

My Compensation & Benefits - Employee

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Please click on the titles below to open the articles with the relevant information:

COUNTRY & LOCAL BENEFIT PLANS & PROGRAMS

Here you will find the information on benefit plans & programs on a country and site level. If your country is not listed it is because it is still being validated.

If you have any feedback on the information, use the [feedback form](#).

GLOBAL BENEFIT PLANS & PROGRAMS

Benefits and welfare programs are intended to protect and give a "safety net" to Syensqo's employees and their family members.

SYENSQO CARES

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

MOBILE WORKING

We want to further enable colleagues worldwide to work in the location where they are most productive and most able to achieve their set goals.

SHORT-TERM INTERNATIONAL REMOTE WORK

Pilot initiative allowing employees to work from abroad for up to 20 days per year, in countries where Syensqo operates, subject to certain conditions. This initiative is designed to enhance work-life balance and experience while ensuring compliance for the employees and the company, it is built on trust and responsibility.

MY VARIABLE COMPENSATION

Variable compensation is the part of total cash compensation that will vary in amount from year to year considering the performance of the employee individually, the Entity and the Group. Find out more here!

MY FIXED COMPENSATION & ANNUAL SALARY REVIEW

Syensqo Rewards is a set of principles and practices we apply to ensure the Group is able to attract, develop, retain and motivate its talents. Find out more here!

Date last updated: 18 Dec 2024

- [Company Car Program](#)
- [Syensqo Shares program](#)
- [Syensqo Shares: How can I stop my salary deductions ?](#)