

The 10 behavioural safety principles

1. We believe all incidents and injuries can be prevented

Employees and contractors at all levels in the organisation believe that all incidents and injuries can be prevented and their behaviour reflects this. Within the organisation a team orientated environment exists where an open, trusting, caring culture is created and people view themselves as their “Brother’s Keeper”. People at all levels in the organisation participate in the promotion of safety, health and environment.

2. Everyone’s first responsibility is to ensure they work safely

Everyone working in the facility must understand that working safely is the primary condition of employment. This is achieved through the line management ensuring that all employees know what the rules and regulations are and what they are accountable for. Line management create an environment where people do not feel pressured to take unnecessary risks.

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

Each facility has a process in place to set the expectation that personnel will immediately stop work that they view as unsafe. This expectation is clearly understood by employees and contractors. The facility has defined procedures to be followed when work is stopped before it can be resumed.

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

One set of rules and procedures applies to the working place and applies equally to all personnel involved. The same rules of conduct are in place for employees (regardless of level), contractors, subcontractors and visitors. In case of an incident, the same expectations regarding investigation and follow-up are applicable to everyone involved.

5. Rules and procedures must be observed and respected

In order to perform our work we must have a clear set of rules and procedures that everyone in the organisation follows (after formal communication and training). This must cover basic rules as well as specific procedures around operations, maintenance and other activities on the site/workplace. These are required to effectively control the risks and make sure we meet our legal obligations, but more importantly to ensure that we do not injure people, damage their long term health or harm the environment as a result of our operations.

6. We should look out for each others safety and unsafe situations

A caring culture exists within the site and individuals feel free to approach anyone working in an unsafe manner and ultimately stop the work. People within an organisation feel comfortable with this approach and see it as the “norm” rather than the “exception”. People at all levels in the organisation actively take part in site safety audit programmes and are active as “Brother’s Keeper”.

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

Learning from events is critical to drive continuous improvement in Safety/Environmental performance. A correct learning transforms undesired events into improvement opportunities. We should strive towards a culture where everyone is encouraged to report near misses/HIPOs which often offer the greatest learning opportunities. Investigations must determine the Root Causes before determining corrective and preventative measures. Actions must be correctly tracked to completion and learning from the incident should be communicated within the site and business and where appropriate across the INEOS Group.

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

We have many high-risk activities on our sites, and it is our responsibility to ensure that all risks are properly identified, assessed and then the appropriate measures are in place in order to control these activities. A rigorous control of work system is necessary to ensure that all works are carried out safely and in respect with the environment. People recognise that they are the last line of defence and act appropriately.

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

The INEOS principles are the basis of our Safety Management Systems. Their implementation in our activities can vary across sites, but it is important that our employees are well informed how these principles are cascaded and applied in their site organisations. All team leaders feel a personal responsibility for implementing and promoting these principles. There should be clear evidence that (1) the principles have been put in place, (2) they are openly discussed and understood, and (3) people believe and follow the principles.

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

Staff and contractors at all levels of the organisation understand the limit of their knowledge and only work within those limits. Suitable training is provided to staff to meet any legal requirements and give them the technical skills required to carry out their roles. This covers initial training and refresher training and suitable competence demonstration.