

France Benefit Plans & Programs

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INTRODUCTION

The following table provides you an overall picture of the Benefits Framework under different entities in France. More detailed site specific benefits defined at local will be presented by your Site HR Partner or recruiter.

- Site-specific summary of Benefits
 - [Aubervilliers](#)
 - [La Rochelle](#)
 - [Lyon](#)
 - [Pessac](#)
 - [Saint-Fons RIC Lyon](#)
 - [Tavaux](#)

FRANCE - COUNTRY BENEFIT PLANS & PROGRAMS - APPLICABLE TO ALL SITES

Benefit type	Benefit description
Medical (including dental/optical/hospitalization/critical illnesses/ etc.)	Reimbursement of medical expenses in addition to the social security (medicine, doctor, hospital, dentist, glasses , etc.). The contract also offers repatriation and home help insurance and regular medical check-ups.
Health insurance	Mandatory insurance Covers the whole family including wife/husband and all children Employee & Syensqo contributes to it : deducted from payslip (employee pays around 67€ per month) and paid separately (Syensqo)
Disability	A death benefit is paid to the chosen beneficiary in the event of death. It ensures also a disability compensation that will replace all or a portion of the salary if the employee is unable to work due to illness or injury for up to a certain period.
Pension plan	Employee and Syensqo contribute to a supplemental pension plan each month deducted from the payslip (and a part is paid by Syensqo)
Pension / Savings plan	Managed by Allianz. The employee has the choice for investment supports.This money belongs to the employee whatever the career is (in or out of Syensqo) . When the employee retires the invested capital is served as a monthly pension (with some options) . In case of decease in activity , it becomes a death benefit which will be paid to the designated heirs.
Other benefits / perquisites	Syensqo France gives a contribution that represents 2,24% of gross salaries to french works council in order them to provide services or vouchers or organise events, trips for employees.
Other benefits / perquisites	Incentive (profit sharing) - Employees benefit from a profit-sharing scheme, the payment of which is conditional on the achievement of objectives set at group level and on the achievement of objectives set by the sites.
Profit Sharing	Variable profit sharing amount paid each year if company financial results are met (= "intéressement") Amount can reach 4 to 6k€ if the employee invest the money in different company plans (amount is blocked during few years)
Other benefits / perquisites	Group Savings Plan (PEG) and Collective Retirement Savings Plan (PERCOL) - Employees can invest amounts, in particular from profit-sharing, in attractive vehicles. These payments are matched by the employer under certain conditions and limits. Read the Webinaire Group Syensqo presentation here Read the Épargne Salariale here
Company car (may include fuel)	The following are eligible for the provision of a company vehicle: all employees with a Syensqo grade greater than or equal to S23, employees occupying the position of Site Director at grade S22 subject to the agreement of their Entity, Sales representatives, as a work tool, subject to significant use which justifies the allocation of the vehicle and at the request of their Entity. Read the Company Car Policy for France here .

Vacation leave	Congés payés (regular vacation days) : 31 days per year (full-time employee) whereas the legal minimum is 25 days + RTT (extra vacation days) : around 10 days per year TOTAL of : 41 days minimum *RTT : quota varies depending on the site Congés payés (regular vacation days) for Tavaux site: 25 days per year + RTT (extra vacation days) of 18 days per year
Vacation premium	Only for non-exempts (non-cadres) : premium paid each year (around May/June) os around 800€ + more if children
Jubilee award (seniority)	A premium is paid to the employee once the seniority in the Group reaches 10 years, 15 years, 20 years, 25 years, etc. Amounts varie : between 1/3 month of salary to 3 months of salary
Works council ("CE" : Comité d'Entreprise)	Syensqo contributes to the social and cultural activities of the employees by giving an annual premium to the CE. The CE redistributes this advantage to employees through various activities, vouchers, etc.
Maternity / Paternity / Adoption leave	See Syensqo Care program : 16 weeks of leave
Mobile-working policy	Depending on the position of the employee : from 1 to 4 days of teleworking per week. Teleworking indemnity paid each month. Budget of around 300€ to buy a chair, screen, desk, etc.

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