

# **2018-12 - Having A Shared Understanding And Approach To Mitigating Risks Can Help Support Us In Creating A Solvay Safety Culture Where Everyone Goes Home Alive And Well Each Day.**

Hello Everyone,

Attached you will find a link to the final procedures we will issue for 2018. They include Management of Change (the final one for the SLSR/transversals), Contractor Management, HSE Management System, and SERF.

The Contractor Management procedure focuses on assessing and ensuring contractors not only have the right skills but also are aligned with Solvay values and the Safety Culture we are creating within Solvay.

The HSE Management System procedure officially ends SCMS as a group-wide HSE management system and establishes the requirement for each site, with more than 10 people, to establish an H, S, or E management system, with a list of approved management systems in the appendix. For those sites that currently deploy one of the approved management systems, there should be no additional work; however, for those sites that only relied on the Solvay internal management system, they will need to implement one of the systems on the approved list within 2 years.

Finally, the last procedure is related to SERF and focuses primarily on responsibilities. The use of the SERF tool (manual) is a separate document and is already in use by the Sites.

In agreement with your GBU HSE Managers, we will issue the remaining HSE procedures next year in three batches. While there will be a few new procedures, most of the procedures will be updates to align the new organization and the principles agreed during the Oxygen process. Also, as agreed with the HSE Managers, we will establish longer deadlines to come into compliance with the new procedures giving you more flexibility to prioritize based on your situation.

I know we have asked a lot of you and your teams this year, especially with all the new procedures related to the SLSRs and Transversals. While I know that implementing procedures alone won't prevent fatalities, I do believe that having a shared understanding and approach to mitigating risks can help support us in creating a Solvay Safety Culture where everyone goes home alive and well each day.

Thank you for helping make Solvay a safe place to work and best wishes for you and your family for next year.

James