and business-specific information on their team’s progress. Therefore, we will work on the following communications objectives throughout 2014:

• Continue to make sustainability relevant to employees and their jobs.

• Increase employee understanding of FMC’s sustainability metrics, targets and progress.

• Provide tools to increase the effectiveness of sustainability implementation teams.

We expect to pilot a focused training program in 2014 to help advance the objectives above.

Fostering a Culture of Wellness

Health and wellness programs help create a positive work culture which in turn contributes to employee satisfaction and well-being.

FMC’s voluntary U.S. program “Choose Well, Live Well” provides an opportunity for employees and their family members to learn more about managing their health. Through the program FMC participants can take advantage of tools that encourage positive steps toward reducing health risks and improving personal well-being, which in turn contributes to employee satisfaction and well-being.

Efforts to support healthy behaviors are evident at FMC locations around the world. In 2013, several locations ran health fairs and many invited members from their local community to join. Some sites initiated walking or weight competitions. More nutritious food choices were offered at several large global meetings as well as exercise activities such as yoga and Zumba classes.

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 integrate it into the on-boarding process for all new employees.

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.

• Evaluating significant suppliers by Global Procurement based on our Supplier Code of Conduct.

• Initiating a Social Responsibility Program to increase transparency into all aspects of business practices at our manufacturing facilities.

• Updating our social media policy to provide guidance on dealing appropriately with the increasing intersection of one’s personal and professional profiles.

• Good faith collective bargaining in union relationships and appropriate with the increasing intersection of one’s personal and professional profiles.

• Good faith collective bargaining in union relationships and professional profiles.

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.

To broaden global interchange, we continue to expand our social media presence.
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- Initiating a Social Responsibility Program to increase transparency into all aspects of business practices at our manufacturing facilities.
- Updating our social media policy to provide guidance on dealing with serious ethics 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.

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