

Syensqo Cares

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The Syensqo Cares program is intended to guarantee minimum set of benefits globally to all employees.

INTRODUCTION TO SOLVAY CARES

Solvay has decided to reinforce its commitment as a responsible employer by guaranteeing a minimum level of protection in terms of welfare and care for all its employees worldwide.

The minimum covers protection in relation to the following:

- Major healthcare costs
- Disability leave
- Maternity leave
- Paternity leave
- Adoption leave
- Employee Wellbeing Support
- Death of an employee.

As part of our key measures to strengthen gender equality, we have broadened our Syensqo Cares benefit program. We have adapted our global policy of 16 weeks maternity leave to 16 weeks, extending it to co-parents employed by the company regardless of gender, since 2021. The maternity / paternity or adoption leave period could be taken as one or several periods, according to the family needs and the job's constraints, in mutual agreement with the management, while ensuring compliance with the local regulations.

With the new agreement, we also commit to give employees access to confidential mental health support as from November 2021. By January 2023, when all rider contracts will be reviewed, global aligned standards of the Employee Well-being Support Program will apply and will then cover beyond the employee, also all members of the employee's household.

The global program guarantees the availability of individual services:

- 1. First confidential contact with a psychologist via multiple modalities (phone, email, chat,...)
- 2. Five sessions (per distinct situation/issue) with a psychologist in local or preferred language (face-to-face or virtually)
- 3. Legal, financial, managerial and wellness orientation (relating for example to : nutrition, tobacco, mindfulness, parenting, ...).

Employee and household members can make use of the services for personal issues, family related issues, work related issues and also for practical matters.

1 the Solvay Cares Agreement 2023:

[SOLVAY CARES AGREEMENT 2023](#)

Beside the Solvay Cares program, local country or site specific benefits and perquisites are common. Contact your Local/Site HR Representative for more information or to report a life event.

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- [Country & Local Benefit Plans & Programs](#)
- [Country & Site Employee Policies & Forms](#)
- [European Works Council](#)
- [Syensqo Global Forum](#)