
PRESS RELEASE

February 13, 2020

SAINT-GOBAIN INTRODUCES SOCIAL PROTECTION PROGRAM FOR ALL EMPLOYEES WORLDWIDE

Saint-Gobain is introducing “*CARE by Saint-Gobain*”, a social protection program for all Group employees worldwide and their families. “*CARE by Saint-Gobain*” provides specific minimum cover to meet essential daily health needs as well as support for employees during significant moments in their lives and protection against unforeseen circumstances.

The “*CARE by Saint-Gobain*” program covers medical support for the families and access to care, providing minimum cover for health costs, leave for the arrival of a child in the home and for death by providing the family with financial aid. It is divided into three pillars (parenthood, health and life insurance) and the associated five minimum guaranteed areas of cover:

- Two for parenthood, with a minimum of 14 weeks maternity leave on full salary and a minimum of three days leave on full salary for the spouse or partner for the birth or adoption of a child
- Two for health, with a minimum of 80% of medical expenses covered for general practitioners and hospitalization covered for employees and their families
- One for life insurance, providing an employee’s family with one year’s full salary in the event of death.

In those countries where the local legislation or market practices provide for a higher level of cover, these will of course be applied.

“*CARE by Saint-Gobain*” will be gradually rolled out through to the end of 2022 in the 68 countries where the Group operates. The parenthood pillar, however, will be available in all countries by the end of 2020.

“A vast majority of our employees have access to excellent social protection, but this is far from being the case for all our employees around the world. Some governments only provide minimal protection. Solidarity is a deeply entrenched principle in our corporate culture. For this reason, “*Care by Saint-Gobain*” is particularly important to me. Guaranteeing each Saint-Gobain employee access to the same minimum advantages is a major step forward for the Group, which is something I am very proud of,” says Pierre-André de Chalendar, Chairman and Chief Executive Officer of the Saint-Gobain group.

ABOUT SAINT-GOBAIN

Saint-Gobain designs, manufactures and distributes materials and solutions which are key ingredients in the wellbeing of each of us and the future of all. They can be found everywhere in our living places and our daily life: in buildings, transportation, infrastructure and in many industrial applications. They provide comfort, performance and safety while addressing the challenges of sustainable construction, resource efficiency and climate change. They provide comfort, performance and safety while addressing the challenges of sustainable construction, resource efficiency and climate change.

€41.8 billion in sales in 2018
Operates in 68 countries
More than 180,000 employees

SAINT-GOBAIN

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