

# OPEN FOR OPPORTUNITY?

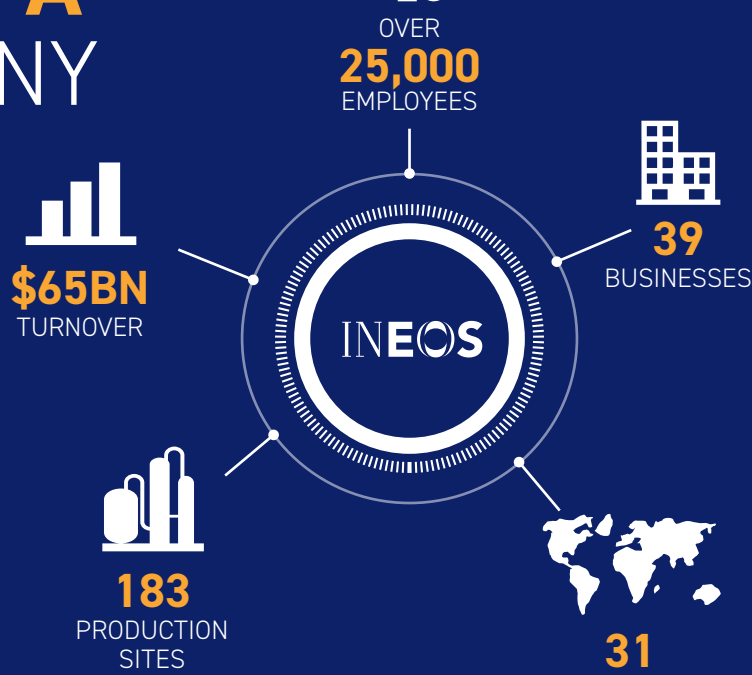


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## MORE THAN JUST A CHEMICAL COMPANY

**INEOS is a global chemical company.**

Our products touch every aspect of modern day life. We comprise of 39 businesses, with 183 sites in 31 countries throughout the world. We also encompass consumer brands and sports interests. INEOS is a multiskilled multinational, offering amazing opportunities to live and work around the world. You'll find a refreshingly no-nonsense work culture here too, that's always open to new ideas. We're buzzing with problem solvers, inventors, manufacturers, scientists and entrepreneurs looking to make a difference. Could you be one of them?



## WAR ON PLASTIC WASTE

**100% of INEOS polymers can be recycled and we're determined to use more waste plastic as raw material.**

To do this we're working on how to chemically recycle it using a leading-edge, non-mechanical process. This turns it back into its basic molecular level, which can be fed as a raw material back into the plastic processes.

It's fast becoming a reality and will help us reduce our reliance on fossil fuels to make our products. As part of our sustainability drive we're also officially backing Operation Clean Sweep®, an international initiative to stop the flow of plastic waste into the world's oceans and rivers.

## STEP CHANGE INVESTING IN THE CIRCULAR ECONOMY

INEOS Olefins & Polymers USA have recently been awarded ISCC PLUS status from International Sustainability & Carbon Certification (ISCC) at its manufacturing sites in Texas and California. This certification supports recent successful, commercial-scale trials of Advanced Recycling technology whereby landfill-destined plastics are recycled back to a raw material stream for conversion into ethylene, propylene, High Density Polyethylene (HDPE) and Polypropylene (PP). The product properties are identical to virgin plastics made from oil and gas.

Mike Nagle, CEO of INEOS Olefins & Polymers USA said, "Plastic waste is an important problem that INEOS is committed to addressing. Using difficult-to-recycle waste streams as a new raw material is a step-change. This investment is beneficial to INEOS and our customers but also for the overall global issue of plastic waste and the management of essential plastic products. I applaud the team and the business for reaching this important milestone as part of our Circular Economy program."



## HYDROGEN FUEL OF THE FUTURE



**INEOS is to invest more than \$2 billion into electrolysis projects to make zero carbon, green hydrogen across Europe. Its first plants will be built in Norway, Germany and Belgium with investment also planned in the UK and France.**

INEOS today makes over 400,000 tonnes of hydrogen. It is already Europe's largest existing operator of electrolysis, the critical technology necessary to produce green hydrogen for power generation, transportation, and industrial use.

The business also has extensive experience in the storage and handling of hydrogen which puts it in a unique position to drive progress towards a carbon-free future based on hydrogen.



**INEOS believes individuals can excel when challenged and great teams can achieve extraordinary results. That's why we back a number of teams and sporting initiatives.**

• **The Daily Mile** - INEOS supports The Daily Mile - encouraging schools to support their children as they run, jog, walk or wheel for 15 minutes every day. Today over 3 million children across 14,000 schools in 87 countries globally are now running a Daily Mile.

• **INEOS Grenadiers** - One of the world's most successful cycling teams. They continue to lead the way in the world of professional cycling. The team has a thirst for a challenge and a pioneering spirit that allows them to keep pushing themselves and the wider sport of cycling forward.

• **Formula 1** - INEOS is proud to be Principal Partner to the eight times Constructors World Champions Mercedes-AMG Petronas F1 Team. World-beating, they have consistently shown they are at the forefront of technical innovation and human performance. INEOS is now a one-third shareholder of the team which is owned in three equal parts by Mercedes-Benz Group AG, INEOS and Toto Wolff.

• **INEOS Britannia** - Led by Sir Ben Ainslie, is the Challenger of Record for the 37th America's Cup and was the British Challenger to the 36th America's Cup in Auckland in 2021. INEOS is supporting INEOS Britannia as the team aims to make history by bringing the America's Cup back to Britain for the first time in its 170-year history.

• **1:59 challenge** - In October 2019 Eliud Kipchoge became the first human to run a sub two-hour marathon, as part of the INEOS funded 1:59 Challenge.

• **OGC Nice / Lausanne Sport** - We are the proud owners of two of Europe's finest football clubs.

• **All Blacks** - INEOS is Official Performance Partner to the world's most successful men's international rugby team, the All Blacks and New Zealand's 'Teams in Black', including Black Ferns, All Blacks Sevens, Black Ferns Sevens, Māori All Blacks, All Blacks XV and New Zealand Under 20.

## ALWAYS UP FOR THE CHALLENGE



**YOUNG MINDS HELPING TO SHAPE THE FUTURE**

**The Young Climate and Energy Network - INEOS' brightest young minds are given a real voice to help shape the future of the company.**

Nothing today is more pressing than climate change. For years, INEOS' Climate and Energy Network has driven sustainability higher and higher up the INEOS agenda. But we recognize that we need to take on the perspective of our graduates and younger managers. To ensure we have a bright future, we have set up a group of young people who passionately believe that INEOS has an important role to play in tackling climate change. Called the Young Climate and Energy Network (yCEN) it is now giving our young people a real voice within the company to shape the future. A real chance for them to make a difference to how the business operates today, to 2050 and beyond.

yCEN is an essential initiative for the future of the company. Our young professionals will be the ones to see out the success of the long-term sustainability plans currently being put in place.

# ARE YOU IN?

[INEOS.COM/GRADUATES](https://www.ineos.com/graduates)

Excited by the prospect of a graduate program that challenges in so many ways, that will bring out the best in you on the path to becoming a visionary business leader? **Scan to find out more >**





# THE INEOS DIFFERENCE

INEOS offers engineering graduates a variety of exciting career opportunities. We recruit from all major disciplines including chemical, mechanical, electrical & instrument, and process control. During your 4 year program you will be based on one or more of our manufacturing sites, primarily in Texas or across the US.

We offer real jobs and accountabilities from day one, working alongside experienced engineers who will mentor and guide you. So get ready to take off your brakes and join INEOS for a fast paced and fulfilling career.

ARE YOU IN?

## A WIDE VARIETY OF WORK

**A COMPANY WHERE THE OPPORTUNITIES ARE ALMOST ENDLESS**

Naturally, the content of our technical and engineering roles depends on where you're placed. Here are some examples of what you could be working on:

- Participating in the commissioning of new plants
- Developing new processes to improve efficiency, costs and safety
- Designing an energy monitoring and optimization tool
- Leading a reactor trial to significantly increase production
- Managing change across cracking furnaces
- Delivery of process training to licensees
- Major plant turnarounds
- Overhauls on compressors and turbines
- Sustainability
- Net zero road maps



“EVEN AS A GRADUATE, WHEN YOU FIRST COME TO SITE EVERYTHING YOU DO IS VALUABLE FROM DAY ONE...”

YOU GET CHUCKED IN AT THE DEEP END BUT THERE'S ALWAYS A SUPPORT NETWORK BEHIND YOU.

”

**DANIELLE RYDER - INEOS MECHANICAL ENGINEERING GRADUATE**  
Watch my story at [ineos.com/graduates](https://www.ineos.com/graduates)

## WHEN YOU TALK WE LISTEN

**EVERYONE'S OPINION IS RESPECTED**

We have a flat organizational structure. We don't like committees and we're non-bureaucratic. We put real value on everyone being open, informal and non-hierarchical. This means that as part of the team your ideas will be heard from the very start.

### Rewarding your efforts

- Enhanced salary progression
- Training opportunities, both on- and off-the-job
- Fast-tracked development
- Mentoring by senior management
- Access to fitness and wellbeing advice and on-site gyms (location dependent)



## NAMIBIA ADVENTURE

**A UNIQUE OPPORTUNITY**



### THE NAMIBIAN CHALLENGE

In Year 3 graduates are invited to take part in the adventure of a lifetime – cycling, running and climbing in the remote Namibian desert. The ultimate personal and team challenge. This is for all graduates, no matter what your starting point, you will have world class support to prepare you for this.

Our graduates get the opportunity to traverse the Skeleton Coast, Damaraland and Kaokaveld Wilderness areas of Northern Namibia. In one unforgettable week you'll pass over three ancient volcanic craters, climb Namibia's highest peak, conquer the unforgiving basalt lavas of the Ugab on foot – and more besides.

This memorable experience teaches you to take off the mental brakes and show you what you are truly capable of. We believe this has a very strong link to business challenge. After this event you can take on anything!



Search youtube: INNAM19

## BE PART OF A FULLY INTEGRATED BUSINESS

On target, on time, with service you can count on. INEOS Olefins & Polymers USA has the capacity to manufacture over 14.9 billion pounds of product at our 14 wholly owned manufacturing sites and our joint venture site with Chevron Phillips.

Our mission is to transform hydrocarbon raw materials into high quality olefins, high density polyethylene, polypropylene and to convert high density polyethylene resin into manufactured pipe. We constantly strive to be the best at what we do, consistently delivering quality products, strong financial performance and returns to our stakeholders while building a profitable enterprise for another generation.



## DRAGON SHIPS A WORLD FIRST

**INEOS. A COMPANY WHERE ANYTHING'S POSSIBLE**

Our brief sounded impossible: design a ship to transport huge quantities of liquefied ethane gas at -90°C more than 1,000 miles across a deep, cold ocean, plagued by icebergs, dense fog, 50ft waves and severe storms. And we had to do it as efficiently as possible.

For INEOS, impossible is simply another challenge and the result was the largest, most flexible, environmentally sustainable, multi-gas carrier ever built. Called Dragon Ships, these unique vessels can be powered by the fuel they carry. Not only is there more room for cargo, but they produce 25% less CO<sub>2</sub>, 99% less sulphur dioxide and meet the IMO Tier III regulations on emissions.



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