



**AMENDMENT TO THE SOLVAY
EUROPEAN WORKS COUNCIL
AGREEMENT**

2019-2023

Signed between

SOLVAY SA
represented by Jean-Christophe Sciberras, Head
of Solvay group Industrial Relations

and

THE SOLVAY EUROPEAN WORKS COUNCIL
represented by its hereby members

Considering the importance of Solvay operations in the UK and of the representation of Solvay UK employees in the Solvay EWC, Solvay management and the Solvay EWC members have met to address the issue resulting of the consequences for this representative body of an UK exit from the European union. They have decided that, considering the importance of social dialogue in the company, the continuity should prevail and therefore the two current seats occupied by Solvay UK employees representatives shall remain, with equal rights and status, part of the Solvay EWC.

In the event that the UK is no longer a member of the European Union or European Economic Area and that the EWC Directive is no longer applicable to the UK, the parties agree that the UK will continue to be fully covered by this agreement and that the EWC will remain competent for all transnational issues in relation with the UK.

The EWC members from the UK shall continue to enjoy the same prerogatives, rights and protection as the other members of the EWC as outlined in this agreement.

Signed in York on March 15th, 2019

For Solvay SA,

Jean-Christophe SCIBERRAS, Head of Solvay group Industrial relations

For the Solvay European Works Council, the members:

A collection of handwritten signatures in blue ink. The signatures are arranged in three columns. The first column contains several signatures, including one that appears to be 'A. YLA'. The second column contains signatures, including one that appears to be 'K. Kelloz'. The third column contains signatures, including one that appears to be 'Sajou Haric'. The signatures are written over a printed line that reads 'For the Solvay European Works Council, the members:'. There is a small number '2' at the bottom right of the page.