



10 February 2016

Umicore once more certified as a Top Employer in Belgium, France and Germany.

Umicore is proud to announce that it has once again been awarded the Top Employer certification in Belgium, France and Germany. In all three countries, Umicore was praised for its outstanding training & development opportunities. Belgium and Germany also achieved excellent scores in talent strategy. In France the autonomy of teams in the plants and Umicore's approach to work-life balance initiatives received particular recognition.

The annual, international research undertaken by the Top Employers Institute recognises leading employers around the world: those that provide excellent employee conditions, nurture and develop talent throughout all levels of the organisation, and which strive to continuously optimise employment practices. Umicore received the Top Employer recognition for the 11th time in Belgium, for the 6th time in France and for the 5th time in Germany.

Top Employer certification demands completion of a stringent research process and audit in order to meet the required standards. The Top Employers Institute assessed Umicore's employee offerings on criteria such as talent strategy, workforce planning, welcoming new employees, learning & development, performance management, leadership development, career & succession management, compensation & benefits and company culture. The Top Employers Institute concluded that Umicore provides an outstanding employment environment, and offers a wide range of creative initiatives, from secondary benefits and working conditions, to performance-management programmes that are well thought out and truly aligned with the culture of the company.

Ignace de Ruijter, Senior Vice-President Corporate Human Resources, commented: "Attracting and retaining talented and engaged people is at the heart of our organisation's success. The Top Employer certification confirms that we are doing the right things and doing them well. It is a recognition for Umicore, our HR teams and all our colleagues in these countries."

To learn more about the Top Employers Institute and the Top Employers Certification, visit: www.top-employers.com.