

People And Management

# Our Talents, Our Assets

highly motivated &  
committed

Chemoil's business is driven by committed and highly-motivated individuals whose attitude mirrors the company's values. Our human capital is invaluable in propelling the company forward, particularly during tumultuous economic times.

## Living The Legacy – Courage, Entrepreneurship & Teamwork

Chemoil's business is driven by committed and highly-motivated individuals whose attitude mirrors the company's values. Our human capital is invaluable in propelling the company forward, particularly during tumultuous economic times.

In a year of economic uncertainty, which also saw the passing of our founder and visionary leader Robert V Chandran, our staff showed that we could stay united and drive forward growth plans with impeccable teamwork and effective succession planning. More importantly, we exemplified the courage, business acumen, commitment and tenacity of a dynamic workforce that is remarkably resilient and adaptable to unpredictable changes.

Our employees continue to live the legacy of our Founder by practicing the set of core values he fostered and led by example:

- Courage – Challenging conventions to drive business and industry progression.
- Entrepreneurship – Flexible, innovative and constantly seeking new opportunities to excel.
- Teamwork – Working together as a responsible and passionate team to deliver all-round consistency and excellence, and build a sustainable future.

Our Founder's lasting imprint on the company culture and management philosophy, which are vigorously enforced through our dedicated Board and long-serving management team, molded the

solid foundation for an enterprising company that is geared towards sustainable growth and driving market leadership and progress.

## Strong Leadership & Autonomy

Chemoil is led by an experienced management team, with each member having an average of over 20 years' industry experience and serving our Group for more than a decade. Our talent development is focused on leadership with a high level of autonomy: empowerment in decision-making, nurturing talent to undertake more challenging roles, and giving due recognition to exemplary leaders.

## Work Culture – Strength In Diversity & Knowledge

Cultural diversity is a quintessential asset in Chemoil. Our employees representing us across the world consist of talents from more than 20 countries and all walks of life. Our workforce, together with an inclusive and collaborative work environment, epitomizes international perspectives, cross-cultural understanding and adaptability, which in turn fosters a consistent and responsive delivery of our energy services.

Our employees are guided by a strict Code of Conduct which fuels our growth and success in an ethical manner to our customers, co-workers and shareholders.

Global mobility is another major advantage to Chemoil's talent development. In line with our entrepreneurial spirit, our cosmopolitan staff is able to seek diverse opportunities for lateral movement as much as vertical advancement. Our international business environment forms a unique learning ground for non-academic experience and knowledge.

We encourage our staff to chart their own career paths and to exploit our open culture of diversity.

An educational fund is available for our employees to further their education and training in areas that will contribute to Chemoil's business.

We reward and recognize performance, regardless of nationality, age or gender. Chemoil's compensation and benefits are benchmarked to or exceed prevailing standards worldwide. Outstanding employees are rewarded through an incentive program of stock options and variable bonuses.



## Sustainability

# Investing In A Sustainable Future

enviro-friendly

Being a progressive and responsible company, Chemoil is committed to sustaining growth and protecting the environment that we work and live in. As such, we strive to invest in and develop best practices commercially, environmentally and socially to drive progression in the marine fuels industry and create maximum mutual benefits for Chemoil and our stakeholders.

## Business Continuity & Commercial Sustainability

While commercial viability is the main driver for longevity, robust contingency planning is equally critical to minimize the impact of issues or crises that may arise. Chemoil's business continuity plans are regularly adjusted and employees undergo continuous training, to steer the company towards long-term stability in growth and profitability regardless of internal or external changes.

As a testament to this core business principle, Chemoil demonstrated a smooth leadership transition following the death of its Founder Robert V Chandran in January 2008. Not only was there no operational discontinuity, we remained committed to our expansion plans. Despite the global economic turmoil, our strategy, teamwork and dedication fortified our business to withstand market challenges.

## Environmental Stewardship

As shipping remains the backbone of global trade, the marine transportation industry has an added duty to lower its impact on the environment. Chemoil views these responsibilities seriously. We work closely with industry peers and customers to help develop solutions towards a zero emissions world.

For example, Chemoil is at the forefront of supplying lower emission fuel products to marine fleets in Europe and the US West Coast. All the new terminals being built by the Group

are designed to be able to store and handle environment-friendly fuels.

Chemoil is also monitoring the directions of energy markets, and participating in industry discussions on emissions reduction, to leverage emerging opportunities and stay ahead of the competition. The opening of the modern Helios Terminal in Singapore not only symbolizes our scale of operation in the world's largest bunkering port, it also represents our commitment to continuous innovation for environmental protection. Some note-worthy facets include:

- Pioneering use of geo-textile layers in our tank foundation to minimize potential environmental damage
- Booming services aimed at containing spillage. These complimentary services are unique in Singapore terminals
- Stringent vessel clearance and vetting systems to ensure operational safety
- Active participation by our terminal management in industry safety committees

## Caring For Our Community

Chemoil contributes to the community through various outreach initiatives that cater to different social segments. We have been a staunch sponsor

of The Meals On Wheels Association of America (MOWAA), supporting its cause in representing those who provide meal services to people in need. Our employees also made personal contributions to sponsor underprivileged children from World Vision. Commencing in 2009, the sponsorship will support the children's basic needs, particularly in education and nutrition.

To commemorate our Founder's legacy, the Robert V Chandran Memorial Fund was set up with the aim to support various charities around the world. Chemoil contributed again to the 2008 Bull Charge, an annual charity fun run organized by the Singapore Exchange. We remained active in exploring collaborations with tertiary institutions to spearhead the development of innovative technologies beneficial to the marine environment.

