

## RESPONSIBLE CARE

### MANAGEMENT SYSTEM

# 100%

of our U.S. sites are now in conformance with RCMS.



## FMC ALKALI RECEIVES

### SAFETY RECOGNITION

For the second year in a row, FMC's Alkali Chemical operation was recognized by the Industrial Minerals Association of North America as the safest large company member of the organization (those with more than 700,000 exposure hours per year).

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

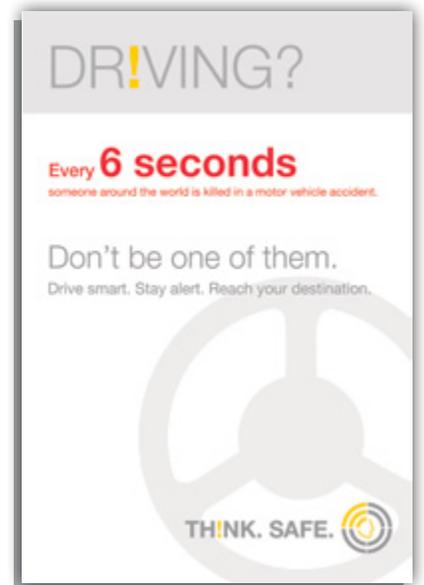
We consider safety to be equally important whether on-site or off, and we take steps to continually protect FMC employees. For example, in Europe, one of our Health and Nutrition teams realized that non-FMC facilities may not have first aid treatments readily available. That team now provides a first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

Motorist safety is another area emphasized globally across FMC. TH!NK. 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.

Our approach to safety extends beyond our workplace. To the right, an example of a TH!NK. SAFE. campaign poster on mindful driving.



- 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. **6**
- 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.

**CAILING ANG****FOOD TECHNOLOGIST**

FMC offered to support Cailing's final year honors project with expert mentorship and lab time. After graduating, she took a part-time position at FMC and recently accepted an offer to become a full-time scientist.

**IAN ROBINSON****MARKETING AND COMMERCIAL DEVELOPMENT MANAGER, ASIA**

As a manager, Ian knows the value of mentorship and hands-on, practical learning for young staff and scientists at FMC.

## 'SCIENCE OF CURIOSITY' INITIATIVE WINS AWARD

An FMC initiative that helped science teachers motivate their students earned a Pepperpot Award from the Philadelphia chapter of the Public Relations Society of America (PRSA). "Teaching the Science of Curiosity" involved some 150 FMC employees who contributed materials and money to create 125 volcano-making kits that Philadelphia teachers used for hands-on experiments in the classroom. As many schools do not have the funding to carry out such activities themselves, opportunities for children to experience scientific exploration can be limited. The project exposed children to new areas of knowledge in a fun way and hopefully will inspire some to pursue STEM education.



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<sup>1</sup> 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.

<sup>1</sup> <https://netimpact.org/whatworkerswant>