

4 Education, training and employability of young people

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Strategy

- Receiving young people in training in the Group's production plants and other establishments.
- Supporting educational initiatives about science.

Scientists in numerous occupations

Scientists come in a great variety of forms, as the children have clearly seen. Some resemble Merlin, the wizard of Celtic and Arthurian legends; others are more like Tintin's inventor friend, Professor Calculus. Pasteur, with his vaccines, is meanwhile a real-world inspiration. Alongside those engaged in research and invention, however, there are dozens of other technical occupations helping convert laboratory discoveries into practical applications as goods and services contributing to wellbeing: engineers, pharmacists, technicians, plant operators and salespeople, etc. Such people are working away every day in workshops, offices and factories, where they manufacture, monitor, test, adjust and innovate. Their efforts provide the earth's population with food, housing, clothes, personal care products, educational facilities, means of transport and entertainments, all of which enhance our lives. The simple fact is that nature alone cannot meet the needs of all six billion people forming the world's population, and its resources are not unlimited. As chemists, we find our science often faces criticism – sometimes rightly – and we take pride in the fact that it is now providing, and will continue tomorrow to provide, new solutions assisting the world's sustainable development.

Jacques de Gerlache - Toxicologist



Extract from the book Dessine-moi un scientifique, 400 children's drawings of scientists, with comments. Editions Belin, 2007

Receiving young work-experience trainees and students is generally carried out in accordance with national or regional provisions. The expertise which is characteristic of the chemical and pharmaceutical industries means that these training periods provide trainees with experience that is appreciated as especially valuable.

The new Youth Employment Scheme program, introduced by Solvay and its European Works Council, is currently being established in Europe. It has the aim of encouraging the employability of young unemployed people living in the vicinity of our production sites, by offering them experience of work in the Group's establishments.

With regard to educating people about science, Solvay contributes to a number of local initiatives (see "Local communities" chapter). In particular, Solvay finances a new "Science Bus" project in collaboration with the Royal Belgian Institute of Natural Sciences, and provides support for a program of the Belgian Federation for Chemistry and Life Sciences Industries (Essenscia), which provides lectures on science-related subjects for secondary schools ■

Targets for 2012

- Implementing and assessing the Youth Employment Scheme.
- Seeking a high quality of the training offered to students and trainees.

The Youth Employment Scheme program as an example of a local training initiative in Europe

The Executive Committee wished to give substance to the invitation extended to the members of the European Works Council in May 2006 to improving access for young people to employment in general, and particularly young people in difficulties.

The Youth Employment Scheme program of Solvay relates mainly to young people within the areas near our production sites. It also concerns the children and family of members of our staff, whether they are students, apprentices or undertaking work experience. The initiatives are aimed at compensating for the inadequate training the young people have received, or for their lack of employment experience.

The action is mainly in countries and regions where access to employment is particularly difficult. The projects are selected in agreement with the staff representatives, based on transparent and non-discriminatory criteria.

The first initiatives have been undertaken in the Iberian countries, Austria and Bulgaria.



Solvay North America supports « essential life », a United States educational campaign devised by the American Chemical Council, showing that the chemical industry's activities are essential to the life of every individual. The importance of chemistry and the benefits that all of society gains from it are communicated by television, the web, press articles, poster campaigns and word of mouth, from our employees.

5 Support the dissemination of scientific and technical knowledge

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Strategy

- Giving selective support to institutions and initiatives related to scientific research, dissemination of knowledge and to making young people aware of science, technique and related occupations.
- Sharing knowledge and expertise related to control of physical and chemical risks.

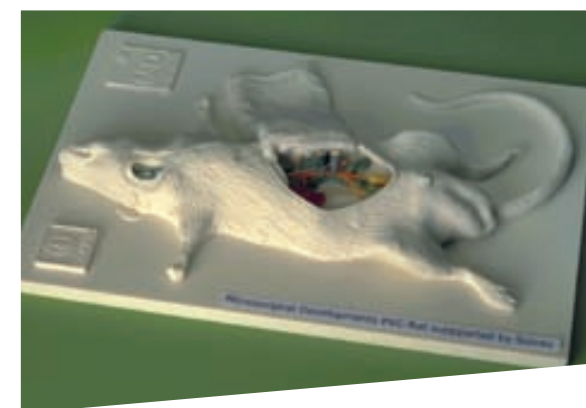


Solvay contributed to the launch of GreenFacts. This is an independent association that publicize in various languages summaries for non-specialists of reports from international institutions on health and environmental matters, that are checked by independent scientists.

www.GreenFacts.org

Targets for 2012

- Applying Solvay's policy on the use of laboratory animals throughout the Group and introducing ethical supervision of animal experiments by the Solvay Animal Care and Use Committee (SACUC).



Helping reduce the use of laboratory animals

The "PVC rat" was created by René Remie then Laboratory animal scientist and welfare officer of Solvay Pharmaceuticals in the Netherlands and, with technical and financial support from the Group, has been used for many years in the training of doctors and veterinarians who are learning microsurgery techniques. This has reduced the use of living animals by nearly 80%.

Solvay is active within many scientific and technical associations, such as the European Process Safety Centre, the European Centre for Ecotoxicology and Toxicology of Chemicals (ECETOC), the European CEFIC's Long Range Research Initiative program, and the RECORD and NICOLE European research networks, on waste products and contaminated soil respectively.

Many studies are entrusted to research institutes of various countries and numerous dissertations and research papers are written in collaboration with institutes and universities. Through its employees, the Group supports or participates in initiatives such as GreenFacts, France's CNEEIC (Collège National d'Experts en Environnement de l'Industrie Chimique) and EUROTOX, the Federation of European Toxicologists and several national Societies of Toxicology.

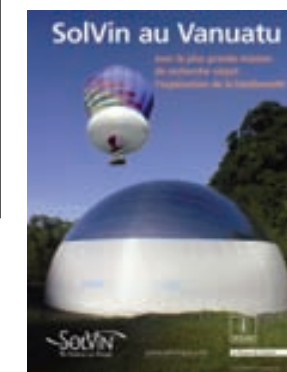
The Group has always supported the most fundamental scientific activities, in particular through the International Institutes of Physics and Chemistry founded by Ernest Solvay with among others, in 2008 the creation of the Solvay Chair for chemistry, the quinquennial scientific prize Ernest-John Solvay, the Technological Innovation Chair at INSEAD (in Fontainebleau, France), the Francqui Chair at the Université de Bruxelles, Belgium, or the Fluor Chair at the Politecnico in Milan, Italy.

Solvay Pharmaceuticals participates in a variety of collaborative programs aimed at reducing the use of laboratory animals and, in 2007, Solvay adopted a general policy on such use of animals. In this connection, an ethics committee, the Solvay Animal Care and Use Committee (SACUC), including outside members (notably university lecturers), was established to give ethical opinions on animal experiments and other scientific activities making use of animals ■

For more than a century Solvay has been supporting international scientific projects

These have included the study of biodiversity and rainforest canopy with the SolVin Bretzel (in Madagascar in 2001 and Panama in 2003) and with the Arbodôme (in the Santo 2006 expedition to the Vanuatu archipelago).

Also, Solvay has provided support to Belgium's scientific expeditions to Antarctica since 1896. Now, we are supporting the new Princess Elisabeth research station in Antarctica (see next page); this will be autonomous with regard to energy, with no impact on the climate («carbon-neutral»).



Visuel version anglaise à fournir

