



GLOBAL FRAMEWORK AGREEMENT ON

SUSTAINABLE DEVELOPMENT

可持续发展全球框架协议

Preamble

前言

Umicore is committed to a sustainable development strategy that embraces economic, environmental and social objectives in a coherent manner.

优美科致力于以协调一致的方式实现经济、环境和社会目标的可持续发展战略。

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 social aspects.

本协议中，优美科旨在整合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 employees are crucial for the Group's global success, and it is therefore essential to maintain mutually beneficial relations and dialogue between all the partners contributing to its development.

优美科的员工对于集团全球的成功至关重要，因此与实现发展的相关方保持互利的合作关系及对话亦十分关键。

Umicore recognizes that its commitment to financial success must 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.

优美科认为在努力实现财务上的成功必须考虑经营过程中更为广泛意义上对经济、环境以及社会的影响。因此可持续发展政策的重点在于安全健康的工作条件、持续改善环境绩效、管理以及修正其以往业务运营带来的风险、回收和处理其产品并遵守国际劳工组织的所有核心劳工标准等。

This agreement aims to support 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 contribute to the success of this approach, IndustriALL Global Union and its affiliated trade unions will participate constructively with Umicore in seeking and implementing the means to achieve the objectives referred to in this agreement and to respect the agreed commitments, the company's people and assets.

为了使该方式获得成功，全球贸易劳工联盟和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 to respecting all International Labour Organisation (ILO) core labour standards and, more generally, all human rights standards.

依据《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，以及一般来说，所有的人权标准。

1.2. Banning of child labour

禁止雇用童工

Umicore undertakes not to employ children in violation of Conventions 138 and 182 of the ILO. In any case, Umicore will apply the age of 18 as the minimum age for employment, 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 15, are fully protected and have received adequate safety training and instructions.

优美科决不违反国际劳工组织 138 号和 182 号公约雇用童工。在任何情况下，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，优美科都以 18 周岁作为最低雇佣年龄。对这些最小年龄不低于 15 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，优美科在任何情况下都不会雇佣强制或无人身自由的劳动力，例如被置于某机构中的强制劳动力，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.

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。

Umicore will remain neutral concerning employee's free choice to join, remain with, change or abandon their relationship with a trade union of their choice. It shall prohibit any unfair communication aimed at influencing the decision of its employees as regards union representation. Umicore undertakes to ensure reasonable access of union representatives to all relevant workplaces.

优美科将对员工自由选择加入，改变或放弃任何他们自己选择的员工组织保持中立的态度。不应有任何不当的沟通以期影响员工关于工会组织的决定。优美科承诺确保工会代表能合理地访问所有相关工作场所。

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.

与员工的雇佣关系不以他/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，在本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 with ILO Conventions 100 and 111, Umicore is committed to an inclusive work culture and appreciates and recognizes that every employee should be respected for his or her 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包容的企业文化，认为所有的雇员的个人能力应得到尊重。优美科不接受由于性别、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、资历和其它专业标准为依据。

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的国家，优美科会遵守当地相关法律。

2. Working conditions 工作环境

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, whichever is higher.

我们认可并同意，所有员工都有权获得充分的报酬（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 line with internationally recognised human and labour rights. No employee may be subject to any kind of harassment or abuse.

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为所有员工提供安全、健康的工作场所，这与国际公认的人权和劳工权利一致。员工将不会受到任何形式的骚扰或虐待。

Health and safety committees shall be established in compliance with country legislation and at all relevant workplaces.

在所有相关工作场所应当建立符合国家立法的健康和安全委员会。

Umicore seeks continuous improvement of its occupational and process health and safety performance. This includes the integration of best practices in the management systems in existing operations, greenfield developments and future acquisitions as well as for contractors. 优美科不断提高其职业及工艺相关的健康与安全表现。这包括在现有业务的管理系统中推广最佳实践案例，新投资项目和未来的收购项目以及承包商。

The company also promotes health and safety culture towards its suppliers and subcontractors.

公司还对其供应商及分包商宣传健康和安全文化。

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努力保障未来而言是至关重要的。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，雇主要提供必要的培训，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 its decision making processes with the aim of reducing the environmental impact of its products and operations.

优美科在企业决策制定过程中充分考虑可持续发展，以实现降低环境对生产和运营的影响。

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.

优美科鼓励并促进负责任的对待产品设计、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 Agreement applies to all companies of the group in which Umicore has operational control.

本协议适用于所有优美科拥有经营控制权的公司。

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层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 control, Umicore undertakes to use all the resources at its disposal in order to promote the principles stated in this agreement.

在优美科子公司中，如果优美科有较大的影响但非实施掌控的，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。

- 4.3. Umicore seeks business partners whose policies regarding ethical, social and environmental issues are consistent with its own Sustainable Procurement Charter, which is complementary to this agreement. Umicore requires its business partners (subcontractors and suppliers) to adhere and comply with 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《可持续采购章程》相一致的业务伙伴。优美科要求其业务伙伴（承包商和供应商）在它们自己的公司政策中坚持并遵守国际劳工组织（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。

- 4.4. This 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 and published on the website of IndustriALL Global Union. All Units and sites ensure that all employees are properly informed and trained, if needed, about the content and implementation of the Agreement.

在签署后三个月内，本协议将以通常使用的优美科语言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以及业务单位层级传达，并发布在全球贸易劳工联盟网站上。所有业务单位和工厂须确保及时告知所有员工本协议的内容和实施，如果需要的话，进行培训。

5. Monitoring the agreement 监督协议

5.1. The unit/site management is 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主管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 is responsible for monitoring the implementation of this agreement. Within this committee, the management will be represented by the Senior Vice President Human Resources and the Senior Vice President Environment, Health and Safety acting under the guidance of the Chief Executive Officer. Regarding the employees' representatives, they will be represented by 1 representative from IndustriALL Global Union and by the Chairman of the European Works Council. IndustriALL Global Union shall provide continuity of its representative. Umicore shall be responsible for expenses of these monitoring committee members in performing their duties.

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，人力资源高级副总裁和环境、健康和安全管理高级副总裁将在首席执行官的指导下担任管理者代表。该委员会的员工代表包括一名全球贸易劳工联盟代表以及欧洲劳资联合委员会主席的代表。全球贸易劳工联盟将连续推荐他们的代表。优美科将负责这些委员会成员履行职责时的费用。

5.4. The joint monitoring committee will meet once a year. At this annual meeting, the external verifier of the sustainable development report will present its verification 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 corrective 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 IndustriALL Global Union. During the monitoring visits, the compliance with the agreement is verified and reviewed. Following such joint mission, the monitoring committee shall prepare a joint report.

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，而该厂员工应是由全球贸易劳工联盟所属工会组织所代表的。在监督访问中，协议的遵守将得到核实和修改。在合作项目中，监督委员会将负责联合报告。

6. Validity of the agreement

协议的生效

This agreement enters into force as from 21st of October 2015 for a limited duration of 4 years.
本协议自 2015 年 10 月 21 日起生效，有效期为 4 年。

It can be terminated at the end of the 4-year term by any of the signatory parties by registered letter, subject to an advance notice of at least six months.

本协议可在 4 年之后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 as indicated above, 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 case of merger of the signing employee organisations or merger of one of the signing employee organisations with another employee organisation, the new entity/entities shall automatically be deemed as party to this agreement and subject to its provision until such time as the agreement is renegotiated.

如果发生签约员工组织合并或一个签约员工组织与另一个员工组织合并，新组织应当自动视为本协议成员并受其规定直到协议重新谈判。

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

如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。

In the event of failure to implement this agreement, the following procedure shall apply:

如果未能执行本协议，以下程序将被执行：

Difficulties that are specifically related to the implementation of this agreement shall be dealt with locally between the union(s) and management. The joint monitoring committee shall be kept informed of the development of the discussions and their result;特别是在本协议执行时所遇的困难

应当在当地的工会和管理层之间得到处理。联合监督委员会应当被持续告知关于讨论的进程和得到的结果：

- If the issue cannot be resolved locally, it should be referred to the national level and handled between the union(s) and management;
如果这一问题无法在当地得到解决，则应当由国家层面的工会与管理层处理。
- If no satisfactory solution is found, the issue should be referred to the joint monitoring committee;
如果没有找到令人满意的解决方案，这个问题应当由联合监督委员会处理

In case of a deadlock, Umicore or IndustriALL Global Union may as the last resort terminate the agreement.

如有僵局，优美科或全球贸易劳工联盟皆有可能在最后终止本协议。

Given at Brussels, on 21st of October 2015, in as many copies as there are signatory parties.
2015年10月21日，本协议在布鲁塞尔签署，副本数量等同于签字方数量。

For Umicore

Ignace de Ruijter
Senior Vice-President
Human Resources

Marc Grynberg
Chief Executive Officer

For IndustriALL Global Union

Jyrki Raina
General Secretary

Co-signatories

ACV/CSC

Marc De Wilde
President ACV-CSC Metaal

Kirsten Rosiers
Secretary LBC-NVK

Said Zaoudi
Secretary CNE-GNC

ABVV/FGTB

Georges De Batselier
Vice-President ABVV Metaal

Guy Vertommen
Secretary BBTk

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Wim Storms
Secretary