

INEOS

O&P UK Grangemouth

Welcome Guide



Welcome to INEOS

and thank you for choosing
to work with us

INEOS O&P UK is an important
business and is a big part of
Grangemouth - the largest
industrial site in Scotland.

Stuart Collings
CEO





We employ around — 900 people

“ We employ around 900 people and everyone has an important role to play – yourself included. We have an unwavering focus on safety, health and the environment that underpins all that we do.

We want our site to be an interesting, rewarding and, most of all, a safe place to work. We also have an inclusive culture, with respect for each other and a firm reliance on team working to get the job done.

You are joining INEOS O&P UK at an important time in our evolution. We are hard at work laying the foundations for a sustainable future by delivering on our promise of being a net zero producer of vital chemicals and we are committed to achieving significant levels of plastic recycling. We will change the world for the better.

The future of our industry lies with those, like INEOS, who have the vision and determination to adapt, deliver and meet the needs and challenges of an ever-evolving world. That future lies in the hands of our people - like you.

Welcome. I look forward to meeting with you. ”

Stuart Collings,
CEO

INEOS in Scotland

You are one of almost 1300 people employed by INEOS in Scotland, spread across two businesses O&P UK and FPS.

Ours is a highly integrated business, from safely transporting oil and gas from off shore platforms in the North Sea, to processing, refining and manufacturing prior to exporting to customers in the UK, Europe and elsewhere around the world.

All of us have an integral part to play in the day-to-day operations at each of our facilities and in the long-term sustainable future for our businesses.



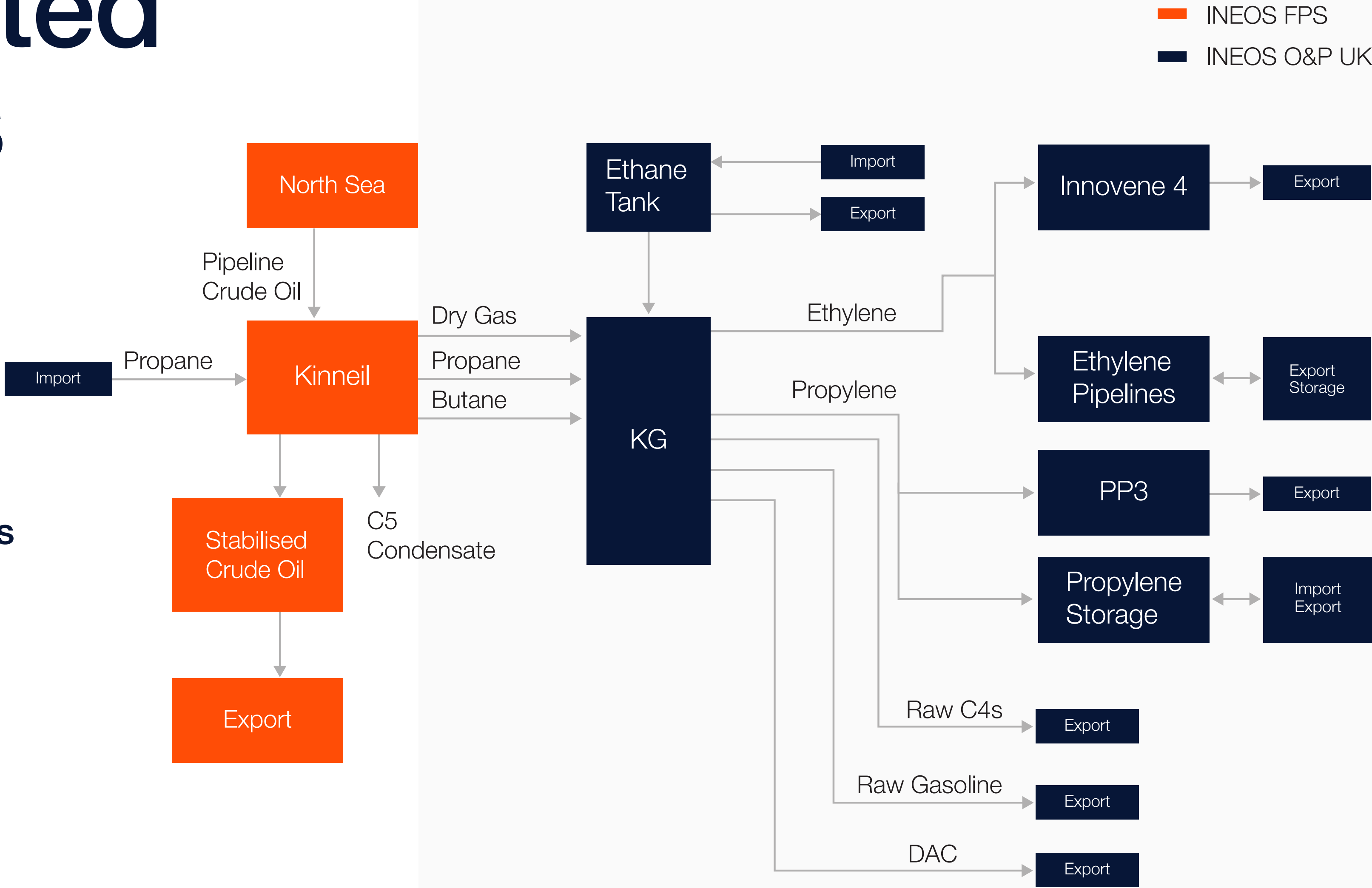
Take a look around our Grangemouth site

Take a look around our Grangemouth site, and you'll discover advanced engineering on a huge scale. Indeed, the 1700 acre site is Scotland's largest integrated manufacturing complex. It comprises a major petrochemicals production centre and the processing operations for the Forties Pipeline System (FPS).



Our Integrated Businesses

The complex integrated flows of raw materials and finished products across the O&P UK business



The site has a long history of innovation and development dating back to the construction of the first crude oil refining unit in 1924.

It has benefited from recent investments by INEOS, designed to ensure the preservation of sustainable UK/ Scottish manufacturing and the high value jobs that our operations support, both directly and indirectly.

high value jobs

responsibility

Our assets need regular maintenance and we are making strategic investments in projects to improve the site's performance. We are always busy, with lots going on and lots to be done.

Our ongoing presence here in the central belt of Scotland is vital to the Country, to society and to our employees and we take this responsibility very seriously.

We are committed to ongoing investment and development of our site and our people to ensure we remain a successful chemical hub serving our customers for the foreseeable future.





INEOS

Working
here

Who we are

INEOS is a global chemical, manufacturing and energy company. We make the raw ingredients for the products that enable and improve everyday life. We harness science and technology to solve complex problems on a local and global scale. We are resourceful and creative, and accept the challenge of reducing the impact of society and industry on the planet.

What defines us

Hard work and the belief that nothing is impossible is what makes INEOS people different from others. We thrive on challenge and pushing the limits of what's possible. We are constantly learning whilst setting bold goals and making things happen coupled with a desire to get things done.

Our founding principles – Grit, Rigour and Humour – are built on an understanding of science and engineering, and the passion and skill of our people. Grit and rigour reflect the attitude that our people bring to their work and the achievements they make. Humour reflects the spirit of our people, with the desire to enjoy the work they do.

Grit
Rigour
Humour

What unites us

We share values that are core to everything we do:



Safety

This is the top priority for everyone in INEOS. Collectively and individually, we are committed to protecting and maintaining the quality of the environment to ensure the health and safety of our employees and of the communities in which we operate.

Excellence

We don't settle for less than excellence. We have high expectations of ourselves, each other and our businesses because we have seen what's possible when we give it all we've got.

Respect

We value each other, we act with integrity and treat everyone with the respect and dignity that they deserve. Respect for each other is integral to forming and maintaining the long-term relationships that contribute to the success of our business.

Challenge

Challenge brings us together and demands the best from us. It gets us out of bed in the morning, gives us purpose and shows us what we are capable of.

Success

Competition keeps us on our toes and our unwavering desire to be the best keeps us out in front. It's amazing what people can achieve when they take the brakes off in their heads.

INEOS O&P UK employees and their contractors shall work in compliance with the INEOS 20 Principles, ensuring that the highest levels of Process and Behavioural Safety performance are achieved and maintained.

**The highest
levels of Process
and Behavioural
safety performance**

Behavioural Safety Principles

01

We believe all incidents and injuries can be prevented.

02

Everyone's first responsibility is to ensure they work safely.

03

Everyone has the duty to stop work if they feel the situation is unsafe.

04

The expectations and standards are the same for everyone on the site.

05

Rules and procedures must be observed and respected.

06

We should look out for each other's safety and unsafe situations.

07

All injuries and incidents / near misses must be reported and investigated.

08

Risk assessments must be carried out prior to, during and on completion of work.

09

All team leaders have a special responsibility for promoting and upholding these principles.

10

We must always work within the limit of our competency and training.

Process Safety Principles

01

The asset operating manager is responsible for its overall integrity.

02

The asset engineers are responsible for maintaining the asset and protective systems integrity.

03

The responsibilities in the organisation for defining and maintaining the correct operating envelopes must be clear.

04

Operating procedures and envelopes must be observed. Deviations must be reported and investigated.

05

Any changes must be properly risk assessed and subjected to MOC procedures.

06

Process hazards are systematically identified, risk assessed, reviewed and managed.

07

All assets must be subject to periodic inspection designed to ensure their integrity and the reliability of their protective systems.

08

Operations must always place the safe operation or shutdown of the asset ahead of production.

09

When in doubt the asset must always be taken to its safest state.

10

We have emergency plans based on assessed risks which are regularly tested.



Solutions for our future

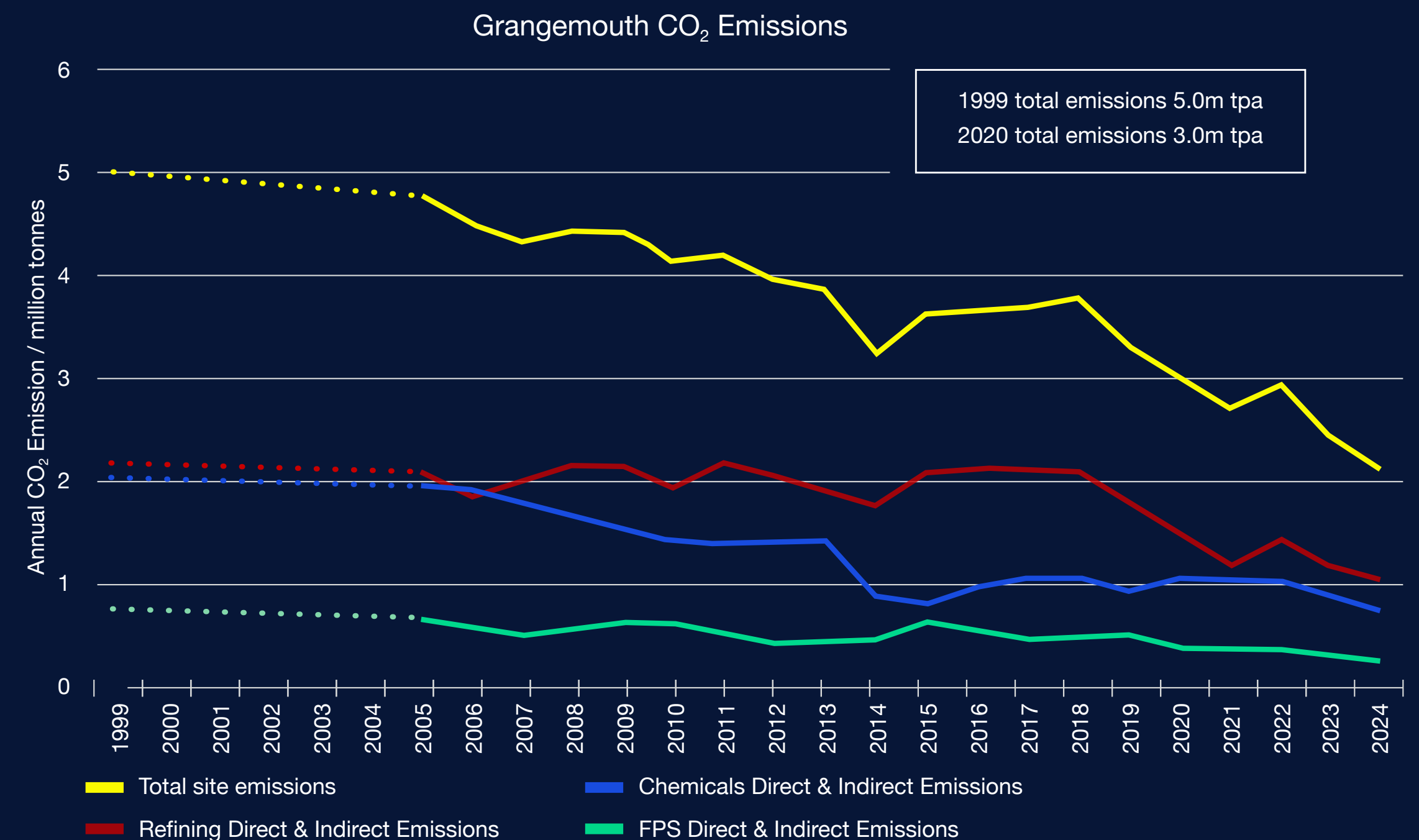


Our petrochemical plants manufacture ethylene, propylene, polyethylene and polypropylene. These are used as the building blocks in a multitude of applications which both enable and enhance many aspects of life today - being transformed into housing and construction materials, cabling and insulation, automotive components, fibres and textiles, food packaging as well as being used extensively in the pharmaceutical and healthcare industry.

Our Road Map to net zero

The Grangemouth site has a strong track record of innovation, evolution and driving efficiencies, meeting the ever-changing economic, environmental and regulatory landscape.

So, the challenge of being a net zero manufacturer of petrochemicals by 2045 is one that we have fully embraced and it is a journey we have been on for some time.



Further reductions of 1m tonnes of CO₂ by 2030



We've already cut CO₂ emissions by 60% versus 1999 levels: 5 million tonnes of CO₂ per annum were reduced to 2 million tonnes by 2025. We've achieved this by various means, including:

- Optimisation
- Day-to-day efficiency
- Assets – closing older plants and moving production on to newer more efficient plants
- Fuel Switching – oil to gas (lower carbon intensity)
- Investment in energy efficiency

Our Road Map to net zero will see further reductions of 1m tonnes of CO₂ by the early 2030s, as the world and the site, moves to cleaner sources of energy via fuel switching, investment in the use of low carbon hydrogen and access to the Acorn Project, carbon capture and storage infrastructure.

Beyond 2030, we envisage:

- Continued optimisation and efficiency improvements (also true for the period until 2030)
- Further hydrogen fuel switching from diverse sources of hydrogen requiring the site to be connected to a 100% hydrogen network

Negative Emissions Technologies, including:

- Potentially biomass based feedstock processes / energy provision with carbon capture
- Potentially CO₂ removal technologies

And it's much more than just cutting emissions at Grangemouth. Our products are essential to other companies and sectors, supporting them to cut their emissions too, reducing their carbon footprints, and maintaining a standard of living we have all come to expect.

To learn more about INEOS and Sustainability,
www.ineos.com/sustainability



What sets us apart

We are diverse, ambitious and committed – we love a challenge and making things happen.

We are entrepreneurial, optimistic and empowered – we do extraordinary things together.

We are curious, open minded and tenacious – we challenge the way things are.

We are bold, uncompromising and not easily satisfied – we aim high.

What does this mean for you?

We are delighted you have chosen to join us at INEOS. We will support you to find your feet quickly.

We will provide you with the opportunity to develop and grow; to feel able to question, explore and suggest new approaches; and contribute to our collective successes.

**Welcome to INEOS.
Welcome to Grangemouth.**