



*Through concerted efforts and focused execution of strategies, we continue to reinforce our performance and redefine organizational success.*

# our people

**Courage, teamwork and entrepreneurship are the driving forces behind our people in an environment of economic uncertainty and volatility.**

## Core Values

The growth and future of Chemoil rests upon our people, and, as such, we view our employees as our greatest assets. Courage, teamwork and entrepreneurship are the driving forces behind our people in an environment of economic uncertainty and volatility. Throughout the last few years of change, it has been our dedicated employees who have rallied to the cause, demonstrating the commitment, unity and strength that lies at the core of Chemoil's success.

## Leadership in Diversity

Chemoil promotes a multicultural environment that is reflective of our current diverse workforce. Our employees, from over 20 countries, offer valuable insights and perspectives which in turn will help to shape our products and services. At Chemoil, we believe in developing talents to help us remain competitive. As an example of our commitment to helping our people grow, our talent management program allows lateral and vertical movements in our various offices across the globe.

Chemoil's management team seeks to nurture and develop the next generation of leaders who will bring the company forward. Based on a transparent system of merit, we invest in our people and provide them with ample opportunities to excel.

## Talent Management

Chemoil attracts the best and the brightest in the industry by offering our employees attractive compensation and benefits packages. Our educational fund is established to encourage our people to continually seek skills upgrading and training. At Chemoil, we recognize the valuable contribution of our employees and offer an incentive program of stock options and flexible bonuses.

## New Perspectives

The role for the Human Resource team has become more challenging. We have to add value to the bottom line, be a proactive partner and demonstrate how our activities link to the company's bottom line through cost-saving measures. We will continue to identify ways to streamline internal systems and the organization in order to meet these significant responsibilities while recognizing the reality of reduced resources. The Human Resource team will review the reward structures to provide managers with the changing global leadership skills the business environment demands, and incentivizing leaders to use these capabilities effectively.

*The grains that flourish in a vast arable landscape represent value that is nurtured and safeguarded not only for today but also for the long haul.*

# sustainability

Having sown and established sound fundamentals through long-term thinking, **Chemoil continues to strive for sustainability both in the way we grow and the way we do business.**



