SOLVAY Connects

- Solvay Board Visits the UK
- Manufacturing Excellence
- Solvay Safety Days
Welcome to the autumn edition and the final printed copy of Solvay Connects, following Solvay’s decision to embrace the digital revolution. Later, on page 14, we reflect over ten years of publication.

We feel very proud to feature Solar Impulse on the front cover of our farewell issue, following the successful completion of its Round-the-World flight – see page 3 for more details.

In September, we were delighted to receive a visit from the Solvay Board of Directors to our sites in Oldbury, Wrexham and Heanor which is featured on page 4.

Starting on page 6, Warrington site has been busy with the Manufacturing Excellence Programme whilst sponsoring the Solvay-Priestley Science Conference and hosting visits for guests from Russia and Singapore.

A report on a Quality Diagnostic at Halifax starts on page 9, followed by news from Oldbury which includes a Golden Service Anniversary for Roger Whitehall – wow! Details of the Safety Days and contractor safety awards, that have been held so far, are on page 12, with Halifax’s to follow.

Once again, all sites have been very busy in the community with various charity fundraising events; see our achievements on pages 16, 17 and 18, from climbing Snowdon to baking cakes.

Finally, I do hope that you enjoy reading Issue 36 of Solvay Connects, it has been our pleasure to produce it for you, and we hope you will continue to stay in touch with Solvay via our websites www.solvay.co.uk and www.solvay.com.

JULIE HITCHIN
Editor
Solvay celebrated extraordinary success in July, as Solar Impulse 2 (see front cover) completed its round the world flight

Here are some interesting figures of how it was achieved, along with a letter from our CEO, Jean-Pierre Clamadieu.

Key figures

- Partnership between Solvay and Solar Impulse: 12 years
- Components made from Solvay products on board: 6,000
- Solvay products on board: 15
- Cockpit: 3.8 m²
- Wingspan: 72 meters (Airbus A380 = 79.62 meters)
- Weight: 2.3 tons
- Batteries: 630 kg
- Engines: 4 x 15.5 = 70 HP
- Photovoltaic cells: 296 m²
- Supported temperatures: between +45°C and -35°C

26 July, 2016

Dear colleagues,

Solar Impulse completed its Round the World flight today, after 12 years of an exceptional adventure. On behalf of us all, I have thanked the pilots Bertrand Piccard and André Borschberg for these 12 extraordinary years, marked with dreams, challenges, large and small technological victories.

This project was particularly exciting to us because it echoes our Group’s mindset: being pioneers who contribute to make the impossible possible.

The story is not over, because the technologies implemented by Solar Impulse are facing a bright commercial future. In addition, we will continue our efforts to promote clean technologies.

Our Group aspires more than ever to remain a bridge between science and sustainable progress. Yes, we can ask more from chemistry!

Jean-Pierre Clamadieu
Chief Executive Officer

Visit our website: www.solarimpulse.com
Regional UK Visit

We were delighted to receive a visit in September from the Solvay SA Board of Directors and other senior executives to our sites in Oldbury, Wrexham and Heanor.

The Board chooses a region to visit each year so that they have the opportunity to see a selection of sites and interact with employees. This year, the Board chose to visit the UK. This was driven primarily by the desire to see the Composite Materials sites at Wrexham and Heanor, acquired from Cytec at the end of last year. Oldbury was also included in the tour to show how the site has integrated into the newly created Technology Solutions GBU.

The visitors included Jean-Pierre Clamadieu, Solvay’s CEO; Roger Kearns, a member of the Executive Committee, and fifteen representatives from the Solvay Board of Directors, which includes members of the founding Solvay family, as well as respected people from industry and academia.

The tour started at Oldbury, in the West Midlands, where Melvin Dawes, UK Country Manager, and Nathan Mills, Oldbury Site Director, welcomed the Board to the UK. Mike Radossich, President of the Technology Solutions GBU, presented an overview of the GBU, and Nathan described the site, which manufactures a range of phosphorus derivatives for various industrial markets. The Directors were split into three groups and shown key areas of the site. These included the Phosphine and THPS Unit, the Kilo Lab, the Pilot Plant, the new Combined Heat and Power Unit and the Maintenance Workshop. At every stop on the tour, colleagues were on hand to give a thorough explanation of processes and answer any questions.

The next site to be visited was at Wrexham, where Bill Wood, President of the Composite Materials GBU, gave a presentation on the
Composite Material Business. Ben Moore, Wrexham Site Manager, presented an overview of the Wrexham site which focusses its activities on the manufacture of composites for the aerospace industry. The Board then visited key areas of the site, including the Manufacturing Plant, the Research & Innovation Labs, and the new Adhesives Manufacturing Facility, which is currently under construction and represents a sizeable £65m investment in best-in-class process technology. This new facility will create around 50 new, highly skilled jobs and will deliver adhesives for joining composite materials.

The Board then retired to a local hotel where a number of representatives of other Solvay UK businesses, including the Warrington and Halifax sites, joined them for dinner.

The following day, the Board parted early for their final site visit to Heanor, in Derbyshire, the location of the main Solvay UK site focussing on composite materials for the automotive industry. Presentations were made to the Board, including one by Carmelo Lo Faro, Head of the Industrial Business Line, within the Composite Materials GBU. Carmelo shared his vision for the future of composite materials within the serial automotive industry. The Board then toured the new Heanor Application Centre – the Industrial Materials Research & Innovation Centre – which opened in late 2015 at a cost of £10m.

At the end of a busy, two-day visit, the Board departed, having significantly increased their understanding of the UK operations and the people who run them. On departure, Mr Clamadieu thanked the Solvay UK team. “Let me once again thank all of you for the very successful Board trip that took place in the UK during the last couple of days,” he said. “We were all impressed by the competencies, the professionalism, the commitment and the enthusiasm of the teams we met,” he added.

The world is full of uncertainty at the moment; the prospect of Brexit has raised lots of questions about the future of the UK as an economic giant. We were very proud to have had the opportunity to show to our Board that the UK remains open for business and that we see a bright future ahead, notwithstanding the bumps in the road that Brexit will inevitably create.

My thanks to not only everyone who worked hard in the organisation of this UK Board trip, but also to all of you for all the efforts you put in every day to make Solvay UK a success, not just today, but in laying the foundations for success for many years to come.

Melvin Dawes
UK Country Manager
Wayne Myers, Ian Murdoch, Sam Hardie and John Knight have attended training fora at 4 other peroxide plants to learn about excellence methodologies to be applied back on site. This has resulted in small but significant changes to the way we go about things at Warrington. Several “whiteboards” have appeared and short daily meetings are held in most departments to measure ourselves against expected daily results and, of course, to review safety and environmental performance. There has also been a big improvement in the tidiness and cleanliness of areas of the site thanks to “5S” housekeeping initiatives, and some brainstorming sessions to ensure we implement the ideas of all our colleagues. Well done to everyone for this.

In June we implemented our first TIP or Tactical Improvement Plan. This is a site action plan for the next 3-4 months, and it acts as a contract with our business leaders in Brussels to ensure we deliver on what is agreed. The ME team regularly monitors progress with Craig and his Senior Team against the 4 key site objectives and a weekly “TIP update” is sent out to keep everyone up to date.

So TIP 1 has now been closed, with nearly 65% of all actions completed on schedule and a further ~15% in progress. We held a short celebration for this achievement for everyone in October with Tippapol Kanchananut, Peroxides ME leader. As a token of recognition a small gift was given to all manufacturing employees by Craig to thank them for their efforts.

During the transformation we have learned much from our sister sites in Europe and gained cultural insight into the way things work in Belgium, Netherlands and Finland. In November Forum 6 will be held in Warrington, and will also include colleagues from “Wave 2” sites in Italy, Portugal and Germany. Our country may be leaving the EU, but in Warrington we are still at the heart of Europe!
More than 60 students from four Warrington schools attended Priestley College in July for the 5th annual Solvay Science Conference. The students, from Sir Thomas Boteler High School, St Gregory’s High School, Cardinal Newman High School and Beamont Collegiate Academy, were set a number of scientific challenges and also received a tour of the college and presentations about career opportunities within the chemical industry from Solvay employees.

**Solvay Science Conference**

Jan Costello, Director of STEM at the College, welcomed the students and encouraged them to participate enthusiastically in the day’s activities in order to gain full value from this unique opportunity. The students were then divided into teams to complete the science-based activities, assisted by college students and Solvay employees.

Warrington Mayor, Councillor Faisal Rashid, encouraged the students to pursue their dreams and explained that, in his view, Warrington is an exciting town to live, study and develop successful careers. Councillor Rashid has a goal to see Warrington flourish and the town needs enthusiastic young talent to make this goal a reality.

Solvay volunteers Cat Andrews, Sophie McQuillian and Lauren Dunn then shared their experiences with the students and discussed potential opportunities within the science community.

After another successful conference, organiser Shahida Khanam said: “It was an opportunity for us and for the pupils to interact with local industry. We hope those who took part will be inspired to pursue science in the future either in education or in a career.”

**Priestley Student Awards evening**

Martin Griffiths presents Phoebe Priestley with the Solvay Chemistry Prize

Warrington Mayor, Councillor Faisal Rashid
Warrington recently hosted a Responsible Care seminar attended by counterparts from Russia. Two members of the Russian Chemists Union (RCU) were joined by twelve employees from Sibur, a Russian petrochemical company which has links with Solvay.

RCU has been a member of the international Responsible Care Leadership Group since 2007, and has a number of mature programmes in place. Sibur Holdings Ltd joined the Responsible Care programme in 2014. The purpose was to share management of safety, health and environment experience.

The seminar was organised in response to a request made by the RCU and Sibur to Hans-Jurgen Korte, Solvay’s representative on the European Responsible Care Committee. The programme was led by Site Director Craig Barraclough and we were pleased that Laurent Sapet, Pierre Coërs (from Solvay’s corporate team based in Belgium and France) and Phil Scott (Chemical Industries Association Safety Director) were able to join us. All contributed to a detailed agenda and site tours enabled the visitors to see the Solvay management systems in practice. Discussions focused on risk assessment, work permits, audits and performance monitoring. Igor Kukushkin, Vice President of RCU, and Aleksandr Artemev, manager of the Sibur plant, both gave presentations and viewpoints from their respective positions in Russian industry.

Craig Barraclough said, “I see being asked to host such a meeting as very positive for the Warrington site and the exchange of safety improvement ideas will benefit both companies”. Phil Scott said, “The visit of our Russian colleagues is a fantastic example of how Responsible Care can help share safety best practice. We got over any challenges – language and continual translation being one! – and got on with sharing the best ways of managing safety, health and environment in a collaborative, open and constructive atmosphere. RCU, Sibur, Solvay and CIA showed we all have things to learn from each other, there’s always a slightly different approach worth trying.”

The Health and Safety Executive conducted a Mechanical Integrity site inspection in June as part of their intervention plan. They were accompanied by counterparts from Singapore who wanted to understand how the COMAH (Control of Major Accident Hazards) regulations are implemented in the UK. The audit findings were very positive, the new maintenance Key Performance Indicators were praised, as was the implementation of the new Written Schemes of Examination for safety critical equipment.
A quality diagnostic has been conducted at Solvay Halifax to help it ensure that it works in line with its Manufacturing Excellence (ME) programme and delivers 100 percent customer satisfaction,

Members of the Corporate Excellence Team, quality managers from other sites and members of the Global Business Unit (GBU) carried out the process during a week of investigations at the site.

They analysed processes and equipment capabilities, and processes and equipment reliability. They also interviewed all employees on site to gain a better understanding of the situation.

From these investigations, several areas of focus were identified in line with the three main pillars of Manufacturing Excellence: process improvement and robustness on the technical axis; specific KPIs to better monitor deviation from the performance management pillar, and the use of a control card to widen employees’ involvement on the mindset and behaviour axis. A dedicated product quality role will also be created to help drive change.

Guillaume Peron, Site Director at Solvay Halifax, said: “The quality diagnostic has been immensely useful in helping us to identify the key areas that we need to focus on as well as a methodology in order to achieve 100 percent customer satisfaction.

“We are committed to implementing the required changes and enabling the site to produce the highest quality products in a reliable and robust way.”

Stainland Cricket Club sports new kit, thanks to Solvay Halifax

Solvay Halifax has given Stainland Cricket Club a boost by sponsoring kit for both junior and senior players.

The cricket club, which was established in 1884, has 60 members aged from nine upwards. It practises at the Stainland Memorial Ground in Halifax and its senior section plays in the Halifax T20 League and the Huddersfield Evening League.

Brian Evans, Chairman of Stainland Cricket Club, said: “We are very grateful to Solvay Halifax for their generous sponsorship of our new kit. It’s a huge boost for the players and they are delighted with it.”

Guillaume Peron said: “Stainland Cricket Club has been part of the community for many years and continues to play an important role in enabling all kinds of people to enjoy the sport. We’re very pleased to help them by sponsoring their new kit.”

Junior members of Stainland Cricket Club with back row (L-R) Ian Batchelor, Guillaume Peron and Dan McGregor
More than 100 employees participated in a site-wide meeting in June to roll out the Oldbury Site Vision and Mission. It is undeniable that over the past years the Oldbury site has been managing a difficult transition away from commodity derivatives towards high-value specialty products that deliver profitable growth. However, during difficult times it is critical that the site maintains a focus and hope for the future. The Vision and Mission not only apply to all of us at the Oldbury site, but have also been developed by all of us through both formal feedback sessions as well as informal discussions across site. The Vision and Mission as well as graphics capture the unique aspects of the Oldbury site and identify the behaviours necessary for us to reach our vision and continue manufacturing our future.

OLDBURY VISION
Proud to be a safe successful and innovative manufacturing site serving diverse markets.

OLDBURY MISSION
- We are one team working together to create a safe, simple, cost effective operation
- We challenge ourselves to find more flexible, effective ways of working
- We forge links with the business and research teams to anticipate future needs
- We rapidly respond to changes and capture opportunities
- We communicate clearly and transparently
- We ensure everyone has the skills and knowledge needed for the future
- We present ourselves and the site in a way that reflects Oldbury’s vision.
Roger Whitehall, who is a Team Leader on the Phosphine Plant at Oldbury, celebrated 50 years of working at the Oldbury site on 5 September 2016.

Golden Service Anniversary for Roger Whitehall

After leaving school at the age of 16, Roger became an Apprentice Chemical Operator for Albright & Wilson, which later became part of Rhodia UK Limited before joining the Solvay Group in 2011.

Since starting his career in 1966, Roger has held a number of different chemical operator jobs on site and has worked on the phosphine plant since it was commissioned in 1980.

To mark his long service, Iain Sayer, Operations Manager, highlighted that when Roger started working Yellow Submarine by the Beatles was the number 1 song on the charts and that laptop computers and mobile phones were decades away. Site Director Nathan Mills and HR Manager Alastair Cox then joined Iain to present Roger with a certificate and commemorative medal to mark this milestone in Roger’s career.

Roger said: “Having worked on this site since leaving school, it has played a huge part in my life and I am very attached to it. It is a great place to work and I am proud to celebrate my 50th anniversary here.”
Safety Days

Safety days were recently held by Warrington and Oldbury sites with Halifax’s due in November

Warrington

The second of two safety days was completed in September. We were pleased to welcome Isabelle Gubelmann-Bonneau, her strategic marketing team and many of the sales team who do not get the chance to visit our site very often.

The sessions were varied, comprising:

• Defensive Driving
• Mindfulness and Wellbeing
• Manual Handling
• 5S – organising safety and efficiency in the workplace
• Positive Safety Discussions – data review.

Feedback was very positive and we hope that everyone enjoyed the day and picked up some useful hints and tips in each of the sessions they attended.

Our site contractors also attended the days and safety certificates were presented to representatives of Sodexo, Bilfinger, D&M, Altrad NSG and Denca (pictured right). These recognised the contract companies’ contribution to the completion of over 500 days, by employees and contractors, without a Medical Treatment Accident.

Many thanks to our external providers – Junction 17 Defensive Driver Training Limited, Dr Anne Kennedy of Mindfulness Matters UK and Kevin Hadley from Solvay, Oldbury for participating and sharing their expertise.
Well-being, self-preservation and PPE selection and use were key themes at Solvay Oldbury’s annual Safety Day in September. The morning’s events included presentations on topics ranging from mobility and healthy eating to the new PPE Matrix.

Demolition of the Warrington PCS plant, which was closed in 2014, started earlier this year. J Bryan Victoria (JBV) is the principal contractor and they are making good progress in a programme which will run into 2017. We are delighted to report that they have so far completed 5 months on site without any accidents. JBV have an employee-recognition programme designed to promote safe behaviour which Solvay is pleased to support. As part of this programme, employee awards are issued every month; Craig Barraclough is pictured presenting a monthly award to JBV employee Lee Edgar.

In the afternoon, staff were challenged to build the tallest tower, using paper clips, straws and other items, in a teambuilding event.

The day finished with a round-up of the activities from site director Nathan Mills.
Looking Back

10 years, 36 editions, 8 sites and 14 site directors. If a week is a long time in politics, imagine how much has changed in the 10 years that we have been producing Solvay Connects.

This is our 36th edition and Solvay has decided to embrace the digital revolution so that this will be our final printed magazine. We hope you will continue to stay in touch with Solvay via our websites www.solvay.co.uk and www.solvay.com. Individual sites will also continue to produce newsletters. We thought we would take a step back in time and pick up a few highlights of the past 10 years.

2007
Jorge Oliveira launched the first Solvay Connects magazine

2008
AO 50th Anniversary, Warrington

2008
Solvay Caprolactones Business sold to Perstorp

2009
Sale of Solvay Healthcare
2011
Acquisition of Rhodia by Solvay

2013
Solvay’s 150th Anniversary Celebrations – picture shows Halifax celebrating with a safety focus

2015
Sale of Solvay Specialty Chemicals, Lostock

2016
Acquisition of Cytec by Solvay

Solar Impulse ‘Round the World’ flight
A team of 15 people battled gale force winds and rain, as they attempted to climb Snowdon. The soaking wet team bravely made their way up the mountain and went as far as they could before being told by the Mountain Rangers to turn around as the winds had reached gusts of 70mph. As we know, safety is paramount, so the attempt had to be called off.

The team returned to the car park disappointed in not achieving their ultimate goal but safe. However, the experience only served to make some of them even more determined to get to the very top of Snowdon. A very well done to Charles Hull for organising the event with his fellow-climbers Andy Hull, Neil Simpson, Ian Lynch, Dave Gallimore and his son, Clare Longden, Ian Murdoch, Phil Regan, Vanessa Parker and her husband Andy, Diana Anderson and her husband Robert and to Andy Piercy and his son Mason.

Some climbers wanted to go back and try again and, thanks to better weather the following week, Phil Regan reached the Snowdon summit with his wife Lisa and then Andy Piercy, who is one of our electrical contractors, and his son Mason achieved it the following weekend.

Here’s Andy and Mason’s story...

We set off for Snowdon on a Saturday evening with the back of the car set up as our bed; we had had our tea out and got to a lay-by and settled down for the night. We were telling each other ghost stories but eventually got to sleep; although during the night I was woken by a thunder and lightning storm! Fortunately, by 6am, we woke to a nice sunny day and after a wet-wipe wash we got changed and drove to the car park for our adventure up Snowdon.

It was nice and sunny going up, in fact we had to take some layers of clothing off, but the views were stunning. We were passing people going up and having a chat, then near to the top the cloud was getting thicker and we reached the top in a bit of a drizzle. We were both excited to get the Solvay flag out and some photos taken. Mason then got his Liverpool scarf out, with some cheers and boos from the other walkers, and held it high.

For our descent, we set off down the PYG
trail and walked as far as the turning to the MINERS’ trail. We then emerged out of the cloud and the view was stunning again. We were going well until Mason decided he wanted to do a forward roll on the rocks, but his foot got stuck and he lost his balance! I hadn’t seen it as I was in front but I took the mickey out of him until I realised he had cut his knee. He sat on a rock, brushed himself down, looked at his knee and said ‘come on dad let’s carry on’. We walked down the trail to the big lake heading towards the car park where we both knelt down and kissed the floor.

We had done the Snowdon Challenge! What a team! Not bad for an 11 year old lad and his dad and we raised £132 between us for WDP. Thanks for all your support.

The Charity golf day, organised by Paul Monks and Dave Gallimore, held at Birchwood Golf Club was a major success raising around £1000 for Warrington Disability Partnership. The afternoon weather was kind and everyone who attended had an enjoyable day. Thank you and well done Paul and Dave.

Wrexham Baking Day

Being part of the employee engagement team at Wrexham this year I was asked to take charge of the charity events for 2016. There have been many charity events in the past but the most memorable for me was the “Bake a Cake Day” which had raised a massive £370.12 in 2015. Myself and Aled Williams wanted to make it bigger and better, not that we are competitive or anything, and were determined to push this to the limit to benefit national Cancer charities.

The day started slowly as even I didn’t want to eat cake that early... did I? Needless to say, the cakes went down a treat and barely lasted the whole day. We raised a total of £382.60 eclipsing the previous total. There was a ballot, from the participants, to choose the best cake which went to first-time baker Heather Weigh; that cake will be hard to beat next year!

JASON WILLIAMS R&I Department
Solvay Oldbury hosts charity coffee morning

Current and retired staff, contractors and visitors helped Solvay Oldbury raise £1,313 in October for Macmillan Cancer Support’s annual ‘World’s Biggest Coffee Morning’. This was the eighth time that Solvay Oldbury has supported the initiative by hosting its own coffee morning and it has raised nearly £7,000 in total over the years.

Coffee, milk, sugar and cups were donated by Solvay’s caterers, Wilson Vale, and its resident chef manager, Omar Salmon; while cakes were supplied by staff, their wives, children and other family members.

By guessing the name of the cuddly toy, employees and others at Warrington site raised £35 for Lennox Children’s Cancer Fund’s Memory Making Holidays. www.lennoxxcf.org.uk

The lucky winner of Monty bear was Sharon Powell.

The IDEAS Scheme at Warrington gives employees the option to choose gift vouchers as a reward or to donate them to charity. Kay Sheakey (above right) recently donated her vouchers to St Rocco’s Hospice and went along to see how her contribution had helped. Thanks to Kay’s generosity, the patients at St Rocco’s are now benefitting from comfy outdoor seating pads and cushions for the garden area and some indoor soft furnishings.
Long Service Site Tour and Dinner

The Warrington site Long Service Dinner was held on 14th October. During the day a group of pensioners visited the site for refreshments and a catch up followed by a site tour.

For the evening event a new venue was chosen, the Masonic Hall in Warrington, which proved to be very popular. There was a good turnout of 80 past and present employees from Laporte, Solvay and Perstorp and everyone enjoyed catching up with old friends. A raffle and an auction for a signed Warrington rugby ball raised almost £400; this will be divided between MacMillan Cancer Support and St Rocco’s Hospice. Next year’s event has been booked at the same venue for Friday 13th October 2017.
Here are some of the many charities that Solvay has been proud to support over the last 9 issues.