

Basis	GRI
	<b>1. Strategy and analysis</b>
	1.1 Chairman's Statement
	1.2 Key impacts, risks and opportunities
	<b>2. Profile of the organization</b>
	2.1 Company name
	2.2 Principal brands, products and services
	2.3 Operational structure
	2.4 Location of head office
	2.5 Countries where the company is established
	2.6 Nature of ownership and legal form
	2.7 Markets served with geographic breakdown
	2.8 Company size
	2.9 Significant changes in the reporting period
	2.10 Awards received in the reporting period
	<b>3. Report parameters</b>
	<b>Report profile</b>
	3.1 Reporting period
	3.2 Date of previous report
	3.3 Reporting cycle
	3.4 Contact persons
	Report scope and boundary
	3.5 Process for defining report content, materiality and priority
	3.6 Boundaries of the report
	3.7 Any limitations on the boundaries of the report
	3.8 Basis for reporting on joint-ventures
	3.9 Data-measurement techniques and bases for the calculation of quantitative data
	3.10 Explanation of the consequences of any changes in the boundaries of the report
	3.11 Consequences of the changes in boundaries
	3.12 Location of required information in the report
	3.13 External validation by independent bodies
	<b>4. Governance, commitment and engagement</b>
	<b>Governance</b>
	4.1 Governance structure
	4.2 Chairman's independence from the Board of Directors
	4.3 Independence of the members of the Board of Directors
	4.4 Mechanisms for shareholders and employees to provide recommendations or instructions to the Board of Directors
	4.5 Links between the organization's performance (including social and environmental) and remuneration for the Board members, senior managers and executives
	4.6 Processes introduced by the Board of Directors to ensure conflicts of interest are avoided
	4.7 Assessment of the qualifications and expertise of members of the Board of Directors for guiding in economic, social and environmental matters
	4.8 Mission, values and codes of conduct, and their implementation
	4.9 Procedures for overseeing the company's approach to challenges and its policies on sustainable development
	4.10 Assessment of the Board of Directors' own performance in relation to sustainable development
	<b>Commitment to external initiatives</b>
	4.11 Position regarding the precautionary principle and its application
	4.12 Adherence to charters, principles and other external initiatives
	4.13 Membership of associations, including trade bodies
	<b>Dialogue with stakeholders</b>
	4.14 Stakeholder groups considered
	4.15 Basis for identification of stakeholders
	4.16 Approaches to dialogue with the stakeholders
	4.17 Stakeholders' concerns
	<b>5. Performance indicators</b>
	<b>Economic performance</b>
x	EC1 Economic value generated and distributed
x	EC2 Financial implications, risks and opportunities due to climate change
x	EC3 Economic benefits for the employees, including those retired
x	EC4 Significant financial assistance received from government and its agencies
	<b>Presence in the market</b>
	EC5 Ratios of standard entry-level wages to local minimum wages at the principal locations where the company is established
x	EC6 Policy, practices and proportion of spending with locally-based suppliers
x	EC7 Procedures for local hiring, and proportion of senior management recruited locally
	<b>Indirect economic impact</b>
x	EC8 Involvement in developing infrastructure and services benefiting society as a whole
	EC9 Understanding and describing significant indirect economic effects, including their extent
	<b>Environmental performance</b>
	<b>Raw materials</b>
x	EN1 Materials consumed
x	EN2 Materials recycled
	<b>Energy</b>
x	EN3 Direct energy consumption, and distribution in terms of primary source

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x	EN4 Indirect energy consumption, and distribution in terms of primary source	web
	EN5 Energy savings	34-35
	EN6 Use of renewable forms of energy	26-27, 34
	<b>Water</b>	
x	EN8 Quantities of water consumed, by source	web
	EN9 Water resources significantly affected by abstraction	web
	EN10 Water recycled and reused	-
	<b>Biodiversity</b>	
x	EN11 Land areas used, and effects on biodiversity	-
x	EN12 Action taken to reduce adverse effects on biodiversity and on protected or restored habitats	79*
	EN13 Protected or restored habitats	79*
	<b>Emissions, effluent releases and waste products</b>	
x	EN 16 Emissions of greenhouse gases	34, web
x	EN 17 Other significant emissions of greenhouse gases	34, web
	EN 18 Initiatives aimed at reducing emissions	26-27,34-35, web
x	EN19 Emissions of ozone-depleting substances	34, web
x	EN20 Sulfur oxides, nitrogen oxides and other emissions into the air	78, web
x	EN21 Emissions into water	78, web
x	EN22 Waste products, by type and mode of treatment	web
x	EN23 Significant accidental spillages	76*
	<b>Products and services</b>	
x	EN26 Initiatives aimed at controlling the environmental impact of the products and services	32, 47, 50, 51, various pages
x	EN27 Products sold that are recovered and recycled	44, 52-53*
	<b>Compliance</b>	
x	EN28 Fines imposed and significant non-compliance with environmental requirements	Not reported
	<b>Transport</b>	
	EN29 Significant environmental effects from transporting products, raw materials or personnel	33*
	<b>Social performance</b>	
	<b>Employment and work</b>	
x	LA1 Total workforce by employment type, type of employment contract and region	66*
x	LA2 Rate of personnel turnover	67*
	<b>Employee-Management relations</b>	
x	LA4 Employees covered by collective bargaining agreements	67*
x	LA5 Minimum notice period(s) required for changes to the organization, as specified in the collective agreement	Not reported
	<b>Health and safety at work</b>	
x	LA7 Cases of injury, occupational diseases, days lost & absences, and fatal accidents	60-62
x	LA8 Training and prevention measures relating to serious illnesses	61
	LA9 Health and safety topics covered in formal agreements with worker-representation associations	67
	<b>Training and education</b>	
x	LA10 Average hours of training per year, by employee category	Not reported
	LA11 Acquisition of management skills, and long-term learning to enhance employability	65, 66
	LA12 Monitoring of performance, and regular updating and career development	64*
	<b>Diversity and equal opportunity</b>	
x	LA13 Number of executives, and breakdown in terms of sex, age group ethnic minorities, and other indicators of diversity	65*
x	LA14 Basic wages of women, by category of worker	Not reported
	<b>Human rights</b>	
	<b>Investment and purchasing practices</b>	
x	HR1 Investments including clauses or prior screening relating to human rights	Not reported
x	HR2 Suppliers and subcontractors for which screening relating to human rights has been carried out	64*
	<b>Non-discrimination</b>	
x	HR4 Total number of incidents of discrimination, and action taken	Not reported
	<b>Freedom of association and collective bargaining</b>	
x	HR5 Risks of infringing guidelines on freedom of association or on collective bargaining	67
	<b>Child labor &amp; forced labor</b>	
x	HR6 & HR7 Risks of infringing guidelines on child labor or on forced or compulsory labor	64*
	<b>Social responsibility</b>	
	<b>Community</b>	
x	SO1 Impact of company activities on the neighboring communities	75, 83
	<b>Corruption</b>	
x	SO2, SO3 & SO4 Risk of corruption, staff training in anti-corruption principles, and action taken in response to corruption incidents	64
	<b>Policy in relation to public bodies</b>	
x	SO5 Involvement in developing the policies of public-sector bodies	37, 38
	SO6 Financial and non-monetary voluntary assistance to political parties and other institutions	Not reported
	<b>Anti-competitive behavior</b>	
	SO7 Number of legal actions for anti-competitive behavior	64
	<b>Compliance</b>	
x	SO8 Significant fines and sanctions imposed for non-compliance with laws and regulations	64*
	<b>Product responsibility</b>	
	<b>Customer health and safety</b>	
x	PR1 Assessments of the health and safety effects of the products and services (impact over the whole lifecycle)	47-49
	PR2 Number of non-compliance incidents relating to health and safety effects over a product's whole lifecycle	Not reported
	<b>Labeling and certification of products and services</b>	
x	PR3 Information on the risks associated with products and services	48-50
	PR4 Non-compliance in relation to labeling or certification of products or services	50*
	PR5 Practices relating to satisfaction on the part of product users	47
	<b>Compliance</b>	
x	PR9 Fines imposed and provisions made for non-compliance of products or services	Not reported

• AR : 2007 Annual Report  
 • Web : www.solvaysustainable.com  
 • \* : example(s) or partial information relating to the GRI guidelines,  
 All the GRI's "core" indicators are included either in this report or in the 2007 annual report.  
 Gaps in numbering are due to indicators that are not included, because they are irrelevant for our activities or not available..



# Solvay Polices, Management Tools and Reference Systems

## General Policies

- Mission, Vision and Values – Solvay
- Corporate Governance – Solvay/Commission Corporate Governance belge
- Policy, strategy and operational framework (Matrix 5x5) in relation to Sustainable Development – Solvay
- Code of Conduct relating to employees, customers & suppliers, competitors, shareholders, governmental authorities and the public – Solvay
- Responsible Care® Policy and Guidelines – Solvay

## Personnel and Subcontractors

### Human Resources Management

- Recruitment policy – Solvay
- Classification of jobs, and remuneration-Hay
- Training policy – Solvay
- Career management policy (succession planning, career development, Talent Round Table, management of high-flying executives) – Solvay
- Employee performance management policy – Solvay
- Long-term benefits (pensions) – Solvay
- Sharing expertise: X-fert – Solvay
- Charter “health & safety of employees” – Solvay/European Works Council
- Charter “social policy in joint ventures” Solvay/European Works Council
- Charter “practices for subcontracting” Solvay/European Works Council.
- Measurement of employee engagement – Solvay People Survey – Solvay

### Health & Safety

- Management of employee health and safety – Occupational Health & Safety Assessment Series: OHSAS 18001 – BSI
- Health at work: Good Practices – Solvay
- Occupational hygiene standards: TLVs and BEIs – American Conference of Governmental Industrial Hygienists ;
- Solvay Acceptable Exposure Limits (SAEL) internal standards – Solvay
- Assessment of occupational exposure to hazardous substances at the workstation: EA-tool Solvay
- Specific health policies: stress, Legionella, asbestos, etc. – Solvay
- Information system on accident follow-up – Solvay
- Information system on accident statistics – SISAS – Solvay
- Information system on medical and occupational hygiene – Medexis – Solvay
- Safety clauses in subcontracting – Solvay

## Environment

- Environmental management system: ISO 14001 – ISO
- Best Available Techniques from an environmental perspective – BAT – UE
- Risk assessment of chemicals – Solvay
- Characterization of soils – Solvay
- Dismantling closed-down production plants – Solvay
- Analysis and assay methods for effluents – Solvay
- Monitoring aquifers – Solvay
- Information system on releases into the environment – SERF – Solvay
- Information system on the state of soils – SIG – Solvay
- Animal care – Solvay
- Policy on traveling and videoconferences – Solvay

## Safety at production plants

- Process Safety Management – PSM – OSHA/Solvay
- HAZOP hazard analyses – International Electro-technical Commission IEC 61882/European Process Safety Centre/Solvay
- Safety in the design, construction and operation of manufacturing installations – Solvay
- Safety audits of installations – PSM – OSHA/Solvay
- Risk-Based Inspections of the physical integrity of installations – Solvay
- Safety Instrumented Systems – IEC 61511 standard – Solvay
- Information system on safety recommendations from Property Insurance Program and from risk engineering audits – Solvay

## Products

- Quality : Solvay Performance Model – Solvay, ISO 9001 ; Hazard Analysis and Critical Control Point (HACCP); Good Manufacturing Practice (GMP); EFQM excellence model / Baldrige model – European Federation for Quality Management/Baldrige
- Solvay Sustainability Screening (S<sup>3</sup>) to assess the sustainability of activities – Solvay
- Lifecycle analyses (LCAs) – Umberto® IFEU Heidelberg
- Product safety data sheets – Solvay/UE/OSHA
- Safety data sheets for suppliers' products – NCEC/Solvay
- Risk assessments of chemical substances – US-EPA/ICCA
- Information system on product safety: SACHEM – Solvay
- Pharmacovigilance system for pharmaceutical products – Solvay

## Distribution

- Safety policy for distributors – Solvay
- Policy on transport by road – Solvay Chemical sector
- Level1 assistance in the event of an accident during distribution: Carechem24 – NCEC
- Safety data sheets for transport: Tremcards – NCEC/CEFC
- Audits for loading and unloading hazardous materials – Solvay
- Audits for sea transport firms – Chemical Distribution Institute
- Audits for road hauliers and distributors: SQAS – CEFC

## Other policies

- Public reporting on sustainable development and societal responsibility: Global Reporting Initiative GRI – PNUE
- Rules regarding public affairs – Solvay
- Trade and the Environment – ICCA
- Environmentally responsible marketing – Solvay
- Communication – Solvay
- Alert and crisis communication: SECOM – Solvay
- Financial reporting standards – IFSR
- Rules of good practice on the Internet – Solvay
- Good Neighbor Program – Solvay
- Sponsorship policy – Solvay Pharma
- International audit for accounts certification – Deloitte
- Audits for health, safety and the environment in mergers and acquisitions (Due diligence) – Solvay