

Stepping ahead of the curve on employee protection

Building on its tradition as a pioneer in employee welfare, in 2017 Solvay announced the next step in employee protection.

[Solvay Cares](#) is a minimum benefits package which applies to all its 30,000 employees, worldwide. This standard provides benefits in four areas:

- During **parental leave**, income is fully protected for 14 weeks for the mother and one week for the co-parent. Full income is also protected for one week during **adoption**;
- A minimum coverage of 75% of **medical fees** in case of hospitalization or of severe illnesses;
- **Disability insurance** in case of lasting incapacity;
- **Life insurance** with coverage equivalent to up to 2 years of salary for the family or partner.

On the one hand, harmonizing its social policy means Solvay is treating its employees equally, irrespective of where they live and work.

More importantly though, this benefits package goes over and above the social securities provided by

countries in which Solvay operates, proof of how the chemical and advanced materials company stays ahead of the curve as employer and corporate citizen.

In the United States, Solvay Cares will improve the standard for maternity leave. In China and Poland, it introduces disability insurance, medical coverage for severe illness or hospitalization in Mexico and South Korea, and life insurance for teams in India and Russia. A good part of Solvay's employees do not have the benefit of paternity leave – this will soon change with Solvay's initiative.



Solvay Cares

(click image to watch video)