



Press Release

RHODIA AND ICEM REINFORCE THEIR GLOBAL SOCIAL AND ENVIRONMENTAL RESPONSIBILITY AGREEMENT

Paris, February 18, 2011 ---- Rhodia and the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) today announced the renewal of the "Social Responsibility" agreement first signed in 2005. This agreement, designed to drive continuous improvement and the only one of its type signed with a chemical company, confirms Rhodia's commitment to sustainable development and its determination to ensure that high labor standards are maintained on all its sites.

By renewing its partnership with ICEM for the second time, Rhodia is reasserting its commitment to apply worldwide:

- The international labor standards defined by the International Labor Organization,
- The principles of the UN Global Compact,
- Its labor standards in the fields of health and safety at work, managing occupational hazards and protection of environment.

In order to verify the correct implementation of the commitments specified in the agreement and to continuously improve its content, annual assessments will be conducted at a local level by representatives of Rhodia and ICEM.

For 2011, the main amendments to the text of the agreement are:

- The creation of an innovative body – the "**Global Safety Panel**" – to ensure that the dialogue between management and employee representatives is firmly anchored in the realities of the Group's industrial activities. Comprised of ICEM members representing each of the Group's different geographical regions in addition to members of Rhodia's General Management team and a delegation of ICEM representatives, this panel is responsible for monitoring the Group's safety policies and results worldwide,
- The adoption of monitoring indicators to follow the situation regarding employment and the subcontracting policy of the Group,
- The extension of the validity of the agreement by increasing it from three to five years.

Lastly, both parties agree to continue to reflect on the terms and conditions making it possible to develop a worldwide social dialogue within the Group.

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“Rhodia is the only chemical group to have signed a global social and environmental responsibility agreement with ICEM. Since it was first signed in 2005, the assessments conducted regularly on the ground by ICEM and Rhodia have made us progress and the agreement has been broadened each time it has been renewed. Through this exacting partnership, Rhodia is confirming its social commitments and submitting its practices to vigilant appraisal by the ICEM. It shows our determination to foster an innovative culture of social dialogue within Rhodia,” said Jean-Pierre Clamadieu, Chairman and CEO of Rhodia.

“The Rhodia framework agreement is an effective, working document for the ICEM and its affiliates,” said ICEM General Secretary Manfred Warda. *“Rhodia has proven to be a responsive and responsible social partner and ICEM looks forward to many further renewals with the Group.”*

Rhodia is an international chemical company resolutely committed to sustainable development. As a leader in its businesses, the Group aims to improve its customers' performance through the pursuit of operational excellence and its ability to innovate. Rhodia is the partner of major players in the automotive, electronics, flavors and fragrances, health, personal and home care markets, consumer goods and industrial markets. The Group employs around 13,600 people worldwide and generated sales of €4.03 billion in 2009. Rhodia is listed on Euronext Paris.

For more information, please visit our website: www.rhodia.com

ICEM, a federation of trade unions representing a number of industries around the world, was comprised of 467 unions in 132 different countries in November 2007. It is the largest federation of trade unions in the chemicals industry.

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