

Sustainable Development Agreement

可持续发展协议

Preamble

前言

Umicore has committed itself to a sustainable development strategy, aiming to make its economic, environmental and social objectives coherent.

优美科致力于可持续发展战略，旨在使自身的经济、环境和社会目标保持一致。

In this agreement, Umicore intends to bring together the priorities of its global social policy, in order to confirm its principles of sustainable development, as they relate to the social aspects.

在本协议中，优美科意在整合其全球社会政策的重点，以重申其可持续发展原则，因为这些原则关系到社会的方方面面。

Umicore Management states that its employees are a crucial factor for the Group's global success, which involves establishing mutually beneficial relations and dialogue between all the partners contributing to its development.

优美科管理层声明，其员工是集团取得全球成功的关键因素。这些成功涉及建立互利关系，以及集团与所有对其发展做出贡献的合作者之间的对话。

Umicore recognizes that its commitment to financial success must also take into account the broader economic, environmental and social impact of its operations. Its sustainable development policy therefore notably focuses on the priorities of safe and healthy working conditions, continual improvement of its environmental performance, management and remediation of risks that are the result of historical operations, recycling and disposal of its products and the respect of all ILO core labour standards.

优美科认为经济上的成功必须考虑到其业务经营对更广泛意义上的经济、环境以及社会的影响。因此可持续发展政策的重点是安全健康的工作条件、持续改善环境绩效，管理和修正其以往业务运营带来的风险，回收和处理其产品，以及遵守国际劳工组织的所有核心劳工标准等。

This agreement aims to support the Umicore's internationalisation in social matters, in accordance with The Umicore Way, its Code of Conduct and Human Rights Policy.

本协议旨在按照《优美科之路》、《行为守则》以及《人权政策》，支持优美科在社会事务方面的国际化。

In order to strive for a balance between growth, economic profitability and environmental and social wellbeing, Umicore undertakes to implement the procedures and principles defined in this agreement at the various national and local levels within a reasonable timescale.

为了在发展、经济利益和环境、社会健康方面寻求平衡，优美科承诺在合理的期限内不同的国家和地方层面，实施本协议中列明的程序和原则。

In order to contribute to the success of this approach, the International Metalworkers Federation (IMF) and the International Federation of Chemical, Energy, Mine and General workers' Unions (ICEM) and their affiliated trade unions will participate constructively with the personnel in seeking and implementing the means to achieve the objectives referred to in this agreement and to respect the agreed commitments, the companies people and assets.

为了使本方案获得成功，国际金属劳工联合会（IMF）和国际化学、能源、矿产和其他行业工会联合会（ICEM）及其所属的工会将与全体员工一起建设性地参与寻找和实施达到本协议中提到的目标的方法，并且尊重已达成的承诺、参与的人力及资产。

1. Human rights 人权

1.1. Human rights 人权

In accordance with its Human Rights Policy, Umicore fully supports the United Nations Universal Declaration of Human Rights and commits itself to respect all International Labour Organisation (ILO) core labour standards.

按照《人权政策》，优美科全面支持联合国的《世界人权宣言》，并致力于遵守国际劳工组织（ILO）的核心劳工标准。

1.2. Banning of child labour 禁止雇佣童工

Umicore undertakes not to employ children in violation of conventions 138 and 182 of the ILO. In countries where the minimum age of employment would be below the age of 15, Umicore will apply the age of 15 as the minimum age for employment.

优美科决不违反国际劳工组织 138 号和 182 号公约雇佣童工。在那些最低就业年龄低于 15 周岁的国家，优美科将 15 周岁作为最低就业年龄。

Given the hazardous nature of most of Umicore production units, the minimal age for working in production facilities in Umicore is defined at the age of 18, except in the framework of internship- or vocational training programmes, organised in co-operation with schools and training institutes or approved by the competent authority. Special care will be taken that these young people, with a minimum age of 14, are fully protected and have received adequate safety training and instructions.

考虑到优美科大部分生产部门的危险性质，在优美科生产部门工作的最低年龄为 18 岁，但是由学校或培训机构组织的或者经有关主管部门批准的实习或职业培训项目除外。对这些最小年龄不低于 14 岁的年青人，将采取特别保护措施，他们会得到全面保护并且已经接受了足够的安全培训和教育。

1.3. Banning of forced labour 禁止强迫劳动

In accordance with ILO conventions 29 and 105, Umicore will under no circumstances make use of forced or bonded labour, such as forced labour by persons placed in an institution, or compulsory labour including labour as a means of political coercion or education.

根据国际劳工组织 29 号和 105 号公约的规定，优美科决不雇佣强制或无人身自由的劳动力，例如被置于某机构（如监狱）中的强制劳动力，或义务劳力，包括被置于政治强制或政治教育中的劳动力。

1.4. Right to organise and collective bargaining 组织和进行集体谈判的权利

In accordance to ILO conventions 87 and 98, Umicore recognises and respects the freedom of its employees to choose whether or not to establish or to associate with any employee organisation of their own choosing (including labour unions) without Umicore's prior authorisation. The employment of a worker is not contingent upon the condition that he/she joins or not joins a union or be forced to relinquish trade union membership. Furthermore, union membership shall not be the cause for the dismissal of - or otherwise prejudice against - a worker. Umicore will not interfere with or finance labour organisations or take other actions with the intent of placing such organisations under its control.

根据国际劳工组织 87 和 98 号公约的规定，优美科认可并尊重其雇员在无须经优美科事先批准的情况下，建立或联合任何他们自己选择的员工组织（包括工会）的自由。与员工的雇佣关系不以其/她加入或不加入该类组织，或被迫放弃工会成员资格为先决条件。此外，优美科不会因为员工的工会成员身份而解

除其雇佣关系，或对其有任何形式的歧视。优美科既不会干涉也不会资助劳工组织，或采取其他行动试图控制该类组织。

Umicore subscribes the principles of ILO Convention 135 and Recommendation 143 and recognizes the right of its employees to be represented by labour unions and other employee organisations in order to collectively bargain on employment conditions.

优美科赞同国际劳工组织 135 号公约及 143 号建议的规定，尊重其雇员通过工会或其他员工组织就雇佣条件进行集体谈判。

Umicore and the respective employee organisations will co-operate constructively in a spirit of good faith. Even in cases of dispute the goal shall always be to maintain viable co-operation in the long term. This implicates, amongst others, the mutual respect of agreed commitments.

优美科将本着真诚的精神与不同的劳工组织进行建设性的合作。即使在有争议的情况下，目标也将永远是保持长期共存的合作。这也在一定程度上表明相互尊重已经达成的承诺。

All parties acknowledge that all representative positions defined in the scope of the agreement require that position holders have sufficient knowledge and experience and correct behaviour to deal with sensitive issues.

所有签字方都承认，在协议范围内规定的所有代表职位都要求获得该职位的人拥有足够的知识和经验，并能够正确处理敏感事务。

1.5. Equal opportunities / Non-discrimination 机会均等 / 没有歧视

In accordance to ILO convention 100 and 111, Umicore is committed to an inclusive work culture and appreciates and recognizes that all people are unique and valuable, and should be respected for their individual abilities. Umicore does not accept any form of harassment or discrimination on the basis of gender, religion, race, national or ethnic origin, cultural background, social group, disability, sexual orientation, marital status, age or political opinion.

根据国际劳工组织 100 号和 111 号公约的规定，优美科致力于创建一种海纳百川的企业文化，认为所有的雇员都是独一无二和宝贵的，其个人能力应得到尊重。优美科不能接受由于性别、宗教、种族、国籍、民族、文化背景、社会团体、残疾、性取向、婚姻状况、年龄或政治观点等因素而采取任何形式的骚扰或歧视。

Umicore shall provide equal employment opportunity and treat all employees fairly. Umicore employees and business units shall only use merit, qualifications and other professional criteria as basis for employee-related decisions in Umicore, regarding for instance recruitment, training, compensation and promotion.

优美科应当提供平等的工作机会，对所有雇员应一视同仁。优美科雇员和各部门在优美科内部进行与雇员有关（如招聘、培训、报酬和升职）的决策时，应当以雇员的业绩、资历和其他专业标准为依据。

In countries that apply “positive action” programmes or quota on certain minority groups Umicore will follow the country legislation.

在那些对某些少数族裔实行保护措施或配额（扶助弱势群体的关于机会平等的政策和措施）的国家，优美科会遵守当地相关法律。

2 Working conditions 劳动条件

2.1. Remuneration 报酬

It is acknowledged and agreed that all employees are entitled to adequate remuneration (ILO Convention No. 100). Remuneration and all the other benefits are based on the principle of fairness and comply with the individual national legal standards or the standards of the national branches or company collective labour agreements, which ever is higher.

我们认可并同意，所有员工都有权获得足够的报酬（国际劳工组织公约第 100 号）。报酬和所有其它福利都基于公平的原则，并遵守具体国家的法定标准，或者是政府机构或公司的集体劳动合同，并以二者中较高者为准。

2.2. Working time and paid holidays 劳动时间和法定节假日

Umicore makes sure that the national regulations and agreements on working hours and regular paid holiday are adhered to.

优美科保证遵守有关劳动时间和法定节假日的国家法规和协议规定。

2.3. Health and safety at work 劳动健康和安

Umicore does not compromise on a safe and healthy working environment for all employees and is committed to offering safe and healthy workplaces in accordance with national legislation. It seeks continuous improvement of its occupational health and safety performance.

在工作环境的健康和安全性方面，优美科毫不妥协地致力于遵守国家法律，为所有员工提供安全、健康的工作场所。优美科努力不断改善其职业健康和安全性。

2.4. Qualification 资格

The skills and knowledge of the employees are of outstanding importance to Umicore and its striving to safeguard the future. That is why Umicore is committed to promoting measures aimed at the qualification of employees to the extent that the broadening and consolidation of the professional and technical knowledge is relevant for a particular job. In this context, vocational training and employment training are of particular importance and can be seen as a shared responsibility on one hand for the employer to provide the necessary training, and on the other hand for each employee to take up the offered training.

员工的技能和知识对于优美科及其保障未来的努力而言是至关重要的。因此，优美科不断致力于促进提升员工资质的手段，以扩展并巩固员工在某一工作领域的专业和技术知识。在这方面，职业培训和就业培训具有特别的重要性，而且是一种共同的责任，一方面，雇主提供必要的培训，另一方面，每个员工要接受雇主提供的培训。

3 Environment 环境

Umicore integrates sustainable development considerations within the corporate decision making process.

优美科在企业决策制定过程中充分考虑可持续发展。

It implements risk management strategies based on valid data and sound science and seeks continual improvement of its environmental performance.

优美科在有效的数据和科学的基础上实施风险管理战略，并寻求持续改善其环境绩效。

Umicore actively participates in the management and remediation of risks that are the result of historical operations.

优美科积极参与管理和修正其以往的经营活动带来的风险。

It facilitates and encourages responsible design, use, re-use, recycling and disposal of its products.

优美科鼓励并促进对环境负责的产品设计、使用、再利用、回收和处置。

To achieve the international and individual national environmental standards and to comply with them in practise, Umicore co-operates with the relevant local institutions.

为达到国际及各国的环境保护标准并且在实践中予以遵守，优美科与当地相关机构进行合作。

By focussing on recycling, Umicore also strives to make efficient use of natural resources and energy.

通过关注回收，优美科还致力于有效利用自然资源和能源。

4. Implementation of the agreement 协议的执行

4.1. The Sustainable Development Agreement applies to all companies of the group in which Umicore has operational control.

本可持续发展协议适用于优美科拥有经营控制权的所有公司。

It obliges senior management and employees at all levels to comply with, accept and promote the agreed objectives. The responsibility lies with the management of the individual operations, the employees and with the workers' representatives, insofar as such a body exists.

本协议要求所有高级管理人员及各级员工都要遵守、接受并且推动已经协商同意的目标。这种遵守、接受和推动责任在于各运营单位的管理人员、员工及工人代表（如果存在该等机构的话）。

4.2. In the subsidiaries where Umicore has a significant presence, but does not exercise a dominant influence, Umicore undertakes to use all the resources at its disposal in order to promote the principles stated in this agreement.

在分支机构中，如果优美科有较大的影响但这种影响并非是决定性的，则优美科承诺使用所有能够使用的资源以促进本协议原则的实施。

Umicore seeks business partners whose policies regarding ethical, social and environmental issues are consistent with our own Code of Conduct, which is complementary to this agreement. Umicore supports and expressly encourages its business partners (subcontractors and suppliers) to take into account and apply the ILO core labour standards in their own corporate policy. Umicore takes the view that in doing so it lays the basis for promising future business relations

作为对本协议的补充，优美科寻求对道德、社会和环境事务政策与我们的《行为守则》相一致的业务伙伴。优美科支持并特别鼓励其业务伙伴（承包商和供应商）在它们自己的公司政策中考虑并实施国际劳工组织（ILO）的核心劳工标准。优美科认为这是增进未来业务关系的基础。

4.3. This Sustainable Development Agreement will be made available in the usual Umicore languages to the management, the workers' representatives and employees of all operations throughout the Group within the first 3 months of signing. It is communicated via the intranet and via the Business Group - Business Unit reporting lines. All Units and sites ensure that the employees are properly informed and trained if needed.

在协议签署后三个月内，本可持续发展协议将以优美科文件方式提供给集团旗下所有运营机构的管理人员、职工代表和员工。该文件将通过公司内部网和业务集团—业务单位层级传达。所有业务单位和工厂须确保员工得到及时告知，如果需要，还要进行培训。

5. Monitoring the agreement 监督协议



- 5.1. The unit/site management is first responsible for implementing and assuring that the site adheres to this agreement.

业务单位/工厂管理层是贯彻协议执行的第一责任人，须确保工厂遵守本协议。

- 5.2. According to Umicore's Code of Conduct, all employees have the right and duty to address issues and problems related to this agreement to their superior or, if they deem this is not to be appropriate, to the heads of the Corporate Legal or Internal Audit Departments. This will not be to their detriment neither will it entail any sanctions.

按照优美科的《行为守则》，所有员工都有权利和责任向他们的上级反映和本协议相关的事务和问题，或者，如果他们认为不妥的话，可向集团法务部或内审部主管反映。这样做不会对他们有任何不利，也不会招致任何处罚。

The concerns or complaints may be reported in the preferred language.

此类问题的反映或者投诉可以使用员工喜欢的语言进行。

- 5.3. At Group level, a specific joint committee will be responsible for monitoring the implementation of this agreement. Within this committee, the management will be represented by the Corporate Senior Vice President Human Resources and the Corporate Senior Vice President Environment, Health and Safety who, in the framework of the joint committee's activities, will directly report to the Chief Executive Officer. Regarding the employees' representatives, they will be represented by 1 representative of the International Metalworkers Federation (IMF), 1 representative of the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and the Chairman of the European Works Council.

在集团层面，一个特别的联合委员会将负责监督执行本协议。在该委员会内，公司人力资源高级副总裁和公司环境、健康和安全管理高级副总裁将作为管理者代表，在联合委员会的组织框架内，直接向首席执行官报告委员会的工作。该委员会的员工代表包括一名国际金属劳工联合会（IMF）代表，一名国际化学、能源、矿产和其他行业工会联合会（ICEM）代表，以及欧洲劳资联合委员会主席。

- 5.4. The joint monitoring committee will meet once a year. At this annual meeting, the external auditor of the sustainable development report will present his audit report. Major complaints about the implementation of this agreement, addressed to or about local and corporate management or employees' representatives, will be reviewed, as well as correction measures taken.

联合监督委员会每年召开一次会议。在这个年会上，外聘的可持续发展报告审计机构将发表其审计报告。向当地和总部管理层或者员工代表提出的，有关本协议执行情况的主要投诉，以及所采取的补救措施，都将受到审查。

- 5.5. As part of their monitoring competencies, the employee representatives of the monitoring committee can have every year a meeting with the employee representatives of one Umicore site, where employees are represented by delegates of union organizations affiliated to the IMF or ICEM.

为行使监督职能，监督委员会中的员工代表可以每年与某优美科工厂的员工代表会见一次，而该厂员工应是由国际金属劳工联合会（IMF）或者国际化学、能源、矿产和其他行业工会联合会（ICEM）所属工会组织所代表的。

6. Validity of the agreement 协议的生效

This agreement enters into force as from the 1st of Oktober 2007 for a limited duration of 4 years.

本协议自 2007 年 10 月 1 日起生效，有效期为 4 年时间。

It can be terminated by any of the signatory parties by registered letter, subject to an advance notice of six months.

本协议可由任何签字方以挂号信形式予以终止，但须提前六个月通知。

Unless terminated within the period of validity of 4 years, the agreement is automatically extended for another 4 years.

除非在 4 年的有效期内被终止，否则本协议自动延期 4 年。

In the event of differences between the various language versions, the English version will be deemed authentic.

如果不同语言版本之间存在歧义，以英文版本为准。

This agreement is governed by Belgian law. Consequently, any disputes will fall within the exclusive competence of the Belgian courts.

本协议受比利时法律管辖。因此，任何争议均应由比利时法院专属管辖。

Given at Brussels, on the 28th of September 2007, in as many copies as there are signatory parties.

2007 年 9 月 28 日于布鲁塞尔签署，副本数量等同签字方数量。

For Umicore 代表优美科

Ursula Saint-Léger
Corporate Senior Vice-President
Human Resources
集团人力资源高级副总裁

Thomas Leysen
Chief Executive Officer
首席执行官

For the International Metalworkers
Federation (IMF)
代表国际金属劳工联合会 (IMF)

For the International Federation of
Chemical, Energy, Mine and General Workers'
Unions (ICEM)
代表国际化学、能源、矿产和其他行业工会联合会
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Marcello Malentacchi
General Secretary
秘书长

Rob Johnston
Director Non Ferrous
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有色金属负责人

Manfred Warda
General Secretary
秘书长

Kemal Ozkan
Chemical and
Rubber Officer
化学和橡胶部官员

Co-signatories 联署者



