

SOCIAL STATEMENTS

Social statements

SOCIAL KEY FIGURES

	UNIT	NOTES	2013	2014	2015	2016	2017
Workforce (fully consolidated companies)	N°	S2	10,190	10,368	10,429	9,921	9,769
Temporary contracts	% of workforce	S2	3.42	3.62	3.91	3.45	3.86
Women amongst all employees	% of workforce	S2	21.53	21.68	21.72	21.60	21.92
Women amongst all managers	% of workforce	S2	20.52	21.25	22.18	22.11	22.37
Women amongst senior management	% of workforce	S2	8.70	8.33	9.49	9.09	6.77
Women in "business operations" management functions	%	S2	-	-	-	14.27	15.55
Non-European representation in senior management functions	%	S2	-	-	-	16.67	18.05
Average training hours per employee	hours/employee	S3	45.18	45.59	45.06	41.49	45.33
Employees having a yearly appraisal	% of workforce	S3	95.65	95.82	95.97	96.03	98.29
Voluntary leavers - ratio	% of workforce	S3	3.33	3.42	3.35	4.10	5.03
Employees represented by union or Collective Labour Agreement (CLA)	% of workforce	S4	71.33	71.44	71.11	69.41	65.41
Exposure ratio "all biomarkers aggregated" ⁽¹⁾	%	S6	2.6	1.8	2.3	3.2	2.7
Number of occupational linked diseases	N°	S6	14	21	12	12	11
People with platinum sensitisation	N°	S6	4	4	0	1	1
Fatal accidents	N°	S7	0	2	0	1	0
Lost Time Accidents (LTA)	N°	S7	35	37	47	59	51
Lost Time Accidents (LTA) for sub-contractors	N°	S7	22	11	9	15	22
LTA frequency rate	LTA/million hours worked	S7	2.08	2.16	2.66	3.34	3.01
LTA severity rate	lost days/thousand hours worked	S7	0.10	0.94	0.12	0.56	0.09

(1) Ratio between the number of monitoring results exceeding the Umicore target value, defined for relevant hazardous substances, and the total number of monitoring results.

NOTES TO THE SOCIAL KEY FIGURES

S1 SCOPE OF SOCIAL STATEMENTS

In total, 92 consolidated sites are included in the HR related notes of the social reporting (S2 to S5).

This is 10 fewer than in 2016, mainly because of divestments. The largest impact came from the divestment of the Building Products business unit and the acquisitions in Catalysis.

The sites report full year data for the social indicators. The indicators presented are based on data from fully consolidated companies unless indicated otherwise.

The workforce-related indicators contain the data for the sites acquired from Haldor Topsøe. The other indicators however do not have these sites in scope, since they only joined Umicore in December. Workforce and other indicators for the divested sites of Building Products and Thin Film Products site in China are not included.

The historical numbers (2016 and before) were not restated.

S2 WORKFORCE

GROUP DATA

	UNIT	2013	2014	2015	2016	2017
Workforce (fully consolidated companies)	N°	10,190	10,368	10,429	9,921	9,769
Workforce from associated companies	N°	3,867	3,706	3,301	3,196	3,360
Employees men	N°	7,996	8,120	8,164	7,778	7,628
Employees women	N°	2,194	2,248	2,265	2,143	2,141
Full-time equivalent	N°	-	-	-	9,716	9,574
Employees < 30 years	N°	-	-	-	1,620	1,697
Employees between 30 and 50 years	N°	-	-	-	5,605	5,504
Employees > 50 years	N°	-	-	-	2,696	2,568
Temporary contracts	% of workforce	3.42	3.62	3.91	3.45	3.86
Women amongst all employees	% of workforce	21.53	21.68	21.72	21.60	21.92
Women amongst all managers	% of workforce	20.52	21.25	22.18	22.11	22.37
Women amongst senior management	% of workforce	8.70	8.33	9.49	9.09	6.77
Women in "business operations" management functions	%	-	-	-	14.27	15.55
Non-European representation in senior management functions	%	-	-	-	16.67	18.05

Workforce: Number of employees on Umicore payroll at the end of the period in fully consolidated companies.

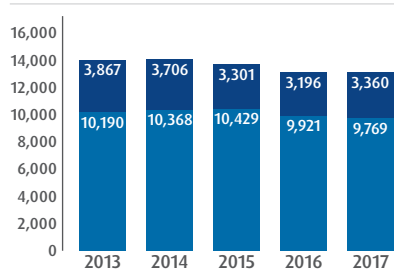
The number includes part-time and temporary employees but excludes employees with a dormant contract, employees on long-term illness and sub-contracted employees.

Temporary contract: Umicore employees with a temporary contract, included in the workforce of fully consolidated companies.

Full time equivalent: The FTE of a worker is calculated by dividing the actual working regime, hours, shifts by the regime, hours, shifts of a full-time worker at the end of the period in fully consolidated companies.

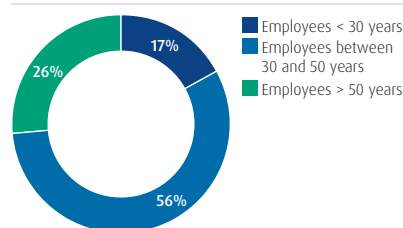
This applies to all hourly paid, monthly paid, managers and interns on Umicore's payroll at the end of the reported semester including part-time and temporary employees but excludes employees with a dormant contract (career interruption, maternity leave, parental leave, etc.), employees on long-term illness (country specific length of continuous absence) and early retirees.

TOTAL WORKFORCE

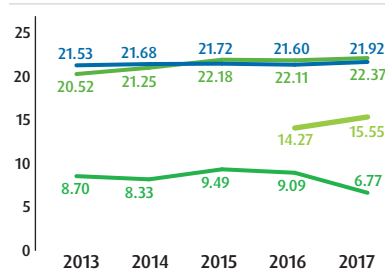


■ Fully consolidated companies
■ Associated companies

WORKFORCE – AGE SPLIT



WOMEN REPRESENTATION



■ Amongst all employees
■ Amongst all managers
■ Amongst senior management
■ In "business operations" management functions

TOTAL WORKFORCE

The total workforce increased by 12 employees to a total of 13,129. For the fully consolidated companies, the workforce decreased by 152 people to 9,769, mainly because of the divestment of Building Products. While the divestment of Building Products alone would have seen a larger decrease in workforce, business groups Catalysis and Energy & Surface Technologies saw growth to bring the reduction to a lesser number.

Amongst the associated companies there was an increase of 164 employees driven by organic growth in Element Six Abrasives.

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The FTE of 9,574 (consolidated) comes very close to the reported headcount of 9,769, illustrating that most of Umicore employees are working on a full-time basis.

TEMPORARY CONTRACTS

Temporary contracts as a percentage of the workforce of fully consolidated companies increased slightly to 3.86% in 2017.

GENDER SPLIT

The percentage of women was 21.92% as a proportion of the workforce of fully consolidated companies. It has remained in a narrow range of between 21% and 22% during the last six years. Women are more represented in administrative and commercial functions, compared to functions in the industrial operations.

GENDER SPLIT – SENIOR MANAGERS

While the total percentage of women employees has remained rather stable (see above), the percentage of women managers has shown a steady increase from 18.65% in 2010 to 22.37% in 2017. The percentage of women in senior management has decreased the last two years, resulting in 6.77%. We have set the ambition to reach 15% of women in senior management functions by 2020.

WOMEN IN “BUSINESS OPERATIONS” MANAGEMENT FUNCTIONS

To monitor career development, we have defined the notion of “business operations” management functions, referring to those in the fields of operations, sales and General Management. Within the senior management group, these functions represent 55% of the group, as opposed to 45% for the support functions.

As from the year 2016, we monitor the percentage of women in these “business operations” functions, because these functions seem to offer a clearer pathway into the senior functions. In 2017, the percentage of women within this management group employed in business operations functions rose to 15.55% compared to 14.27% in 2016.

NON-EUROPEAN REPRESENTATION IN SENIOR MANAGEMENT FUNCTIONS

As from 2016, we also monitor the percentage of non-European representation in senior management functions, as an indicator for diversity. In 2017, this percentage increased to 18.05% from 16.67% in 2016.

REGIONAL DATA

	UNIT	EUROPE	NORTH AMERICA	SOUTH AMERICA	ASIA-PACIFIC	AFRICA	UMICORE GROUP
Workforce (fully consolidated companies)	N°	5,782	858	685	2,182	262	9,769
Workforce from associated companies	N°	1,098	17	446	1,027	772	3,360
Employees men	N°	4,561	672	506	1,729	160	7,628
Employees women	N°	1,221	186	179	453	102	2,141
Full-time equivalent	N°	5,603.61	853.81	684.50	2,180.00	251.64	9,573.56
Temporary contracts	% of workforce	5.07	0.58	0.88	3.30	0.38	3.86

BUSINESS GROUP DATA

	UNIT	CATALYSIS	ENERGY & SURFACE TECHNOLOGIES	RECYCLING	CORPORATE	UMICORE GROUP
Workforce (fully consolidated companies)	N°	2,952	2,716	3,092	1,009	9,769
Workforce from associated companies	N°	0	917	0	2,443	3,360
Employees men	N°	2,359	2,118	2,557	594	7,628
Employees women	N°	593	598	535	415	2,141
Full-time equivalent	N°	2,924.67	2,709.88	3,061.37	877.64	9,573.56
Temporary contracts	% of workforce	4.51	4.34	2.94	3.47	3.86

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GENERAL OVERVIEW OF SITES AND EMPLOYEES

	PRODUCTION SITES	R&D TECHNICAL CENTRES	OTHER SITES	EMPLOYEES
Europe				
Austria	1			137
Belgium	3	1	1	2,898
Denmark	1	1		101
France	3		2	244
Germany	5 (1)	2	1 (1)	1,985 (366)
Ireland	(1)			(541)
Italy	1		2	80
Liechtenstein	1	1		83
Luxembourg			1	11
Netherlands	1			47
Poland	1		1	94
Portugal			1	5
Russia			1	7
Spain			1	4
Sweden	1		1 (1)	39 (8)
Switzerland			1	3
United Kingdom	1	(1)	3 (1)	44 (183)
Asia-Pacific				
Australia			1	9
China	5 (3)	1	5 (1)	906 (1,014)
India	1		1	71
Japan	2	3	2 (1)	174 (9)
Philippines	1			79
South Korea	3	2	2	744
Taiwan			2	21
Thailand	2		1	178
United Arab Emirates			(1)	(4)
North America				
Canada	3			226
Mexico			1	5
United States	9	2	3 (1)	627 (17)
South America				
Argentina	1			59
Brazil	4	1		626
Peru	(1)			(446)
Africa				
South Africa	1 (1)		1	262 (772)
Total	51 (7)	14 (1)	35 (7)	9,769 (3,360)

Figures in brackets denotes "of which associates and joint venture companies". Where a site has both production facilities and offices (eg Hanau, Germany) it is classified as a production site only. Some of our production sites and R&D | technical centres are located on the same site but are counted separately.

S3 PEOPLE ENGAGEMENT

GROUP DATA

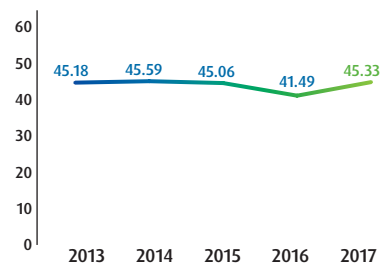
	UNIT	2013	2014	2015	2016	2017
Employees having a yearly appraisal	% of workforce	95.65	95.82	95.97	96.03	98.39
Average number of training hours per employee	hours/employee	45.18	45.59	45.06	41.49	45.33
Average number of training hours per employee – Men	hours/employee	45.82	48.09	45.32	42.38	46.53
Average number of training hours per employee – Women	hours/employee	42.26	39.76	47.39	38.28	41.01
Average number of training hours per employee – Managers	hours/employee	41.41	37.18	34.24	41.03	38.54
Average number of training hours per employee – Other employee categories	hours/employee	44.82	46.29	46.09	41.52	46.44
Voluntary leavers ratio	% of workforce	3.33	3.42	3.35	4.10	5.03
Voluntary leavers men	N°	253	273	280	309	404
Voluntary leavers women	N°	89	80	69	97	70

Training hours: Average number of training hours per employee, including all types of training (formal, training on the job, E-learning, etc.) in which the company provides support and which are relevant to the business unit or the company. The total number of training hours is divided by the total workforce of fully consolidated companies.

Voluntary leavers: Number of employees leaving the company of their own will (excluding retirement and the expiry of a fixed-term contract). This figure is related to the workforce from fully consolidated companies.

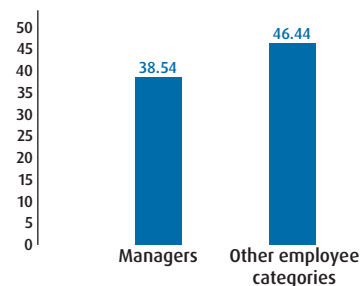
AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE

Hours/employee



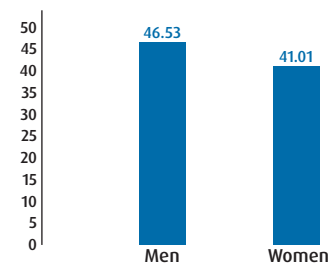
AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE CATEGORY

Hours/employee



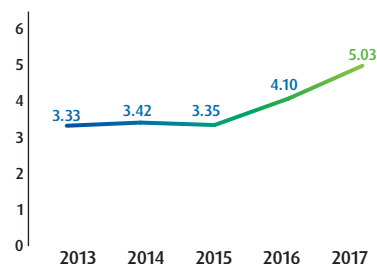
AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE – GENDER SPLIT

Hours/employee



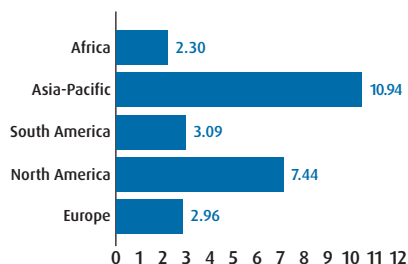
VOLUNTARY LEAVERS RATIO

%



VOLUNTARY LEAVERS RATIO

% of workforce



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REGIONAL DATA

	UNIT	EUROPE	NORTH AMERICA	SOUTH AMERICA	ASIA-PACIFIC	AFRICA	UMICORE GROUP
Average number of training hours per employee	hours/employee	39.02	39.15	72.57	58.55	29.87	45.33
Employees having a yearly appraisal	% of workforce	98.68	96.59	98.82	97.64	98.85	98.29
Voluntary leavers ratio	% of workforce	2.96	7.44	3.09	10.94	2.30	5.03

BUSINESS GROUP DATA

	UNIT	CATALYSIS	ENERGY & SURFACE TECHNOLOGIES	RECYCLING	CORPORATE	UMICORE GROUP
Average number of training hours per employee	hours/employee	45.22	49.06	43.63	41.02	45.33
Employees having a yearly appraisal	% of workforce	96.69	97.92	99.48	99.90	98.29
Voluntary leavers ratio	% of workforce	5.13	8.48	2.85	2.41	5.03

TRAINING HOURS

In 2017, the average training hours per employee reached 45.33 hours. This is an increase from 2016 and a return towards the average number of the previous years.

This increase is partially attributed to higher training efforts for the sites that are expanding and that need to make extra onboarding efforts for the newly hired employees.

Data shows that managers training hours (38.54 hours) are lower than for other employees (46.44 hours). This reflects the high efforts of on-the-job training for newly hired operators.

YEARLY APPRAISAL

In 2017, almost all employees (98.39%) from fully consolidated companies have an appraisal interview to discuss their development at least once a year.

VOLUNTARY LEAVERS

In the previous five years, the percentage of voluntary leavers has fluctuated between 3.2 and 3.8. The last two years the percentage increased to reach 5.03% in 2017. As was the case in previous years, significant regional differences can be observed with Asia Pacific reporting the highest turnover rate (10.94%) and Africa (2.30%) and Europe (2.96 %) the lowest. The high turnover rate in Asia Pacific is not unique to Umicore and can be explained by a highly competitive and fluid labour market in some of the growth markets.

VOLUNTARY LEAVERS - GENDER

14.77% of the voluntary leavers are women, which is lower than the 21.92% presence of women in the workforce of fully consolidated companies

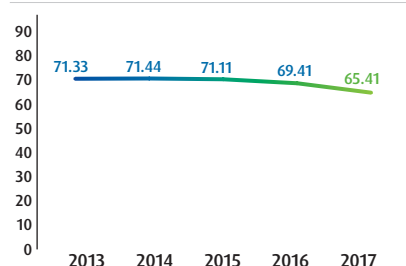
S4 EMPLOYEE RELATIONS

GROUP DATA

	UNIT	2013	2014	2015	2016	2017
Employees represented by union or Collective Labour Agreement (CLA)	% of workforce	71.33	71.44	71.11	69.41	65.41

EMPLOYEES REPRESENTED BY UNION OR COLLECTIVE LABOUR AGREEMENT (CLA)

% of workforce



REGIONAL DATA

	UNIT	EUROPE	NORTH AMERICA	SOUTH AMERICA	ASIA-PACIFIC	AFRICA	UMICORE GROUP
Employees represented by union or Collective Labour Agreement (CLA)	% of workforce	84.23	8.39	92.99	31.44	47.71	65.41

BUSINESS GROUP DATA

	UNIT	CATALYSIS	ENERGY & SURFACE TECHNOLOGIES	RECYCLING	CORPORATE	UMICORE GROUP
Employees represented by union or Collective Labour Agreement (CLA)	% of workforce	49.80	52.84	87.74	76.51	65.41

UNION AND COLLECTIVE LABOUR AGREEMENT

In total, 65.41% of Umicore employees belong to a trade union organisation and/or the level of their wages are negotiated through a collective bargaining agreement. On a regional basis, there are significant differences in union representation, with the highest representation in South America and Europe and the lowest in North America and Asia Pacific. The 2017 decrease is mainly attributed to the divestment of Building Products.

SUSTAINABLE DEVELOPMENT AGREEMENT

In 2007, Umicore signed a Sustainable Development Agreement with the International union IndustriALL, which was again renewed in 2015 for a period of four years. In this agreement, Umicore commits to a number of principles including: the banning of child labour and forced labour, recognising the right to its employees to organise themselves and to participate in collective bargaining.

All sites are screened internally each year. This screening showed that none of Umicore's sites demonstrated a particular risk of infringement in any of the principles of the agreement.

S5 CODE OF CONDUCT

Since 2011, Umicore has organised for the first time a systematic Group-wide internal reporting on Code of Conduct issues. In 2017 a total of 14 cases were reported, involving a total of 15 employees. The type of action taken varies from a warning letter to dismissal.

S6 OCCUPATIONAL HEALTH

All consolidated industrial sites where Umicore has operational control are included in the scope of the occupational health reporting. Compared to 2016, data of 11 sites are not reported anymore: Auby, Bray-et-Lû, Viviez (France, Building Products), Vilvoorde (Belgium, Building Products), Lyss-Wiler (Switzerland, Building Products), Gatterstädt, (Germany, Building Products), Bratislava (Slovakia, Building Products), Qingyuan (China, Thin Film Products), Suzhou TM (China, Technical Materials), Port-Elisabeth Young Park (South Africa, Automotive Catalysts). One site was added to the reporting scope: Rayong (Thailand, Automotive Catalysts). This brings the total number of reporting sites to 49.

The information in this note only relates to Umicore's employees. Data on sub-contractors' occupational health are not included. Additional information on Umicore's management approach on occupational health can be found in the corresponding section on pages 66-67.

GROUP DATA

	UNIT	2013	2014	2015	2016	2017
Exposure ratio "all biomarkers aggregated" ⁽¹⁾	%	2.6	1.8	2.3	3.2	2.7
Exposure ratio lead (blood) ⁽²⁾	%	0.9	1.0	0.8	0.5	0.5
Exposure ratio arsenic (urine) ⁽²⁾	%	1.6	1.1	1.3	2.0	1.0
Exposure ratio cobalt (urine) ⁽²⁾	%	10.7	7.3	8.7	9.0	6.0
Exposure ratio cadmium (urine) ⁽²⁾	%	1.0	0.6	1.1	1.4	0.7
Exposure ratio nickel (urine) ⁽²⁾	%	1.1	0.3	1.3	2.0	1.4
Exposure ratio indium (blood) ⁽²⁾	%	-	-	-	11.3	14.2
People with platinum salts sensitisation	N°	4	4	0	1	1
People with noise induced hearing loss	N°	3	5	2	4	0
People with contact dermatitis	N°	2	2	3	0	2
People with occupational asthma other than Pt-salts	N°	0	0	1	0	0
People with musculo-skeletal ailments	N°	5	14	7	7	8

(1) Ratio between the number of monitoring results exceeding the Umicore target value, defined for relevant hazardous substances, and the total number of monitoring results.

(2) The exposure ratio of a specific metal is defined as the ratio between the number of employees with a biological monitoring result exceeding the Umicore target value for that specific metal and the total number of employees exposed to that metal. The Umicore target values are based upon recent peer reviewed scientific data and regularly re-evaluated in the context of new evidence.

It is Umicore's objective to have by 2020 no exceedance for the biomarkers of exposure for the metals listed below. The following target values have been defined:

- **Cadmium:** 2 micrograms per gram of creatinine in urine.
- **Lead:** 30 micrograms per 100 ml of blood.
- **Cobalt:** 15 micrograms per gram of creatinine.
- **Indium:** 1 microgram per litre of plasma.
- **Arsenic and nickel:** 30 micrograms per gram of creatinine.
- **Platinum salts:** no new cases of platinum salt sensitization.

The number of occupational diseases is the number of employees with a newly-diagnosed occupational disease or occupationally linked symptoms during the reporting cycle.

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In 2017, a total of 5,389 biological samples were taken from employees with an occupational exposure to at least one of the metals mentioned above (platinum salts excluded). 145 readings showed a result in excess of the internal target value. This brings the total excess rate to 2.7%, down from 3.2% in 2016. All occupationally exposed employees are regularly monitored by an occupational health physician.

LEAD

Occupational lead exposure represents a potential health risk mainly in the business group Recycling. In total, 7 of the 1,294 occupationally exposed employees exceeded the target value of 30µg/100ml, bringing the excess rate for lead exposure to 0.5%, the same level as in 2016.

The majority of the excess readings were in the lead refinery at the Hoboken site (Belgium, Recycling). Besides a strict respiratory protection policy, an increased ventilation is implemented to further reduce exposures at the workplace. All workers are submitted to a detailed medical surveillance programme.

ARSENIC

Occupational exposure to arsenic is possible in the business groups Energy & Surface Technologies and Recycling. In total, 1 % of the 862 occupationally exposed had an excess reading during 2017 compared to 2.0% in 2016.

All workers occupationally exposed to arsenic are submitted to a medical surveillance programme to closely follow-up their health condition.

COBALT

In total, 1,008 employees are occupationally exposed to cobalt, mainly in the business group Energy & Surface Technologies. The number of employees exceeding the target value was 60, resulting in an excess rate of 6%, down from 9% in 2016. In the business unit Rechargeable Battery Materials, the number of exposed people rose by more than 25%. Despite this, we noticed a significant decrease in excess readings in this business unit from 49 in 2016, down to 20 in 2017.

During the past year, the sites in Cheonan (Korea, Energy & Surface Technologies) invested a lot in improved ventilation systems as well as further improving compliance with respiratory protection programmes and housekeeping measures. Against this, the excess readings at the business units Cobalt & Specialty Materials increased from 28 in 2016 to 40 in 2017. This was mainly caused by increased exposures at the sites in Olen (Belgium, Energy & Surface Technologies) and Fort Saskatchewan (Canada, Energy & Surface Technologies). The business unit has developed an action plan focusing on technical improvements, housekeeping and personal behaviour of workers to again decrease the exposures.

For workers exposed to cobalt, both business units Cobalt & Specialty Materials and Rechargeable Battery Materials have implemented Umicore's occupational health guidance for cobalt, including biological monitoring and medical surveillance.

CADMIUM

Occupational exposure to cadmium represents a potential health risk in the business groups Energy & Surface Technologies and Recycling. Cadmium in urine is an excellent biomarker for lifetime exposure. In 2017, a total of 454 employees had an occupational exposure to cadmium.

Only 3 employees recorded a cadmium in urine reading in excess of the target value, compared to 7 in 2016. This resulted in an excess rate of 0.7% compared to 1.4% in 2016.

NICKEL

The business groups Energy & Surface Technologies and Recycling have occupational exposure to nickel. In 2017, a total of 1,447 employees were exposed to nickel. In 2017, 20 of the exposed workers exceeded the target level resulting in an excess level of 1.4%, compared to 2% in 2016.

A decrease in nickel excess readings was observed for the site in Jiangmen (China, Energy & Surface Technologies) and the sites in Cheonan (Korea, Energy & Surface Technologies), comparable to the decreases in cobalt exposures (see above).

The site in Wickliffe (USA, Energy & Surface Technologies) noticed 14 excess readings. This site only participated for the first time in the biological monitoring evaluation. These results helped the site to further refine their dust management programme including ventilation systems improvements and personal protective equipment programmes.

All workers exposed to nickel are submitted to a medical surveillance programme.

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INDIUM

Recently peer reviewed literature clearly demonstrates that occupational exposure to indium and indium tin oxide may result in health effects mainly at the level of the respiratory tract. Umicore contributed to this improved scientific knowledge through its collaboration with the National Institute of Occupational Safety and Health (NIOSH, USA) who conducted a health hazard assessment programme (2012-2016) at the site in Providence (USA, Energy & Surface Technologies). Based upon these scientific data, Umicore defined a target level for indium in plasma of 1 microgram per litre of plasma. Indium in plasma is a biomarker of lifetime exposure.

In 2017, 324 employees were occupationally exposed to indium, of which 14,2% had an excess reading for indium in plasma. These results were all observed at the site in Providence (USA, Energy & Surface Technologies). Over the past years, the NIOSH evaluation confirmed that significant workplace exposure reductions were achieved at the site while also detailed medical surveillance programmes were put in place. At the end of 2017, activities at the site were discontinued.

PLATINUM SALTS

The business groups Catalysis and Recycling have workplaces with exposure to platinum salts.

In 2017, we had 1 newly diagnosed employee with a platinum salt sensitisation at the site in Port Elisabeth (South-Africa, Catalysis). All workers exposed to platinum salts are monitored through an occupational health programme following a Umicore health guideline and regularly checked for platinum salt sensitisation.

OTHER OCCUPATIONAL RELATED DISEASES

In 2017, 2 employees were diagnosed with an occupationally induced contact dermatitis and 8 developed a musculoskeletal disorder due to their occupation. All people concerned are followed by an occupational health physician.

In 2017, the medical departments of the Umicore sites in Belgium together with the human resources organisation developed and implemented a programme to raise awareness on burn-out. Over the past years, Umicore has been confronted with several burn-out cases which led to long-term sickness periods with impact on both the individual and the organisation. The action plan consists of primary prevention of burn-out combined with early recognition of symptoms and case management support. Concrete actions included awareness campaigns via leaflets, workshops and information sessions and training for supervisors. Similar programmes have been implemented at Umicore sites in other countries such as Germany.

S7 OCCUPATIONAL SAFETY

In total for 2017, 91 consolidated sites, of which 54 are industrial sites, are included in the safety reporting. This number also includes commercial offices but excludes the sites of the divested business unit Building Products.

Additional information on Umicore's management approach on safety can be found in the corresponding section on page 66.

The Umicore information in this note only relates to Umicore's employees. Data on sub-contractors' occupational safety are reported separately. It is Umicore's objective to have zero lost time accidents by 2020.

GROUP DATA

	UNIT	2013	2014	2015	2016	2017
Fatal accidents	N°	0	2	0	1	0
Fatal accidents sub-contractors	N°	0	0	0	0	0
Lost Time Accidents (LTA)	N°	35	37	47	59	51
Lost Time Accidents (LTA) sub-contractors	N°	22	11	9	15	22
LTA frequency rate		2.08	2.16	2.66	3.34	3.01
Calendar days lost	N°	1,726	16,122	2,134	9,848	1,590
LTA severity rate		0.10	0.94	0.12	0.56	0.09
Recordable Injuries (RI)	N°	146	112	148	127	138
Recordable Injuries frequency rate		8.67	6.53	8.38	6.78	8.15
Ratio N° of sites with no LTA/total N° of sites reporting	%	79	84	84	84	84
Sites OHSAS 18001 certified	%	32.8	40.0	36.6	41.7	51.0

Umicore employee: a person belonging to Umicore's total workforce. A Umicore employee can be a full-time, part-time or temporary employee.

Sub-contractor: a person not belonging to Umicore's total workforce, providing services to Umicore in one of its premises under terms specified in a contract.

Fatal accident: a work-related accident with fatal outcome.

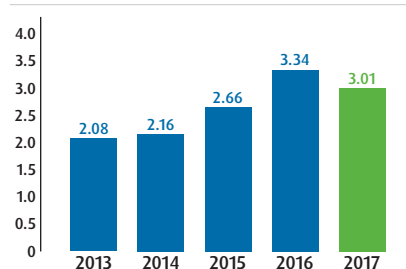
Lost time accident (LTA): a work-related injury resulting in more than one shift being lost from work.

Recordable injury (RI): a work-related injury resulting in more than one first aid treatment or in a modified working programme but excluding lost time accidents.

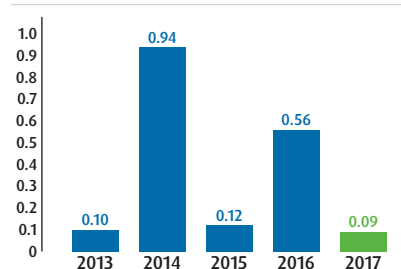
Frequency rate: number of lost time accidents per million hours worked.

Severity rate: number of lost calendar days due to a lost time accident per thousand hours worked. Accidents to and from work are not part of the scope of the safety data.

FREQUENCY RATE



SEVERITY RATE



SOCIAL STATEMENTS

REGIONAL DATA

	UNIT	EUROPE	NORTH AMERICA	SOUTH AMERICA	ASIA-PACIFIC	AFRICA	UMICORE GROUP
Lost Time Accidents (LTA)	N°	43	3	0	5	0	51

BUSINESS GROUP DATA

	UNIT	CATALYSIS	ENERGY & SURFACE TECHNOLOGIES	RECYCLING	CORPORATE	UMICORE GROUP
Fatal accidents	N°	0	0	0	0	0
Lost Time Accidents (LTA)	N°	4	12	34	1	51
Calendar days lost	N°	106	320	1,157	7	1,590

In 2017, a total number of 51 lost time accidents were recorded, compared to 59 in 2016. This resulted in a frequency rate of 3.01, down from 3.34 in 2016, and in a severity rate of 0.09. The number of reported recordable injuries increased from 127 in 2016 to 138 in 2017. The recordable injury frequency rate for 2017 was 8.15 compared to 6.78 in 2016.

A total of 22 lost time accidents were registered for contractors compared to 15 in 2016.

During 2017, 84% of the reporting sites operated without a lost time accident, the same percentage as in 2016. 51% of the sites were certified using the occupational health and safety management system OHSAS 18001, compared to 42% in 2016.

43 lost time accidents, or 84%, of the total number of lost time accidents, occurred in Europe. Of these, 30 lost time accidents occurred on Belgian sites and 10 on German sites. The Americas accounted for 3 accidents and 5 accidents happened on Asia-Pacific sites.

In 2017, the business group **Catalysis** recorded 4 lost time accidents, all in the Automotive Catalysts business unit. Besides continued technical improvements, the business unit Automotive Catalysts continues the SafeStart® behavioural safety programme in all its operating sites. This program focuses on both habitual and unintentional safety behaviour. All Automotive Catalysts production plants are required to be certified against the OHSAS 18001 management system. At year-end, the sites in Port Elizabeth (South Africa), Tsukuba and Himeji (Japan) had operated over 5 years without a lost time accident or recordable injury to Umicore staff and no lost time accident to contractors on site. The site in Rayong (Thailand) recorded more than 3 years (including the site construction) without a lost time accident or recordable injury to Umicore staff and no lost time accident to contractors on site.

The business group **Energy & Surface Technologies** recorded 12 lost time accidents, of which 4 were in the business unit Cobalt & Specialty Materials, 4 in the business unit Rechargeable Battery Materials, 3 in the business unit Electro-Optical Materials and 1 in the business unit Electroplating. The increase in number of lost time accidents in the business unit Rechargeable Battery Materials falls together with the increase of newly hired employees at the site in Cheonan (Korea) as part of their expansion programs. The business unit has taken proper action to reinforce its in-house developed safety leadership program based on a behaviour observation and risk intervention techniques. The business unit Cobalt & Specialty Materials continued a similar risk awareness and competency programme in several of its sites. The site in Dundee (UK) has been recognised for its excellent and sustained safety performance, recording at least 10 years with no lost time accident or recordable injury to Umicore staff and no lost time accident to contractors. Beijing (China) and Tsukuba (Japan) operated more than 5 years without lost time accident and recordable injury to Umicore staff and lost time accidents to contractors. The site in Balzers (Liechtenstein) operated more than 3 years without lost time accident and recordable injury to Umicore staff and lost time accident to contractors.

The business group **Recycling** had 34 lost time accidents. The business unit Precious Metal Refining recorded a disappointing safety performance with 23 lost time accidents. In 2017, to reverse the poor safety performance, the site management has launched the Safety@ Precious Metals Refining campaign. Main pillars consist of passion for safety, caring for each other and teamwork. The aim is to develop and maintain a safety culture where everybody spontaneously cares for his or her safety as well as their colleague's safety. The campaign is supported by practical actions in which all employees participate. The business unit Jewellery & Industrial Metals recorded 6 lost time accidents, while the business unit Technical Materials had 4 lost time accidents. At the end of 2017, the site in Vicenza (Italy) operated more than 5 years without a lost time accident or recordable injury to Umicore staff and no lost time accident to contractors on site.

One lost time accident occurred in general services and corporate offices including Group Research & Development.

S8 PROCESS SAFETY

In 2017, Umicore's Group-wide process safety project was finalized. Main results included the approval and publication of all the process safety standards and guidelines, the development of a tailor-made software to perform process safety risk analyses, and process safety assessments of all the critical sites. With the closing of this project, process safety has become a structural Group EHS management activity with the main objectives to follow up on and support the sites with the implementation of the process safety management elements, to ensure the quality of process risk assessments and to animate a Group-wide process safety network. New initiatives in this context are the full integration of process safety into the EHS compliance audit program and the development of a dedicated three-day HAZOP leader training, with first training sessions already given in Brazil and Belgium.

Group-wide leading and lagging process safety indicators have been defined for future reporting.