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.

To reduce unintended harm to animals near our Green River mining facility, FMC converted two miles of fencing from net wire to more wildlife-friendly fencing. The work was done in partnership with the Rock Spring Grazing Association and Uinta Development, the associations responsible for managing grazing leases, the Bureau of Land Management (BLM), and the Wyoming Conservation Corps. To keep birds – especially the Sage-grouse – from flying into the fence, we supported a local Eagle Scout candidate’s project to install flight deflectors on the fence wire. Another fencing project around two small ponds helps protect grazing sheep, antelope and other wildlife while still allowing them access to water.

**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
Cultivating Community

FMC is taking action to be a positive force in the communities where we live and work.

FMC employees from Philadelphia volunteered at the Cradles to Crayons Backpack-a-thon where company-provided school supplies were stuffed into more than 22,000 backpacks for students in need.

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A male Greater Sage-grouse performs its courtship display.

FMC 2013 Sustainability Report
7 HABITS OF RESPONSIBILITY

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

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...
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 (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.

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- In India employees of our lithium facility partnered with the Patancheru Traffic Police
Department to “hit the road” and spread the message of defensive driving to the general public.

- As part of our many educational programs in the small communities near our Minera del Altiplano, FMC volunteers provided training on first aid for poisonous snakes – commonplace in the region.

- FMC Lithium’s plant in Zhangjiagang, China, held its annual Health, Safety & Environment (HSE) Family Day to help increase safety awareness among employees and their families, as well as to celebrate the plant’s safety achievements and recognize employees’ contributions to HSE. Family members visited the plant and participated in workshops that included safety videos and training in proper use of a fire extinguisher.

Emergency Responsiveness

When it comes to emergency situations, FMC provides aid how and where it will do the most good. To best assist in disaster situations anywhere in the world we fostered a closer relationship with the American Red Cross in 2013. This organization has a global network and is equipped to deliver resources for life’s basic needs to those affected by devastation.

By providing the Red Cross with funding or in-kind support if appropriate, FMC can effectively help people worldwide. After the Philippines experienced two natural disasters in November, for example, FMC donated $75,000 as a corporation and additional funds were donated by employees. The organization dispersed the funds to the Philippines Red Cross which is handling the on-ground response. (See pages 12-13 for more information.)

Contributing to Vibrant Communities

Aligned with our focus on community leadership and community partnership, FMC is actively involved in supporting:

- Philanthropic donations and employee volunteerism.
- Educational opportunities to encourage students to pursue science, technology, engineering and mathematics (STEM) studies.
- Economic development.

Giving and Volunteerism

In 2013 we invested more than $1.8 million in our communities across the globe. In addition to volunteer outreach projects, over 98 percent of employees in the U.S. made donations to our annual giving and volunteerism program.

FMC GOES TO SCHOOL WITH UNIQUE PARTNERSHIP

FMC became an official job partner of Cristo Rey Philadelphia High School, a new model of private high school that partners with local educators, businesses and universities. Each week, eight students work with various FMC departments in our corporate headquarters. Through the program students gain real world skills, earn money for their education and become better equipped to attend college.

HIGH ALTITUDE ENGAGEMENT

Our lithium products originate in the Salar del Hombre Muerto, Argentinean Puna, where we work to achieve socially conscious results through supportive and transparent relationships with our neighbors, specifically the provinces of Catamarca and Salta. We look for ways to increase community education and accessibility, for example:

- Twenty scholarships are given every year; 10 for students to attend Catamarca National University, and 10 for students at Salta National University.
- FMC partners with the Junior Achievement Foundation on educational programs at primary and secondary schools in General Güemes.
- We will provide community members access to a gas pipeline we are building to power our Minera del Altiplano facility, providing much-needed heat and energy delivery reliability while reducing emissions.

- FMC subsidizes nutrition programs at two soup kitchens and a school in Antofagasta de la Sierra. We also carry out regular nutrition checkups in conjunction with the community and with professionals from Antofagasta de la Sierra Hospital, and re-evaluate menus as necessary to ensure good nutrition. Parents and soup kitchen committees are also offered nutrition education.
- Throughout the year we trained the local community of Antofagasta de la Sierra on topics related to health and first aid.
- We provided solar panels for the generation of electric power at the local hospital, and have contributed lithium batteries for solar panels to other neighbors.
- When needed, we drive or fly patients and people at risk (such as pregnant women) to more complex medical centers than exist nearby.
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- We will provide community members access to a gas pipeline we are building to power our Minera del Altiplano facility. With construction planned to begin in 2014, three remote communities will be able to tap into it to get heat and electricity. In addition to providing a much-needed energy source, the pipeline reduces truck traffic and thereby improves safety and energy delivery reliability while reducing emissions.
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Seaweed is the primary raw material for FMC’s carrageenan products and FMC makes a conscientious effort to provide support for the farmers, their families and neighbors. In 2013 we undertook several community support and enhancement programs to continue to support the viability of our supply chain:

- FMC sponsored and participated in a dental mission to treat children on Guindacpan Island, Philippines. This effort is critical because 96 percent of children in the Philippines aged 6 to 12 suffer from tooth decay. FMC employees arranged all the logistics and served as assistants and translators to the team of dentists from Sweden and Denmark who visited for a five-day mission. They treated 384 children, many of whom had suffered long-term pain from lack of dental care. To ensure an ongoing benefit of the mission, teachers at the elementary school were taught correct tooth-brushing techniques so they could, in turn, instruct their students. FMC has been involved with the initiative for four years, visiting different islands each time.

- In celebration of World Oceans Day, FMC worked with our Madagascar seaweed supplier to promote beach clean-ups in three seaweed farming communities. Prizes were awarded to the local families who collected the most refuse, and a total of 1.2 tons of trash was collected along with 200kg of used household batteries. Activities during the event included games for children and adults, and educational discussions about the importance of healthy ocean ecosystems for seaweed farming communities.

- Approximately 90 percent of the seaweed farms in the Bantayan Islands in North Cebu, Philippines, were destroyed by typhoon Haiyan in November 2013. FMC partnered with our main seaweed supplier to support recovery of the farms. FMC’s portion of the donation is being used to replace ropes and ties—materials that are essential for seaweed farming.

- FMC helped address a lack of toilet facilities near the seaweed farms at Mjini Kiuyu, Pemba Island, Zanzibar, Tanzania by providing materials and managing the toilet construction project. We also provided materials and project management needed for members of the community to build a new staircase that gives farmers an easier and safer path to carry seaweed from the shore up to drying structures. More than 200 farmers are benefiting from these projects.

United Way fundraising drive to support health and human services causes. The company provided a matching gift averaging 50 percent of employee contributions.

Among the myriad of organizations we support in Philadelphia is the largest hunger relief organization in the area, Philabundance. Selected because of its strategic fit with our emphasis on access to nutritious foods, Philabundance is supported by FMC volunteers who help hand out food every month. Over the course of 2013, more than 150 area employees donated their time to help feed some of the approximately 72,000 people Philabundance serves weekly.

Economic development, job creation and improved community resources are all vital to community advancement and FMC is an established, committed neighbor.

- In Philadelphia we have signed a 16-year lease in a building to be named the FMC Tower at Cira Centre South. Under construction currently and with a move-in date of mid-2016, this 49-story building is expected to receive Leadership in Energy and Environmental Design (LEED) certification. Maintaining our presence in Philadelphia continues support of the Philadelphia school district through local sales and income taxes.

- Our research and development facilities are important contributors to employment and education. As an example, FMC’s Global Innovation Center in Ewing, New Jersey, employs approximately 200 people, is a significant taxpayer to the town and works with nearby schools such as the College of New Jersey to create awareness of the company among students who may want to consider future employment with us.

- FMC is a significant employer in many of the locations where we operate. Particularly in more remote areas, we strive to improve the welfare of the communities through comprehensive community support. This can take many forms, for example through focus on continued health and nutrition education and accessibility or through ecological clean-up and disaster recovery. (See the case studies on pages 43 and 44 for specific examples.)

Making a Positive Difference

FMC has committed to making a measurable difference as we strive to improve the quality of life of people in communities where we live and work. We are doing this in areas of safety, operational transparency, leadership and philanthropy, as well as through our products themselves. Our goal is to continue to build and maintain relationships based on mutual trust and understanding with our communities.
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