

Umicore

Sector: Chemicals

Indices: NYSE Euronext Vigeo World, NYSE Euronext Vigeo Europe, NYSE Euronext Vigeo Europe, NYSE Euronext Vigeo Europe

Highlights

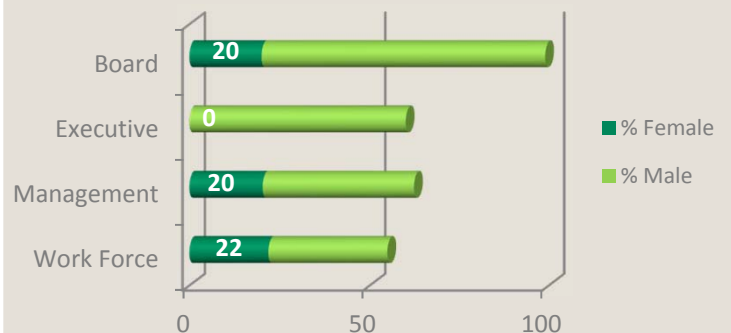
Equality & Diversity Performance

2nd in sector (75/100)

Key Related Sector Challenges

Although the chemicals workforce is increasingly white-collar and university-trained, gender “diversity” remains an issue for the chemicals sector which is still struggling to attract more woman to technical functions.

Gender Balance



Gender Equality



International Framework Agreement (IFA) signed, dealing with equal opportunities.



The IFA - which includes diversity - is monitored by a joint committee (trade union representatives and employer representatives)



All sites develop and implement a local plan to apply the group policies on diversity.



The % of women in the workforce remained between 21% and 23% the last five years. The % of women managers increased from 17% in 2007 to 20.3% in 2012. Women in senior management positions increased from 5% in 2007 to 7.4% in 2012.

Best Practices

... Creating Female Opportunity & Leadership

- Diversity is a topic addressed by the Umicore’s program “Entrepreneurs for Tomorrow” where **selected managers** from different parts of the World **come together to learn more about intercultural management.**
- In 2013 Umicore introduced a pilot mentoring programme that **pairs mid-career women managers with senior management mentors.** This is designed to enable them to share experiences, **increase the exposure of mid-career women managers to senior management** and raise awareness of the possible career paths to more senior positions.

The Company did not appear to face any visible allegations linked to gender discrimination