

## \*RENOVAÇÃO

In 2009, the state of São Paulo amended laws to phase out emissions from sugarcane waste burning practices.

FMC, the sugarcane industry union and other production companies developed a training program to help rural workers become compliant with the law.

From 2009-2013, qualified 75,700 workers in 30 courses

In 2013, trained 1,000 harvesters and family members

Female participation in the program increased from 1.2% to 12%



## \*INTERNS

FMC partnered with our distributors to host 9 internships that identified key talent and developed technical and leadership skills.

## Maintaining Respect and Ethical Behavior

Affirming human dignity internally and across our value chain is a core value. In 2013 we expanded the Civil Treatment Program to managers throughout our global network – another step forward in becoming an ever-more inclusive and respectful workplace. We will expand the program throughout 2014 and will integrate it into the on-boarding process for all new employees. **11**

Additional activities that reinforced a culture of shared respect and ethical behavior included:

- Retraining and recertifying 97 percent of employees on the FMC Code of Ethics and Business Conduct. The remaining 3 percent are expected to complete the program in 2014 to ensure total compliance with the Code. **12**
- Evaluating significant suppliers by Global Procurement based on our Supplier Code of Conduct. **13**
- Initiating a Social Responsibility Program to increase transparency into all aspects of business practices at our manufacturing facilities. **14**
- Updating our social media policy to provide guidance on dealing appropriately with the increasing intersection of one's personal and professional profiles. **15**
- Good faith collective bargaining in union relationships and ongoing dialogue in non-union sites to facilitate trust and collaboration. **16**

## Enabling a Winning Team

We continue to nurture talent internally, encourage STEM-talented youth, explore ways to increase workforce diversity and promote employee health and wellness. We are firmly committed to creating a culture that facilitates professional and personal growth, satisfaction and well-being in an inclusive and ethical environment.

## LIGHTHEARTED TONE DELIVERS SERIOUS ETHICS MESSAGE

To highlight the importance of reporting any potential ethical issues, we produced an entertaining yet informative set of wallet cards and posters promoting the FMC Ethics Response Line and other ways to report possible infractions. Translated into 13 languages, the imagery and messages were tailored to accommodate cultural nuances. Attention-grabbing visuals such as the Loch Ness monster and a flying saucer helped communicate the serious need to report possible ethical improprieties without fear of retaliation.

