not to be confused with the confinement & the confinement home office practices ruled by the crisis and sanitary imperatives. The period of forced home office and gradual deconfinement can, therefore, be the right moment to test what works well and what doesn't.

COUNTRY LEVEL HOME OFFICE / MOBILE WORKING POLICY

- [BELGIUM](#)
- [BRAZIL](#)
- [CHINA - CHINESE](#)
- [CHINA - ENGLISH](#)
- [FRANCE COMMUNICATION / POLICY](#)
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3ILE WORKING: COUNTRY/SITE COMMUNICATION (GOOGLE SLIDE)

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the instructions [here](#).

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- [Article by Hervé Tiberghien, \(Chief People Officer\) on Mobile working](#)
- [Article Introducing Mobile working at Syensqo](#)

rt Material:

- [Syensqo Mobile Working - My safe workplace](#)
- [Mobile working: 2nd Follow-up Call](#)
- [Back to the Site in Hybrid mode - Support Material](#)

er Reading - Site Specific

- [Flex-Desk User journey for Syensqo Lisboa](#)