

Medical surveillance

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Contact : Your [regional Medical Coordinator](#)

The medical surveillance of workers as a pillar to protect employees' health

The Company is committed to protect employees' health. This implies that the risks are known and controlled, and that employees receive the necessary medical attention to prevent any adverse effect on health. Therefore, the medical surveillance of workers is essential.

This medical surveillance is adapted to the occupational risks and follows the current scientific knowledge. It includes medical examinations and personal interviews, with the aim of preventing occupational diseases and detecting potential health effects at their earliest stage. In addition, the medical surveillance includes several other tasks as providing information on the risks and advice to employees, suggesting accommodations when necessary, etc...

The Company gives importance to:

- ✓ Achieving a high-level health and physical and psychological well-being of its employees, subcontractors and temporary workers
- ✓ Preventing occupational diseases and disability based on a high level of risk management and control.
- ✓ Ensuring periodical medical monitoring consistent with local law and adapted to individual risk profiles.

The medical surveillance of employees is key to ensure these commitments.

The Syensqo standard IND-HSE-OH-08-PRO describes the [Group requirements on Occupational Health for the Sites](#). The medical surveillance of workers is on the core of this standard.

Risk-based Medical Surveillance process : from the risk assessment to the medical surveillance.

In order to ensure a medical surveillance adapted to the occupational risks, it is KEY that, on basis of the risk assessments, the Site transmits to the medical service for OH the significant risks (risks profiles) of employees, as well as safety-sensitive tasks ^[1] or other occupations that require specific fitness for duty clearances.

[1] **Safety-sensitive task** = Task performed at the workplace by a worker whose health problems could impair its correct execution and lead to immediate severe or fatal injuries to other workers. They are:

- Driving forklifts, cars, trucks, ...
- Operating cranes, incl. overhead cranes
- Working with explosives in quarries
- Excavation while mining

This process is described in the guideline [IND-HSE-OH-11-GUI](#)

Practically, the process to ensure a Risk-based Medical Surveillance can be summarized as follow :

- 1) The Site performs and update the [risk assessments](#) per SEG (Similar Exposure Group) or Job

2) The Site transmits to the medical service for OH the risk profiles with significant risks

Practically it means that :

- ✓ **The Site identifies the significant risks per SEG or Job, and the employees belonging to each one**, in order to define their Risk Profiles. The significant risks are the risks considered as not negligible by the Site.

If the Site applies the Solvay IH methods and tools (Socrates) for the risk assessments, the information on the significant risks for medical surveillance and attention is easily available (on the intranet OH Gate : ERMS and ERMA*).*

* ERMS = Exposures/Risks for Medical Surveillance;
ERMA = Exposures/Risks for Medical Attention

In any case, the Site will identify at least the significant risks present among the ones mentioned in the table below

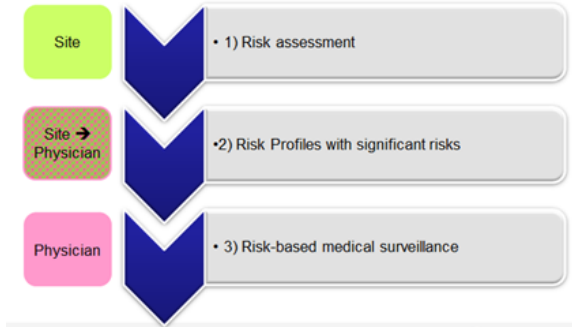
- ✓ The Site identifies also if there are individuals with other occupations that require **specific fitness for duty clearances**
- ✓ The Site takes into account the requirements from **local regulations**
- ✓ **The Site transmits this information to the medical service for OH**, in order to perform an adapted risk-related medical surveillance

Practical Excel tool

The following practical Excel tools could be useful for the Sites to identify significant risks to be transmitted to the physician who is in charge of the Risk-based Medical Surveillance. They follow the same logic that has been introduced in the Syensqo e-tools (Socrates and [OH Gate](#).) and is described in the guideline [IND-HSE-OH-11-GUI](#).

- ➡ General Excel tool : [ERMX General Excel tool V1.3](#)
- ➡ Specific Excel tool for chemicals : [ERMX Chemical Excel tool V1.1](#)

Process from risk assessment to medical surveillance



Nature of Hazards	
Chemical*	Biological*
Physical	Other hazards related to work conditions
Noise	Psychosocial
Vibrations	Night & Shift work
Electric & Magnetic	Visual Display Unit
Mechanical	Travel
Radiation	Safety-sensitive tasks
Thermal	
Ergonomics	

* For chemical and biological risks, the name of the agent has to be mentioned

3) The medical service for OH performs the pre-employment and periodic Risk-based Medical Surveillance on basis of the risk assessments and the local regulations

- ▶ The Site transmits to the medical service for OH all the necessary information related to the content of the medical examinations, according to local regulations and, when possible, also according to Syensqo medical protocols described in [IND-HSE-OH-10.00-GUI](#) and available in the [OH Gate](#).
- ▶ The [content of the medical surveillance](#) is described in the chapter below .
- ▶ The Site ensures that it receives from the OH medical service the information related with the fit for work certificates or advices, in order to adapt work conditions when necessary.
- ▶ The Site ensures the [secure storage of medical records](#) to prevent from unauthorized access or tampering with the records, and to ensure confidentiality

Indicator on Advanced Risk-based Medical Surveillance

A site is considered as performing **Advanced Risk-Based Medical Surveillance** IF ALL the following criteria are fulfilled:

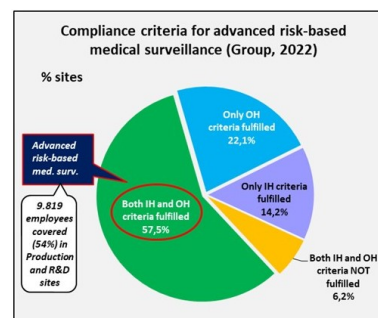
- ✓ The Chemical Risk Assessment completion rate(*) is at least 30% (criteria until 2022); 70% or more (new criteria from 2023).
(* This is the ratio of the total number of Chemical Risk Assessments, both inhalation and dermal, completed by the site

within the last five years, to the total number of Chemical Risk Assessments to be conducted based on the Chemical

Risk Assessment List established by the site.

- ✓ The site regularly communicates identified potential occupational risks to the Medical Service provider.
- ✓ At least 70% of the employees scheduled for Risk-Based Medical Surveillance during the year have completed their medical visit.

In 2022, 57.5% of our manufacturing and research and innovation sites completed Advanced Risk-based Medical Surveillance (i.e. fulfilled all the above criteria) vs 59.1% and 44% respectively in 2021 and 2020.



Content of the medical surveillance

For the content of the medical surveillance, the physician will take into account :

- ✓ local regulations
- ✓ his/her professional judgement
- ✓ when possible, Syensqo medical surveillance protocols, available in the [OH Gate](#) and in the guideline [IND-HSE-OH-10.00-GUI](#).

In the guideline [IND-HSE-OH-10.00-GUI](#), Syensqo makes suggestions for the content of the medical examination of employees.

These suggestions are for :

- ➔ The **minimal medical surveillance protocol**, regardless if it is risk-related or not
- ➔ The **medical protocols for risk-related medical surveillance** according to the significant risks identified, that will complete the minimal medical surveillance protocol. These protocols can also be consulted by agent in the [OH Gate](#).

In the case of chemicals, it includes:

- **Generic medical protocols** : per target organ or system
- **Specific medical protocols** : for some agents there are specific tests that can be recommended. It is the typical case of [human biomonitoring of exposure](#).

- ➔ The **Company best practices for a general medical check-up not risk-related**, that can be adopted by sites on a voluntary basis

For some substances, there are specific guidelines :

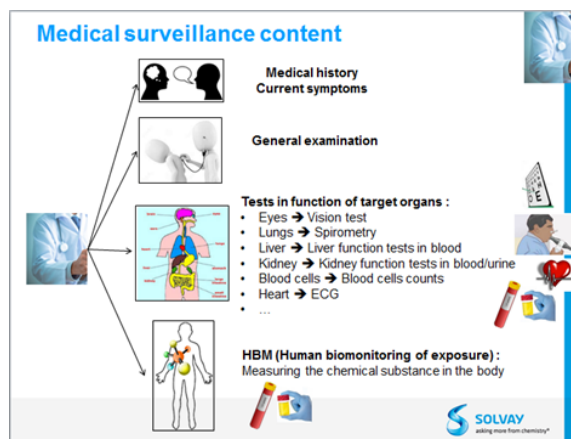
- Benzene ([IND-HSE-OH-10.01-GUI](#))
- Vinyl chloride monomer (VCM) ([IND-HSE-OH-10.04-GUI-EN](#), [IND-HSE-OH-10.04-GUI-FR](#))
- Asbestos ([IND-HSE-OH-10.05-GUI-EN](#), [IND-HSE-OH-10.05-GUI-FR](#))
- Amyl- and ethylantraquinone ([IND-HSE-OH-10.07-GUI](#))
- Melamine cyanurate ([Protocol Medical Surveillance MeC](#))

Maternity protection at work

The Site has to ensure the health and safety protection of all the employees, especially in case they are medically vulnerable due to individual characteristics, as it can be the case of pregnant and breastfeeding women

Unless not allowed by local regulations, Sites should at least :

The usual content of the medical surveillance is :




✔ **identify if there are situations** that can have adverse effects on offspring of pregnant or breastfeeding women, and in which workplaces.
In order to identify these situations, we suggest consulting the dedicated guideline [IND-HSE-05.01-GUI](#).


✔ **define how to proceed** in case there is a pregnant/breastfeeding woman in such situation


✔ ensure that **women** working in workplaces concerned by these situations have been **informed**

For more details on Syensqo recommendations for maternity protection at work, you can consult [IND-HSE-OH-05.01-GUI](#).



 The Medical coordinator of your region

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