With the goal of achieving fewer injuries by 2015, a focused “Safety One Plan” program launched in 2014 with three components:

- Rethinking risk and lowering our risk tolerance.
- Keeping everyone involved and engaged in reducing injuries through increased leadership, communication and emphasis on “line of fire” safety.
- Training and development to increase knowledge, capabilities and accountability.

Union members are invaluable partners to ensure continual improvement in safety performance. The union’s assistance in engaging employees more deeply in safety practices helped reduce incidents by 25 percent compared to the previous year. Our safety record at Green River compares favorably to other mining companies and we are benchmarking some of our policies and programs against industry best practices in 2014.

### Advancing Safety Standards Worldwide

FMC strives to maintain the same level of safety standards throughout our worldwide operations – even if local requirements are less stringent. When applicable, our facilities implement safety best practices that may have originated from other sites.

### Safety Alignment: Industry and Government

FMC is an active participant in the American Chemistry Council and has adopted the principles of the ACC’s Responsible Care® Program into our global Environmental, Health and Safety (EHS) Policy. In 2013 FMC received third-party certification of our conformance with the Responsible Care Management System (RCMS) at our Wyoming (Illinois), Philadelphia, Rockland and Charlotte facilities. With these certifications, 100 percent of our U.S. sites are now in conformance with RCMS.

### Safety Manifesto

Our safety manifesto is prominently posted at all FMC facilities worldwide, as seen in the Singapore facility above.

In 2013, the U.S. Occupational Safety and Health Administration (OSHA) issued an updated Hazard Communication Standard which more closely aligns with the United Nations Globally Harmonized System for Classification and Labeling (GHS). FMC is taking steps to comply with the new standard by:

- Updating our safety data sheet (SDS) management system to create SDS templates that meet OSHA’s requirements.
- Distributing material explaining the GHS terminology and labeling.
- Offering an online GHS training module as another educational tool.

We will achieve compliance with the updated OSHA Hazard Communication Standard by June 1, 2015, as required.

### Safety Across our Value Chain

We consider safety to be equally important whether on-site or off, and we take steps to continually protect FMC employees. For example, in Europe, one of our Health and Nutrition teams realized that non-FMC facilities may not have first aid treatments readily available. That team now provides a first aid kit to employees who travel to non-FMC facilities.

Motorist safety is another area emphasized globally across FMC. THINK. SAFE. posters and videos reinforced this emphasis and driver training continues to be offered at many sites. Driver training is mandatory for employees in sales, technical field service and other areas that require ground travel.

FMC safety policies are having an impact beyond our own operations. Supply chain partners realize that they need to collaborate with us to address safety concerns as an integral component of our business relationships.

- Just as FMC does, we ask customers, suppliers and other business colleagues to contribute “safety share” ideas when starting a meeting.
- The FMC Supplier Code of Conduct stipulates that suppliers provide a safe and healthy workplace that includes appropriate controls, training, procedures and personal protective equipment (PPE). They must also give priority consideration to health, safety and security in all aspects of product and process planning and manufacturing.
- Customers learn from our employees’ observance of safety protocols and several have informed us that they changed their practices to align with FMC’s. One customer who noticed our team wore full PPE decided to upgrade PPE standards for his own workforce. In another case an FMC employee informed a plant manager that a factory worker without PPE was operating equipment containing a hot liquid. The customer agreed that the situation was dangerous and agreed to rectify it.
- We often provide training seminars and tools such as videos and checklists to customers to make them more aware of safety best practices. One customer reported implementing several of the recommendations within weeks of FMC conducting a technology training session about PPE and safety requirements.
work to ensure that a diverse pool is considered for all positions. FMC’s Executive Committee reviews progress on a quarterly basis.

Expanding the Talent Pool

In an environment where the demand exceeds the supply of technically-skilled workers, FMC encourages people to pursue science, technology, engineering, and mathematics (STEM) education and careers. We offer scholarship programs in established and emerging markets where we have an expanding presence, such as Asia and other regions.

For example, to raise awareness of FMC in a rapidly developing region and enrich our talent pipeline, we provided scholarships to four food engineering university students in Turkey. The scholarships, awarded for the third consecutive year, enable FMC to forge collaborative relationships with universities in Central and Eastern Europe and Turkey while helping support the students for the remainder of their studies. FMC is the first food ingredient supplier to sponsor this type of program in the region.

To broaden global exchange, we launched corporate Facebook and LinkedIn pages. The FMC LinkedIn page, used to assist in talent recruiting, gained 16,000 new followers in 2013, up 63 percent from the year before. The use of social media is helping strengthen awareness of FMC and expanding engagement with our company worldwide. We expect to take further advantage of these and similar platforms as visibility and recruiting tools in the coming year.

Advancing Sustainability Engagement

Studies\(^1\) have shown that many people aspire to do work that has a direct and positive impact on the world. This desire is increasing in importance to both current and future generations and is linked to increased job satisfaction and engagement. To better assess employees’ understanding of FMC’s sustainability program and solicit suggestions for further engagement and involvement, FMC conducts an annual sustainability survey.

Our initial survey found there was enthusiasm for the program, but still room for progress. Based on the input received, in 2013 we:

- Developed communications that encouraged employees to utilize the sustainability resources available on our intranet.

In our second survey, employees reporting use of the sustainability intranet as a primary information source increased significantly.

- Disseminated a poster series demonstrating how employees in the R&D, sales and marketing, legal, operations, and human resources functions could “make a difference” in sustainability.

- Provided Sustainability Implementation Teams with a sustainability report toolkit to promote readership of the report, answer questions and facilitate information-sharing with customers, suppliers and other external stakeholders.

In our second survey conducted in late 2013, we were pleased to discover that 73 percent of respondents read at least part of the most recent sustainability report. However, we are challenged to grow this rate and to address survey responses that were either flat or slightly lower than the previous year. Given the high energy around the 2011 launch of our sustainability program, the slight decline in results is to be expected. We are working to ensure this is not a trend and that sustainability integration continues to progress.

Specifically, the survey results indicated the need for more information on the relationship of sustainability to employees’ jobs, training on how to advance our program with outside partners,

Outreach posters, detailing department-specific ways to impact sustainability, were distributed in multiple languages.

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\(^1\) https://netimpact.org/whatworkerswant