

# INTEGRATING THE SUSTAINABILITY PRINCIPLES

All of what we do and can accomplish at FMC depends on our people and enabling them to thrive in a safe, supportive and ethical work environment.



**FOSTERING SAFETY**



**EMPOWERING TALENT**

We place two sustainability principles, fostering safety and empowering talent – the term we use to refer to our employees – at the forefront of our agenda. These two principles provide the underpinnings to successfully advance the principles of innovation, resources and community. Only with safe, talented and motivated people will we be able to make a difference in the areas encompassed by the other three principles.



**CULTIVATING COMMUNITY**



**MINDING OUR RESOURCES**



**GROWING INNOVATION**

While striving for responsible and ethical behavior in everything we do, we have become increasingly proactive in managing our impact – both inside and outside our company. By staying focused on innovation, efficient management of resources across our operations and supply chain, and responsible citizenship in the community, we can take advantage of the combined strengths of our internal team and our external stakeholders to tackle some of the world's most significant challenges.

## MAJOR GLOBAL CHALLENGES

### SCARCE RESOURCES

A growing population is increasing the demand for energy, water and other basic resources.

### ENVIRONMENTAL CONSCIOUSNESS

There is a growing desire for increasingly safe and environmentally benign materials.

### CLIMATE CHANGE

As efforts to cope with greenhouse gas and other emissions become more aggressive, the impact on high-intensity industries will increase.

### FOOD & HEALTH EXPECTATIONS

A growing population will require increased food production, accessible healthcare and more nutritious foods to meet the rising expectations of an expanding middle class.

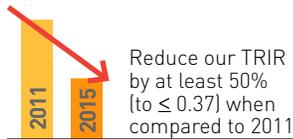
### LAND COMPETITION

Increased agricultural efficiency will be required to produce crops, biofuels, biotextiles and bioplastics.



2015

TARGETS



50% of R&D spend focused on new solutions that positively impact the global challenges



Increase our Global Community Engagement Index to  $\geq 90$

2013 RESULTS

TRIR of 0.41

57% of R&D spend

Index increased to 83

and functional area to engage in detailed discussions that create value for FMC and its stakeholders.

### Facing Major Global Challenges

FMC’s mission and focus on improving lives worldwide led us to pinpoint five “market shaping shifts” that we can influence. When we began our formal sustainability program in 2011, these shifts served as a blueprint for taking a more strategic and comprehensive approach to our responsibilities in meeting the needs of a rapidly changing world.

Going forward we will refer to the “shifts” as “major global challenges.” This revised terminology reflects the fact that these issues are among society’s most profound concerns and have significant implications for our shared future. Because FMC and our products can make a positive contribution to mitigating the problems, they frame our direction and give greater meaning to our work.

More than anything, we want to shape FMC’s future as a contributor to a better world. Creating solutions that address these major global challenges are vital to the stakeholders with whom we partner and share the goal of a more sustainable future.

### Evolving Our Role

FMC has made a choice to embrace sustainability. We know that our influence goes beyond our company and our immediate stakeholders into the broader world. As a leading specialty chemicals company, we are in a position to make a meaningful difference – and we are committed to doing so.

## SUSTAINABILITY GOALS

### 2013 COMMITMENTS

### RESULTS

Continue to integrate sustainability into existing business processes.	Integrated sustainability into the capital deployment process.	●
Ensure we have the infrastructure to quickly engage stakeholders in the event of an emergency.	Published and utilized a corporate incident management guide. <i>(Read more on page 12).</i>	●
Provide product stewardship training on secure storage and container management in Asia and Latin America.	Over 19,000 people were trained in Latin America. <i>(See pages 40-41 for more details).</i>	●
Continue to embed sustainability into employees’ everyday roles.	Conducted ‘How You Can Make a Difference’ campaign. Survey results indicate the need to continue making sustainability relevant for all employees.	●
In 2013, all employees will be retrained under FMC’s Code of Ethics (revised in 2012).	In 2013, 97% of all employees were re-trained on the new code and the remaining 3% are expected to complete the program in 2014.	●
Civil treatment training for managers to be completed at all U.S. and Canadian sites.	All U.S. and Canadian managers completed civil treatment training in 2013.	●
Requalify all significant suppliers against our updated vendor selection and management process.	In 2013, all of our most significant existing suppliers were requalified. <i>(See page 37 for more details.)</i>	●
In 2013, the EMCOE team will conduct comprehensive plant energy assessments.	Energy audits were conducted at our Rockland, Maine, and Milazzo, Italy, facilities. <i>(Read more on pages 31-32.)</i>	●

### 2014 GOALS

- Pilot a focused **sustainability training program**.
- Complete **social audit assessments** at five more sites.
- Train all US employees in **Civil Treatment Program**.
- Validate all **existing raw materials suppliers and significant construction contractors** with FMC’s vendor selection and management process.
- Complete **Manufacturing Excellence programs** at two additional sites: Wyoming, Illinois and Middleport, New York.
- Conduct an **energy assessment** by the EMCOE team at Green River, Wyoming, FMC’s largest site.
- Perform a **detailed waste assessment project** to inform our strategy for waste reduction.
- Integrate sustainability considerations into **M&A and capital allocation processes**.