

WELL-BEING AT WORK POLICY

The last “Arkema Cares” survey confirmed that well-being at work is the number one concern of Group employees. This relates to all aspects of their working lives. It spans the quality and safety of the physical environment, to the way employees feel as they go about their work and in their day-to-day surroundings, to the indoor temperature, work-life balance and work organisation. Arkema has therefore decided to strengthen its approach to well-being at work by implementing a worldwide programme with the backing and approval of the Executive Committee.



Our well-being at work culture is centred on four pillars:

- Work-life balance
- Stress and psycho-social risk prevention
- Healthy activities, eating and sleeping well
- Listening to our employees
- Working according to our values
- Respect



- Ergonomics
- Teleworking
- Workplace conditions
- Digital projects.
- Ease of use of digital tools
- Acculturation
- Logging on and logging off

Four pillars that are based on our values...

- I am **SOCIALLY RESPONSIBLE**: I work with a caring, collaborative mindset. I pay attention to my colleagues’ circumstances and give support if they need it.
- I am **INDIVIDUALLY RESPONSIBLE**: I feel able to give the best of myself to support the Group’s ambitions and contribute to our collective success, while continuing to blossom in a work environment that is safe, healthy and positive.
- I work with integrity. I remain **SIMPLE** and humble in everything I achieve, and I rely on my core values to stay agile and effective in all conditions.
- I strive for **PERFORMANCE** and excellence: I am passionate about everything I do, and I am committed to making a difference for our Group, our communities and our planet.
- I understand the power of diversity. I promote **INCLUSION** and I give others the space to be themselves and share their point of view, as they in turn do for me.

... and that translate into core actions:

- A “Well-Being at Work” week that translates to practical actions across all our sites.
- An annual worldwide “Arkema Cares” survey, with key performance indicators and clear goals in order to monitor and measure progress on a range of topics, including employee commitment and well-being at work.
- An online awareness-raising programme to give all Group employees a better understanding of the Group’s commitments relating to well-being at work.
- A global hotline available to all Group employees, offering psychological assistance and support in the event of harassment.

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