

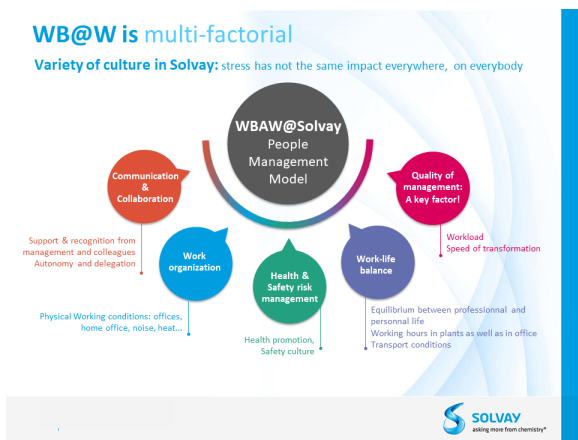
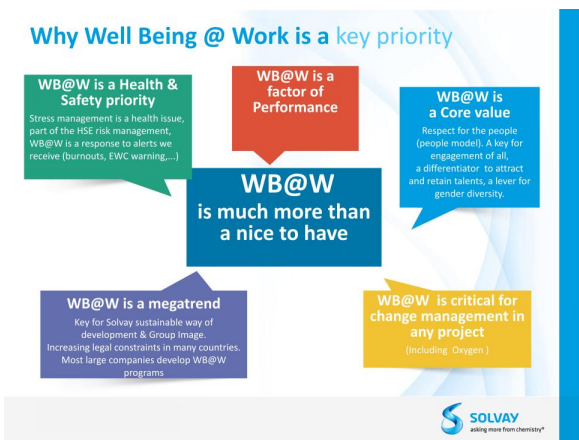
Well-Being@Work

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Well-being at work: one of the key priorities for Syensqo

The Company defined “Wellbeing @Work” in 2017 as an holistic concept which relates to all aspects of the quality of working life that ensure workers are safe, physically and mentally healthy, satisfied, engaged and efficient. To ensure a work environment where your mental health and well-being can thrive, we focus on both prevention and promotion.

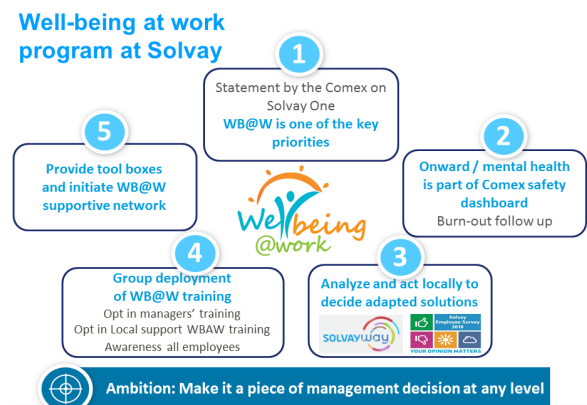
Well-being is a key component of health and therefore company performance. Moreover, a positive approach on well-being at work improves talents' attraction and retention as well as employees engagement (monitored via the yearly Company Employee Survey).



Well-being at Work Program

In 2016, Well-Being At Work (WB@W) was decided by the Comex to be set up as a key priority. Responsibility for the WB@W program was assigned to the Head of Group Industrial Relations and Social Innovation. Subsequently, a corporate committee for well-being at work was created in October 2016. The committee brings together members of the Human Resources (HR), Health Safety and Environment (HSE), Sustainable Development (SD), occupational physicians and psychologists.

The [Group's Wellbeing at Work \(WB@W\) program](#) provides a variety of resources, from mobile working toolkits to workshops focused on improving dialogue between managers and employees.



Management approach and local initiatives are presented every year in the Extra-Financial Statements of the [Group Annual Integrated Report](#):

2022	2021	2020	2019	2018	2017
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We act and communicate

- ✓ The Company has embedded [Well-being in Solvay Way](#).
- ✓ Company WW [guiding principles on employees work-life balance](#) in 18 languages (2017)
- ✓ Role of **physicians & psychologists** (assessments and support)
- ✓ [Mapping on current practices](#) on stress prevention and management within the Group: there are many good local practices identified and initiatives in KR, FR, BE, ES, BR, US, UK, IN, TH, etc. (2016)
- ✓ [The Company Well-Being@Work Awareness](#) (2019): course available in 15 languages, dealing with what WB@W is, what stress is, the signs of stress and how to cope with it, the risk factors and the protective factors to prevent stress
- ✓ [WellBeing@Work training for managers](#)
- ✓ [WellBeing@Work training for local Supports](#) (incl. role of the 'Local Support on Wellbeing at work')
- ✓ WellBeing@Work initiative to help us cope better (in the framework of the COVID-19 pandemic) (July 2020), with a [Guide for managers](#), and a [Flyer for all employees](#) (in 12 languages)



We also monitor

- ✓ **WB@W** through the [One Pulse Survey](#) (since 2020), and previously through the Syensqo Employee Survey (SES).
- ✓ **Burnout risks** through the [Burnout Risk Observatory](#) (2016): after a two year piloting period by the medical teams of the Belgian and French sites, the Burnout Risk Observatory is being deployed since 2018, in successive waves for worldwide medical teams wishing to collaborate in this project.
- ✓ **Stress** by performing stress assessments in many Sites
- ✓ **Workload** (2021): a [tool](#) has been developed for the analysis of the "perceived workload" in case of overload, in order to make possible a structured exchange and suggest management actions.
This tool is currently available in [English](#) and in [French](#) (versions in other languages are under development).
- ✓ Other useful recommendations:
- ✓ [Doing what matters in times of stress: an illustrated guide](#) (WHO, 2020)

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Aline Hugé



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