

People & Management

Chemoil is led by a senior management team with an individual average of more than 21 years of industry experience. On average, our senior management has served our Group for more than 10 years.

At Chemoil, diversity is central to good business practice. The 250 employees who represent us throughout the world are as culturally diverse as our customer base. We are proud of our multinational teams who are based throughout Asia, the Americas, Europe and the Middle East. A key success factor in Chemoil is adaptability. Our dynamic talent base - highly skilled at cross-cultural business due to their own diverse experiences - enables us to be a stronger company.

Work Environment

Founded over a quarter of a century ago, Robert V Chandran built Chemoil upon the values of entrepreneurship, teamwork and courage. The working environment at Chemoil is characterized by multi-tasking, close collaboration and fast but disciplined decision-making that allows us to respond to rapidly changing markets. While key business objectives and operational goals are established for teams and individuals, autonomy is often given in terms of planning and implementation.

Given our distinctive operations in the marine fuel supply chain business, employees are afforded

opportunities to develop their careers either on a horizontal or vertical basis. Employees are also encouraged to continue developing their knowledge and skills through training or sponsored education programs.

Our world-class information technology and telecommunications infrastructure, allows us to maintain a collaborative culture across our worldwide locations.

Global Mobility and Equal Opportunities

Global mobility is an ongoing practice as managers and key talent are often transferred from one Chemoil office to another to prepare them for future roles in the Group.

A distinct cross-cultural team can be found in any Chemoil office. Diversity is greatly valued in the company and performance is rewarded and opportunities offered to the deserving regardless of nationality, age, religion, or gender.

Compensation and Benefits

Our compensation and benefits programs remain competitive because they are based on local market practices for each specific office location. A core value at Chemoil is our entrepreneurial spirit. We reward and recognize the contributions and achievements of our people and teams through variable bonuses and long-term incentives.



A key success factor in Chemoil is adaptability. Our dynamic talent base - highly skilled at cross-cultural business due to their own diverse experiences – enables us to be a stronger company.

Sustainability

As the marine fuel market's leading physical supplier, Chemoil is committed to investing in a sustainable future. In line with this investment, we aim to focus our efforts on projects that assist the progression of the marine and energy sectors and the communities in which we operate.

We believe that if a business works with its communities, has good workplace practices and strives for the advancement of best practices within the industry, everyone will benefit economically, socially and environmentally.

Industry Innovation

Shipping is responsible for over 90% of global trade and it is a vital element in the continued growth and development of economies and markets. Whilst shipping remains the most efficient form of transporting goods, we are passionate about and committed to working towards a zero emissions marine world. As part of this, Chemoil has been at the forefront of supplying reduced-emission fuels to meet customer demands in light of changing environmental legislation in the shipping sector and actively contributes to progression forums.

Chemoil will operate within these beliefs as it embarks on its worldwide business expansion to Deliver Energy.

Corporate Social Responsibility

We define Corporate Social Responsibility (CSR) as our business contribution to sustainable development. Chemoil takes account of its economic, social and environmental impact – focused on maximizing the benefits and minimizing the downsides. We believe CSR is key to long term business success. In this respect, we have made valuable contributions to worthy causes that are aligned with Chemoil's CSR initiatives and will continue to develop strategic programs for longer-term implementation. Highlights of our CSR include:

- Sponsorship of the Bull Run 2007, a yearly charity fun run organized by the Singapore Exchange
- Sponsorship of the Asian Corporate Social Responsibility Awards as part of a regional forum on the integration of CSR into the business processes of corporations
- Participation in industry discussion forums in Europe and the US focused on sustainable shipping
- Contributions to programs for the promotion of learning of the Tamil Language
- Contributions by Robert V Chandran toward the Venture Capital Award at the Asian Institute of Management



We are passionate about and committed to working towards a zero emissions marine world. As part of this, Chemoil has been at the forefront of supplying reduced-emission fuels to meet customer demands.