In 2012, FMC developed a safety manifesto that expresses the deep commitment across the company to acting, operating, working and living safely.

**UNLEASHING BEST PRACTICES**

FMC’s Bromborough, United Kingdom, facility chose the Chester Zoo as the setting for its annual Health and Safety Day. Experts drew parallels between the dangers inherent in entering a wild animal enclosure and working in a factory or vessel. They emphasized the need for constant mindfulness and “being in the present.” When FMC staff toured the zoo, they identified hundreds of “near miss” situations as the starting point for the launch of the zoo’s own “near miss” program. There was a charitable component as well, with FMC donating tickets to a local charity so children with cerebral palsy could visit the zoo.

Responsibility for promoting safety extends to our communities. It is one of the four categories in our Community Engagement Index – a framework for quantifying our sites’ success in enhancing local relationships. As part of our commitment to safety in the community, we participate in local emergency response organizations and drills, and in safety training and education programs.

**Enhanced Emergency Planning and Preparedness**

FMC developed and launched a “Corporate Incident Management Guide” to effectively coordinate on the ground efforts with corporate resources in an emergency situation in order to manage an incident and minimize its impact. It complements the emergency plans that already exist at each site. The approach facilitates an orderly, timely, and efficient flow of information among internal and external stakeholders. It allows us to have more comprehensive visibility into a serious incident and to support recovery by leveraging all our capabilities.

The guide came into play during the earthquake and typhoon that occurred in the Philippines in October and November, respectively. Both had devastating effects on the country and affected operations at our Cebu seaweed processing facility.

- Our first concern is always for personal safety and we were grateful to have rapidly accounted for all our employees’ and contractors’ well-being. FMC provided assistance to employees whose families were severely affected and the Manila site’s sustainability committee organized a fundraising drive that collected funds from employees around the world. This contribution complemented our corporate donation of $75,000 to the American Red Cross.

- After each natural disaster, site team members went into local neighborhoods to connect with our seaweed and agricultural farmers, understand their situations and determine what assistance was needed to help them resume farming. Our plant manager accompanied our representatives on these trips and helped in distributing food to those in need.

- Severe power outages followed the earthquake. Our team worked aggressively to make repairs in a safe, reliable and environmentally sound manner.

- Two days prior to the typhoon hitting the area we temporarily suspended production. This preparation contributed to the safe evacuation of our employees and drastically reduced the level of damage sustained at our plant. We reopened three days after the typhoon, with the facility sustaining only minor damage.

**Product Safety and Stewardship**

Our ability to improve lives through the right chemistry can only be achieved when our products are used safely and as directed. FMC has comprehensive programs in place to educate our customers – whether farmers or manufacturers – about appropriate use and interaction with our products.

- We made advances in clarifying product labels and safety data sheets according to GHS and other standards (as described on pages 10-11).

- Since pesticidal products are now available for sale online, we worked with several website owners to add product stewardship information to their websites in order to educate purchasers on the safe use of pesticides.

- We increased our training programs on secure storage of pesticides and proper management of empty pesticide containers in India and Brazil to help increase safety and reduce potential incidents.

- In our lithium business, we incorporated infographics and descriptive imagery into our safety training videos. The videos can now be used worldwide to better understand how to properly store, handle, use and dispose of our products.

**A Continual Evolution**

Advances in our THINK. SAFE. and product stewardship training efforts are helping us to achieve top safety performance as we strive for zero injuries. We continue to provide tools and training to help employees stay safe at work, at home and on the road.
Cultivating Community

Our focus includes engagement with neighbors, dedication to product stewardship worldwide and remaining a committed employer in the communities where we operate.

Biodiversity and Stewardship

FMC firmly believes that business growth and ecological responsibility are compatible goals. We monitor and mitigate our potential impacts on wildlife and engage with our stakeholders about protecting nature and biodiversity.

Protecting Natural Habitats

At our facilities in Green River, Wyoming, we are working proactively to protect local species and their habitats. For example, we are committed to protecting the Greater Sage-grouse, a bird that is a candidate species for listing as threatened or endangered within the U.S. Endangered Species Act.

Our site is helping to stabilize the species in Wyoming by partnering with local landowners, government and community stakeholders on a long-term conservation effort. The effort has three primary components:

- Improving understanding of local Sage-grouse habitat utilization and population trends through various inventories and counts, including the installation of trail cameras. These activities will enable a more exact understanding of the species’ population trends to help further focus conservation efforts.
- Habitat restoration and enhancement.
- Ongoing minimization of our impact. For example, looking critically at location and design of temporary and permanent roads and structures.

Community-Based Conservation Efforts

For the past four years we have partnered with Panthera, an organization that leads effective conservation strategies for the world’s largest and most endangered cats. With FMC support in 2013, Panthera was able to expand the “Living with Lions” program into a new site in the Zambezi
Region of Namibia, as well as provide continued support to Ruaha, Tanzania, and Hwange, Zimbabwe. The following results have led Panthera to consider the FMC project to be a successful and replicable model:

- In parts of Kenya, Tanzania and Zimbabwe, lion killings have been completely eliminated.
- Areas of Zimbabwe have experienced a 50 percent decline in the number of cattle killed by lions.
- In its first year of operation, the program in Namibia led to over 200 lion “alerts” and a 50 percent decline in livestock losses.

In addition, we worked with Panthera in Brazil to address jaguar conservation in the states of Mato Grosso and Pará where our Furadan® insecticide was allegedly being used to harm jaguars. As a precautionary measure, we stopped selling the product in those two areas. To help educate farmers and their families on the safe use of pesticides, we continue to sponsor two plays, “Planting the 7 Habits” and “Tree of Life.” We also conducted product stewardship training that included: secure storage of pesticides, wearing personal protective equipment when making applications, how to read and understand a product label, and proper container disposal.

### Bee Colony Responsibility

Pollinating bees are an essential part of both agriculture and food production. Given bees’ significant ecological value, FMC pays close attention to the latest research about their declining population. Scientists consider some amount of bee loss to be normal, so their concern focuses on a syndrome called “Colony Collapse Disorder” (CCD).

Current studies about the cause of CCD have not been definitive, in most cases because they have not adequately tested the diverse threats that bees face in real-life field situations. Efforts to correlate CCD with pesticide exposure have yielded varied results and indications are that multiple factors are involved in CCD. FMC is involved in organizations including CropLife America, which in conjunction with the U.S. Environmental Protection Agency and the U.S. Department of Agriculture, sponsored a Pollinator Summit in March 2013. The summit provided a forum for stakeholders (beekeeprs, growers, pesticide manufacturers including FMC, and federal and state agencies) to network and learn about current research and technologies, best practices and other stewardship activities to protect bees and improve pollinator health.

FMC’s product stewardship involves extensive distributor and farmer training on agricultural products with which bees might inadvertently come in contact. We consider potential bee toxicity before bringing any new insecticide to market and are developing more naturally based agricultural products to ensure that any risk to biodiversity is minimized.

### Strengthening Community Relationships

FMC has developed a framework to guide community interaction, while at the same time allowing each site to assess local priorities and determine how best to use our skills for positive impact.

#### Measuring Community Interaction

FMC has an overall goal of having “a positive impact in communities where we live and work.” In order to measure this, we established a common framework for reporting on various interactions in our communities. Called the Community Engagement Index, it consists of four categories that we consider important factors in building and maintaining effective relationships. They are:

- **Safety** – We provide community training on relevant safety topics, participate in local emergency response organizations and support other activities that foster community safety.
- **Operational transparency** – We exchange information about our operations through community advisory panels, plant tours and other activities.
- **Community leadership** – FMC employees bring their leadership skills to roles that strengthen the community. This may include participation in local Chambers of Commerce, service on charitable and non-profit boards and other roles that demonstrate leadership in the community.
- **Community partnership** – This includes our involvement in volunteerism and philanthropic endeavors. Each site discerns the best ways to support their local community in terms of financial contributions, shared time and expertise of employees and in-kind donations.

We have a target of achieving an Index value of 90 or greater by 2015. Attaining this Index level would indicate that most sites are engaging with their communities in the ways outlined above over the course of the year.

Our 2013 Index score – adjusted for the exclusion of our Peroxogens business – increased from 80 in 2012 to 83 in 2013. This year, several acquisitions were included in the Index for the first time. Many of these facilities are in early stages of understanding community needs and establishing programs. We are confident that we will achieve our goal in 2015, and are already thinking about how we can continue to understand our communities and assess the value of our impact.

#### Supporting Safer Communities

Our safety manifesto states: “We believe safety is a universal human right. We each have a fundamental responsibility to our fellow employees, friends, families and communities to be safe.” This interdependency is reflected in our efforts to share our safety knowledge and awareness with the broader community.

Our community engagement extends beyond conducting drills with local emergency responders. We initiate interaction on community safety issues more broadly.

- In India employees of our lithium facility partnered with the Patancheru Traffic Police

---

**7 HABITS OF RESPONSIBILITY**

1. Use only registered pesticides and always read the label
2. Wear personal protective equipment
3. Properly maintain and calibrate equipment
4. Triple rinse empty containers and properly dispose of them
5. Store pesticides securely in their original containers
6. Transport pesticides safely and have spill kits available
7. Practice personal hygiene after using pesticides

---

**FMC Helps Manila School in the Long-Term**

Employees at FMC’s Manila office have built a long-term partnership with a local school, Pass Elementary, volunteering time and expertise on a number of projects that benefit the school. It all started with the building of a water tank and a rain collector. In 2013 FMC employees constructed much-needed bookshelves for the school, and taught teachers how to use Excel for the students’ grading sheets.

---

**FMC 2013 SUSTAINABILITY REPORT**
7 HABITS OF RESPONSIBILITY

1. Use only registered pesticides and always read the label
2. Wear personal protective equipment
3. Properly maintain and calibrate equipment
4. Triple rinse empty containers and properly dispose of them
5. Store pesticides securely in their original containers
6. Transport pesticides safely and have spill kits available
7. Practice personal hygiene after using pesticides

and understand a product label, and proper container disposal.

Bee Colony Responsibility

Pollinating bees are an essential part of both agriculture and food production. Given bees’ significant ecological value, FMC pays close attention to the latest research about their declining population. Scientists consider some amount of bee loss to be normal, so their concern focuses on a syndrome called “Colony Collapse Disorder” (CCD).

Current studies about the cause of CCD have not been definitive, in most cases because they have not adequately tested the diverse threats that bees face in real-life field situations. Efforts to correlate CCD with pesticide exposure have yielded varied results and indications are that multiple factors are involved in CCD. FMC is involved in organizations including CropLife America, which in conjunction with the U.S. Environmental Protection Agency and the U.S. Department of Agriculture, sponsored a Pollinator Summit in March 2013. The summit provided a forum for stakeholders (beekeepers, growers, pesticide manufacturers including FMC, and federal and state agencies) to network and learn about current research and technologies, best practices and other stewardship activities to protect bees and improve pollinator health.

FMC’s product stewardship involves extensive distributor and farmer training on agricultural products with which bees might inadvertently come in contact. We consider potential bee toxicity before bringing any new insecticide to market and are developing more naturally based agricultural products to ensure that any risk to biodiversity is minimized.

Strengthening Community Relationships

FMC has developed a framework to guide community interaction, while at the same time allowing each site to assess local priorities and determine how best to use our skills for positive impact.

Measuring Community Interaction

FMC has an overall goal of having “a positive impact in communities where we live and work.” In order to measure this, we established a common framework for reporting on various interactions in our communities. Called the Community Engagement Index, it consists of four categories that we consider important factors in building and maintaining effective relationships. They are:

• Safety – We provide community training on relevant safety topics, participate in local emergency response organizations and support other activities that foster community safety.
• Operational transparency – We exchange information about our operations through community advisory panels, plant tours and other activities.
• Community leadership – FMC employees bring their leadership skills to roles that strengthen the community. This may include participation in local Chambers of Commerce, service on charitable and non-profit boards and other roles that demonstrate leadership in the community.
• Community partnership – This includes our involvement in volunteerism and philanthropic endeavors. Each site discerns the best ways to support their local community in terms of financial contributions, shared time and expertise of employees and in-kind donations.

We have a target of achieving an Index value of 90 or greater by 2015. Attaining this Index level would indicate that most sites are engaging with their communities in the ways outlined above over the course of the year.

Our 2013 Index score – adjusted for the exclusion of our Peroxogens business – increased from 80 in 2012 to 83 in 2013. This year, several acquisitions were included in the Index for the first time. Many of these facilities are in early stages of understanding community needs and establishing programs. We are confident that we will achieve our goal in 2015, and are already thinking about how we can continue to understand our communities and assess the value of our impact.

Supporting Safer Communities

Our safety manifesto states: “We believe safety is a universal human right. We each have a fundamental responsibility to our fellow employees, friends, families and communities to be safe.” This interdependency is reflected in our efforts to share our safety knowledge and awareness with the broader community.

Our community engagement extends beyond conducting drills with local emergency responders. We initiate interaction on community safety issues more broadly.

• In India employees of our lithium facility partnered with the Patancheru Traffic Police...