

Our driving force

Chemoil's tenacious workforce remained united and committed to achieving targeted goals for company growth.

Our People

In a year that tested our people's commitment, tenacity and resilience, Chemoil's workforce pulled together as one, proving their adaptability to unpredictable changes and remaining unfazed by the challenges that lie ahead.

Legacy of Tenacity

Our people have once again proven their value as our greatest assets. In a year marked by economic uncertainty and punctuated with market talk of a takeover bid by Glencore, Chemoil's tenacious workforce remained united and committed to achieving targeted goals for company growth.

Our employees continue to live the legacy of our founder by practising the core values of courage, entrepreneurship, and teamwork which he fostered and exemplified.

Nurturing Tomorrow's Leaders

Chemoil is led by an experienced management team that recognises the importance of bringing forward the next generation of leaders. Our talent development is focused on challenging and empowering individuals through the leadership development process, and rewarding those who excel.



Our People



20 countries, provides a rich tapestry of ideas, views and perspectives that serve to add value through the consistent and responsive delivery of our energy services to our customers.

Designed to bring out the best in our people as we prepare talents for future roles in the company, our talent development model provides equal opportunity for employees to seek lateral movement as well as vertical advancement in a geographically diverse business environment. A distinct cross-cultural team is a recurrent theme across all Chemoil offices around the world.

Strength in Diversity

We thrive on diversity at Chemoil – diversity of culture, diversity of location, diversity of perspectives. Our global workforce, comprising talents from over



and training in areas that will drive Chemoil's business forward.

Our compensation and benefits packages are instrumental to attracting and retaining the best talents in Chemoil. As such, we reward and recognize performance with globally competitive compensation and benefits packages that include an incentive program of stock options and variable bonuses for outstanding employees.

Investing in Our People

We encourage employees who express an interest in career and self development to tap into our educational fund, set up expressly for them to further their education



A sustainable future

We are committed to seeking strategic alliances that enhance our sustainability.

Sustainability

We have evolved over time, strengthening our capabilities and adapting to changing environments. We seek a sustainable growth that benefits our customers, stakeholders and our world.

Alliances for Sustainability

As a growth-oriented public company, we are committed to seeking strategic alliances that enhance our sustainability. In 2009, we sought out key strategic partners and owners for the company that would drive the business forward in alignment with our three-pronged strategy for growth. This also allows us to consistently maintain market leadership, and pioneer innovative ways to provide outstanding customer service and exceptional value to our shareholders.

A large part of our company is now owned by strong shareholders who bring with them a wealth of opportunity for expansion and synergistic collaboration. Having large international trading houses as our strategic partners in the marine oil industry can only serve to boost investor confidence and unlock the potential of greater value that is yet to come.

A Greener Environment for All

Chemoil takes its responsibilities to lower its impact on the environment very seriously. We work closely with industry peers and customers, participating in industry discussions on emissions reduction to help develop solutions toward a zero-emission marine world.

Singapore's Helios Terminal is an excellent example of the direction we are taking toward environmental protection. In its design, we pioneered the use of geo-textile layers in our tank foundation to minimize potential environmental damage, and set up our booming services to facilitate the containment of spillage. Chemoil is also at the forefront of supplying lower emission fuel products to marine fleets in Europe and the US West Coast. To further support our green objectives, all our new terminals will be able to store and handle environment-friendly fuels.

Caring for the Community

Chemoil recognizes the contributions of the communities it serves and is committed to giving back to through numerous outreach initiatives aimed at helping the needy.

One of our continued commitments is to the World Vision program, through which our employees make personal contributions to sponsor disadvantaged children in Ethiopia to ensure that their basic nutritional and educational needs are met. The Bull Charge, a charity fun run organized by the Singapore Exchange, is another annual fixture on our calendar.