INEOS
Inovyn

Sustainability Report

2022

Contents

Our ambition is to provide leadership through sustainable innovation.

By harnessing INEOS Inovyn's expertise and technologies, we will meet evolving customer needs and deliver products that are essential to modern life.

General Overview

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Message from our CEO

The world economy looks very different from 2022. The cost of living crisis, ongoing conflict in Ukraine and energy markets instability has impacted everyone. Leading to spiralling inflation and higher borrowing rates.

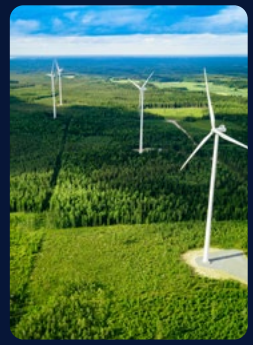
Geir Tuft, CEO

Against this turbulent context, we have shown resilience by delivering strong results while accelerating our sustainability strategy, focusing on **responsible production, carbon neutrality, circularity** and **value to society.**

In October we launched our new INEOS Inovyn brand, strengthening how we work together. Drawing on INEOS's founding principles of grit, rigour and humour it shapes how we act and guides our sustainability strategy.

Safety remains our number one priority. During 2022 we improved INEOS Inovyn's robust employee safety performance, reaffirming our uncompromising group approach to safety. However, we also saw contractors' accident rates deteriorate and we are putting in place measures with our contractors, to return us to a leading safety position.

Our four sustainability pillars



responsible production

carbon neutrality

circularity

value to society

Our founding principles:

Grit rigour +humour

We are committed to play a key role in the Net Zero transition.

INEOS Inovyn's vinyl and chlor-alkali products offer significant value to society as we transition to a green economy. Our products are essential to modern life and can be found in industries ranging from construction and automotive, to pharmaceuticals and renewable energies. They are already among the lowest carbon products available of their kind with Environmental Product Declarations (EPDs) to verify their credentials.

Sustainability roadmaps involving a wide range of projects have been developed to further reduce our carbon footprint. INEOS Inovyn's target is to **reach 33% CO_2 reduction in 2030 and carbon neutrality by 2050**, whilst remaining profitable and ahead of regulation.

We continue to provide industry leadership by bringing to market new products such as BIOVYN™ PVC and REODRIN™ Epichlorohydrin, to meet emission reduction aspirations en route towards a future Net Zero economy.

Electrification and hydrogen are key to helping us decarbonise. Our ambition to electrify our Vinyl Chloride Monomer (VCM) cracker in Rafnes has taken an important step forward by receiving initial funding from Enova (the Norwegian government enterprise responsible for promoting environmentally friendly production and energy consumption). We see great scalability in this new technology and an exciting opportunity to reduce the carbon intensity of our manufacturing.

We continue to grow our hydrogen business, which includes storage and compression projects in the UK, a hydrogen boiler in Belgium, water electrolysers and a hydrogen powered barge. As hydrogen demand increases, it must be matched by realistic production and economic ambitions. Clear legislation and support needs to be in place to nurture this market and investment during economically turbulent times.

The United States Inflation Reduction Act is a strong example of a simple, effective way to stimulate hydrogen production and spur industry growth.

Sustainable innovation is vital to how we will achieve a greener economy.

Last year's INOVYN Awards showcased the best in sustainable PVC products and solutions from across our industry, bringing to life the role this plays.

Developing full circularity is a complex challenge for the plastics industry. Today, PVC is one of the most recycled polymers in Europe thanks to a highly **successful voluntary programme developed by VinylPlus®**. However, due to product designs, dispersion in waste streams and legacy additives, not all waste is recycled.

To address this challenge, we have created Project Circle to develop advanced recycling technologies for end-of-life PVC products. Our ambition is to have industrial recycling units on stream by 2030 and bring circular product offers to the market. Innovation sits at the heart of this approach.

In 2022, the European Commission's Chemical Strategy for Sustainability launched an investigation into PVC and its additives.

Collaborating through VinylPlus®, INEOS Inovyn provided evidence which demonstrates our conviction that PVC remains one of the world's most sustainable, durable materials and plays a pivotal role in meeting societal needs. As an industry, we are actively increasing our environmental responsibility and ambition to achieve full circularity at end-of-life.

Sustainability at INEOS Inovyn

We will play an active role in the transition to a sustainable future through reducing our operational footprint whilst providing world-class products and helping individuals minimise their own impact.

We cannot make this journey alone. The support of our customers, suppliers and technology partners are vital, along with sure-footed and clear legislation from our regulators, enabling businesses to grow in a sustainable economy.

I am proud of our ongoing progress and confident that through a disciplined and focused approach we will continue to lead the way in sustainable innovation.

Geir Tuft, CEO

Powering innovation

Views from our leadership

Developing a successful sustainability strategy is vital to protect the environment in which we operate whilst strengthening long-term business success. Our chlor-alkali products play a pivotal role in society – they are used to keep people healthy, safe, warm, and enhance our quality of life.

We have a duty of care, as a market leader, to shape regulations that ensure a seamless supply of our products. Our commitment to minimising the environmental impact of these on both people and planet is emphasised by our world-class emissions performance, product footprints and our commitment to decarbonisation."

James Allman
Chlor-alkali Business Manager

Sustainability and energy are intricately linked. Operating our facilities in a sustainable manner is fundamental to our license to operate and we are focused on reaching Net Zero by 2050.

We recognise that there is no silver bullet to achieve this, that's why we are implementing a roadmap that will embrace new technologies to increase energy efficiency, such as our new salt plant in France, signing long term carbon-free green power agreements in Norway and Belgium, alongside developing our hydrogen capabilities across sites.

And, these projects are just the beginning!"

Kate Proffitt
Head of Energy Procurement

A deep technical and scientifical know-how alongside innovation is required as part of the solution of most sustainability challenges; this is where INEOS Inovyn's Research, Technology & Engineering Department plays a key role.

We have always been extremely fascinated by technical and scientifical challenges – and challenge is definitely the appropriate word here! Through close collaboration in multi-disciplinary teams, we bring our drive and unique know-how to develop carbon neutral, hydrogen or PVC recycling technologies, which we convert into industry leading projects and future-proof products. Through innovation we are strengthening our business and reducing our environmental impact."

Dirk Dompas, Research, Technology & Engineering Manager

"We have a duty of care as market leader to shape regulations to ensure a seamless supply of our products, whilst minimising the environmental impact on both people and the planet."

Views from our graduates

“The chemical industry is essential for modern existence yet faces unprecedented challenges, we have an opportunity to play an important role and enable our industry to become greener.”

“Sustainability means creating an ecosystem fit for purpose where the environment, our economy and social equity can thrive in harmony. It’s about protecting our natural resources and the catalysing of new technologies, to propel us to a future where we systematically reduce our dependence on fossil feedstocks’.

Working in our hydrogen business, we develop renewable hydrogen projects to decarbonise production and support industries. An exciting part of my role is helping grow new markets, where hydrogen will play a vital role in their energy transition and Net Zero economy.”

Lina Stern, Hydrogen Business Developer

“Sustainability means not only meeting the needs of today, but not compromising the ability of future generations to meet their own needs.

I support our sustainable PVC products, in particular BIOVYN™ the world’s first bio-attributed PVC. By partnering with customers we help them understand the sustainability benefits it can deliver to them. By applying this knowledge, I can develop and promote new sustainable offers. It’s meaningful for me to be able to impact and shape the direction we take our products in.”

Jacob Mackerness PVC Market Analyst

“True sustainability considers society, the environment, and the economy in balance, striving for an equilibrium that is not detrimental to the people or world around us, today and in the future.

The chemical industry is essential for modern existence yet faces unprecedented challenges. We have an opportunity to play an important role and enable our industry to become greener. I am excited about helping shape the sustainability strategy for a company at the forefront of this, which is why I joined INEOS Inovyn. Corporate social responsibility encompasses all this, and INEOS Inovyn’s commitment to CSR is underpinned by our Ecovadis scorecard, reflecting our dedication to ensuring our business practices align with the highest standards of ethical and sustainable conduct.”

Francesco Lasagna Sustainability Officer

Highlights

Responsible production

- **Safety Awareness Programme**
- **Driving action through SHE dialogue**

Read more

Carbon Neutrality

- **Strengthening our hydrogen business**
  Electrolysers, storage compression, and transportation
- **Project Electra**
  World's first electric EDC cracker

Read more

Circularity

- **Project Circle**
  Continuing our recycling journey through R&D, including dissolution technologies.
- **VinylPlus® 2030 Pathways**
  Progress of the European Vinyls Industry across 3 pathways

Read more

Value to Society

- **INOVYN Awards 2022**
  Highest number of entries
- **EcoVadis Rating**
  Gold score – consolidation of our scorecard
- **Community Activities**
  Plastics-Free Mersey project
- **Bio-attributed products**
  Extending the range of BIOVYN™ and ISCC Certification of REODRIN™
- **Environmental Product Declarations**
  Updating to new methodology for all major products.

Read more

Further Activities

- **Investigation report on PVC and its additives**
  The European Vinyl Industry response to a European Commission study
- **Our Research Technology and Engineering facilities**
  How our expertise is supporting more sustainable practices across our business

Read more

About INEOS Inovyn

INEOS Inovyn is Europe's leading chlorvinyls producer. Essential to modern day life, our products are used in some of the most demanding applications and can be found in industries ranging from construction and automotive, to pharmaceuticals and renewable energies.

Our well-invested, world-scale assets are complemented by an extensive international supply chain, providing INEOS Inovyn with an excellent competitive position.

4,286
Employees

8
Countries

15
Sites

150+
Products and Grades

€5.1bn
Revenue

Commercial production volume:
9.1m tonnes*

Global leader
in Specialty PVC

European leader
in General Purpose PVC & Caustic Soda

*Based on figures from TenForce

INEOS Inovyn's

Value Chain

Our approach

02

About this report

This report has been prepared in reference to the Global Reporting Initiative (GRI) standards, which create a common language for organisations to report on their sustainability impacts in a consistent and credible way. This enhances global comparability and enables organisations to be transparent and accountable.

The report covers INEOS Inovyn's progress and achievements during 2022, which includes data from previous years as context.

Please note that our parent company publishes an INEOS Sustainability Report in relation to the legal entity INEOS AG, which is prepared in accordance with GRI standards (GRI 1 Foundation 2021) and assured by KPMG.

As a subsidiary of INEOS AG, INEOS Inovyn is included within the reporting boundary of the INEOS sustainability report. To provide more tailored, detailed information to stakeholders on our own footprint and activities, we have chosen to publish an additional complementary report for additional transparency to our stakeholders.

INEOS gathers sustainability data on a group-wide basis and applies uniform accounting and consolidation methods when preparing disclosures in accordance with the INEOS Science Base and international standards. As such, INEOS Inovyn's disaggregated figures disclosed in relation to this report are consistent with the aggregated figures in the assured 2022 INEOS AG report.

While INEOS operates a federal governance structure, we have group-wide sustainability policies and targets that have been developed through cross-business networks and ESG Committees, sanctioned by INEOS' owners. INEOS Inovyn operates in accordance with these group-wide standards, which are detailed in this report.

Group-wide policies include our Code of Conduct, Supplier Code of Conduct, SHEQ policy, 7 Life-saving Rules, 20 Safety Principles, and INEOS Group Guidance Notes. INEOS' climate targets to reduce operational emissions by 33% by 2030 (compared to 2019) and reach Net Zero emissions by 2050 also apply at group level.

Within this report INEOS Inovyn has developed specific site roadmaps, setting out how we will contribute towards our group-wide climate targets

Sustainability materiality analysis

In pursuit of a robust and credible sustainability strategy, we recognise the importance of aligning with the needs of diverse stakeholders. Guided by this principle, we conducted a comprehensive sustainability materiality analysis in 2020, engaging a wide array of internal and external stakeholders.

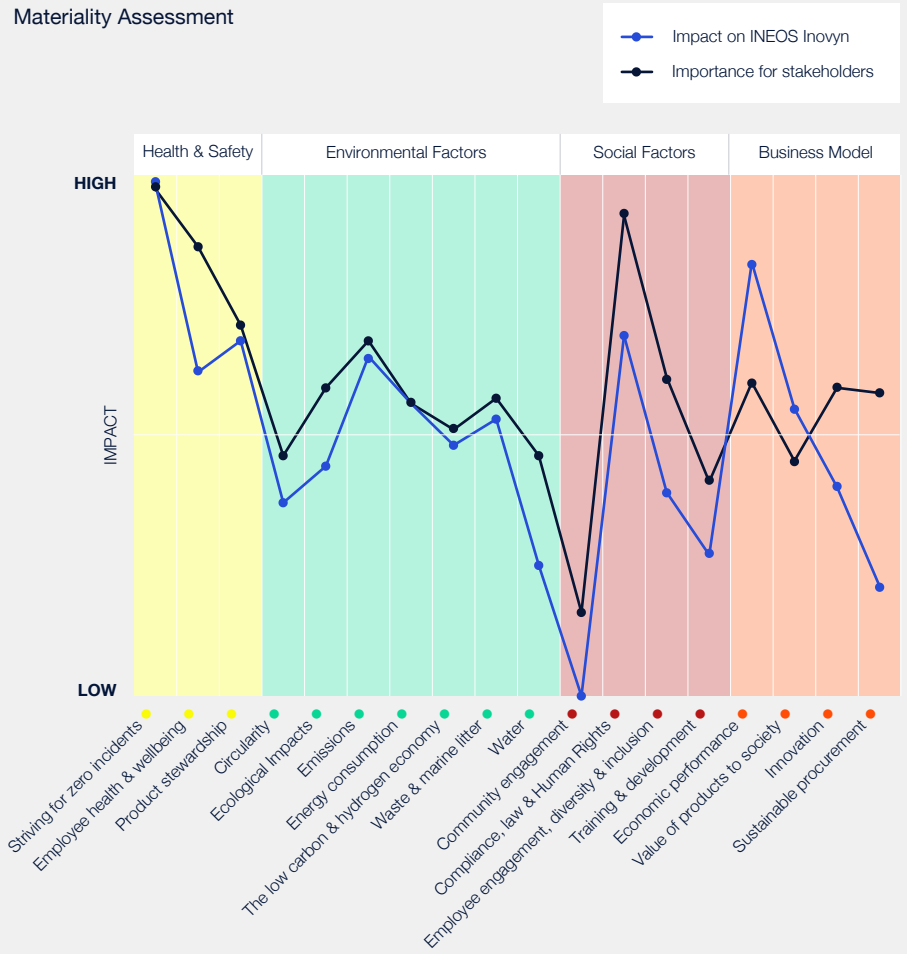
External stakeholders were carefully selected based on their significant impact to our business and vested interest in sustainability. This encompassed suppliers, customers, regulators, industry associations, and community groups. Simultaneously, we actively sought input from our employees across all levels of our organisation.

To facilitate this analysis, stakeholders were sent a **sustainability materiality questionnaire** asking them to prioritise sustainability topics based on their perceived importance.

The graph presented herein depicts the outcome of our materiality questionnaire, illustrating the positioning of key sustainability topics. In crafting our report, we have thoughtfully incorporated these results, highlighting initiatives and progress in the areas deemed most significant. Please note these results have been thoroughly reviewed by the INEOS Inovyn Board of Directors and will be subject to regular updates every three years.

For a more detailed understanding of our materiality analysis process, we invite you to review the relevant sections beginning on page 70; GRI 102-40.

Materiality Assessment



Our Sustainability Strategy

As an industry leader and world-class producer of chlor-alkali and vinyl materials, our products are fundamental to modern society. We embrace the responsibility that accompanies this influential position, and as European market leader, understand our potential to effect positive change throughout our value chains.

INEOS Inovyn's strategy towards sustainability is embedded within our 4 key pillars and we aim to position ourselves as an innovation pioneer, developing new solutions at every stage of the journey.

1 Responsible production:

Striving for zero incidents and taking an industry-leading approach on the health of our employees, partners involved in the value chain and our impact on the environment.

2 Carbon neutrality:

Accelerating the transition to a Net Zero carbon economy.

3 Circularity:

Advancing circular solutions to maximise efficient use of resources and ensure the long-term value of our products.

4 Value to society:

Products: Ensuring that our products continue to bring significant value to society

People: Ensuring that our employees are valued and INEOS Inovyn plays a positive impact on society and the communities in which we operate.

Responsible production

We recognise the need to act responsibly. We also believe this responsibility should extend across our entire value chain to include suppliers, direct customers, and end users.

At the forefront of our priorities are safety, health, and the preservation of our environment. It is not only our duty but an unwavering commitment to safeguard and nurture the well-being of employees, contractors, and the communities in which we operate. We are proud to embed a culture of safety and a philosophy for driving continuous improvement, which is why INEOS Inovyn strives for **zero injuries and zero incidents.** During 2022 we improved INEOS Inovyn's robust employee safety performance, reaffirming our uncompromising group approach to safety. However, we also saw contractors' accident rates deteriorate and we are putting in place safety measures with our contractors, to return us to a leading safety position.

We actively engage with local authorities and regulators, ensuring compliance with all pertinent laws and regulations.

Our sites, which operate in accordance with the most stringent environmental and quality benchmarks, proudly bear testament to our values. Through partnering with local communities, we strive to enhance understanding of our operations, cultivating trust through open and honest dialogue.
By promptly addressing concerns and issues, we maintain our relentless focus to make a positive social and economic impact.

We are proud to be an active member of Euro Chlor – the European trade association representing the interests of chlor-alkali producers.

At the forefront of our priorities are

safety, health,

and the preservation of our

environment

In 2020 Euro Chlor released its "Mid-Century Strategy for a Sustainable chlor-alkali Industry (MCS)" that defines what our sector aims to look like by 2050, as well as the direction of travel needed to ensure a safe, competitive, and green European chlor-alkali industry that will benefit Europe. Each year, Euro Chlor publishes a range of environmental KPIs to demonstrate the safe and sustainable production of chlor-alkali products.

Similarly, through our association as a founding member of the European Council of Vinyl Manufacturers (ECVM), we continually look at ways to reduce environmental impacts and improve the eco-efficiency of our products.

An important part of this is through compliance with Industry Charters for producing PVC by suspension (S-PVC) and emulsion (E-PVC) processes. The first of these Charters was signed several decades ago, covering upstream feedstock manufacturing and PVC production, with specific targets for emission limits for vent gasses, aqueous discharges and VCM concentrations in effluents and products.

An updated version to this Charter replaced two earlier versions, which are no longer in force or valid after 2021 and a new verification, covering 2023 data is scheduled for early 2024.

Our commitment also extends beyond our immediate sphere, encompassing the world at large. As proud signatories to Operation Clean Sweep®, an international initiative aimed at eliminating plastic pellet, flake, and powder loss into the marine environment, we remain steadfast in our mission to safeguard our planet.

Additionally, INEOS Inovyn upholds rigorous standards for all our suppliers, mandating adherence to our Supplier Code of Conduct. This comprehensive framework outlines our minimum expectations regarding supplier standards, encompassing health and safety, labour practices and human rights, environmental protection, ethics, and fair business practices.

We have committed to reduce our carbon emissions by

33%

by 2030

Carbon Neutrality

With the growing threat of climate change, **we are resolute in our focus on the challenges of climate change. By 2030, we will reduce our carbon emissions by 33% compared to 2019 levels, with an ambitious goal of achieving Net Zero by 2050.** To achieve these targets, we are positioning ourselves as research and development pioneers. By harnessing innovative and sustainable solutions, we can navigate a path to Net Zero whilst remaining profitable and staying ahead of regulation.

INEOS Inovyn has embarked on a comprehensive Net Zero journey, meticulously developing decarbonisation Roadmaps for every site And we are already bringing our solutions to life. The graph opposite illustrates the anticipated carbon savings through implementing a combination of carbon abatement projects and methodologies.

We have identified several key avenues where significant savings can be achieved, including enhancing energy efficiency, electrifying assets, fuel switching (covering hydrogen adoption), and employing carbon capture, storage and utilisation.

Examples of strategic initiatives aimed at lowering scope 1 & 2 emissions include our recent Power Purchasing Agreement (PPA) agreements, projects such as Electra and the Tavaux MVR (mechanical vapour recompression) as well as various others at different levels of development that will be communicated in due course.

For more information on INEOS Inovyn's scope 1 and 2 emissions, please refer to GRI 305: emissions, page 85.

Road map for CO_2 reduction

Location based principle

*Greening of the national grids in the countries in which we operate.

Circularity

The transition to a fully circular economy is at the forefront of our sustainability commitment.

Recognising the intricate nature of the challenge at hand, we firmly believe a collaborative approach between industry and stakeholders is the only way to deliver progress.

During the past two decades, we have dedicated over €30 million towards fulfilling our industry's voluntary commitment to recycle one million plus tonnes of PVC by 2030 through the esteemed VinylPlus® programme.

RecoVinyl®, the facilitator of VinylPlus®, has achieved remarkable success by collaborating with more than 150 recyclers and converters across Europe.

In 2022, they contributed an impressive 813,266 tonnes of PVC, which accounts for over 27% of all PVC waste generated on a yearly basis in Europe. VinylPlus® has set ambitious targets of 900KT of recycled PVC products used in new products by 2025 and one million tonnes by 2030.

While mechanical recycling is currently the most effective method for recycling most of the PVC, we are actively exploring innovative technologies, including chemical recycling, to further enhance circularity. Our aim is to tackle the challenge of recycling demanding PVC types, including products containing legacy additives and composite products, that remain difficult to recycle through mechanical means.

To read more about these commitments please read our "Project Circle" initiative on page 35.

During the past two decades, we have dedicated over

€30m

towards fulfilling our industry's voluntary commitment to recycle one million plus tonnes of PVC by 2030.

By 2025

ambitious targets of **900KT** of PVC recycling

27% in Europe

> 800KT of PVC recycling

> 150 recyclers and converters

VinylPlus®, has achieved remarkable success by collaborating with more than 150 recyclers and converters across Europe.

In 2022, they contributed an impressive 813,266 tonnes of PVC, which accounts for over 27% of all PVC waste generated on a yearly basis in Europe.

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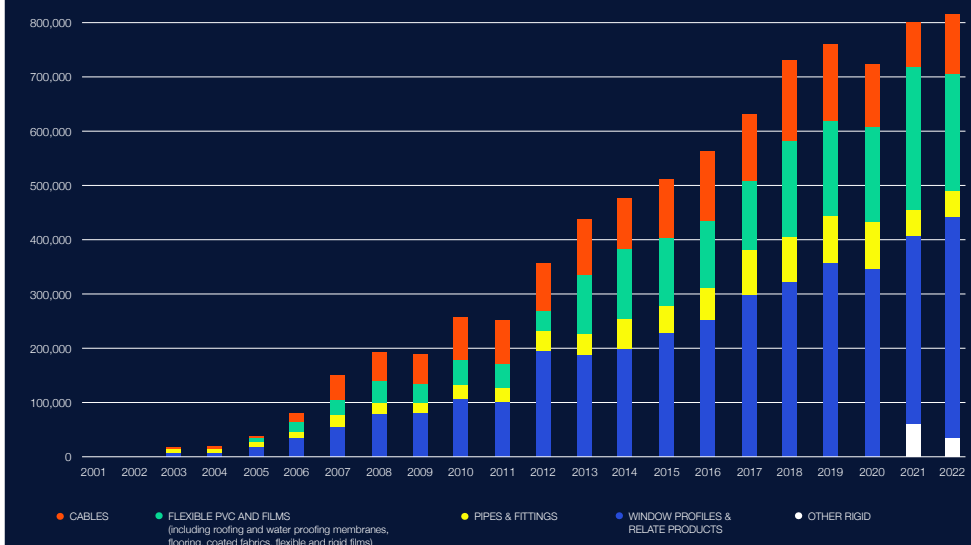
PVC Recycled Within The VinylPlus® Framework



Graph courtesy of ©VinylPlus® 2023.

Value to society

Products

At INEOS Inovyn, we are committed to innovation in order to create products that enhance quality of life.

Our products help enable several universal human aspirations – health, quality of life, empowerment, and connection. PVC is crucial in modern building and construction, from window frames to pipes and roofing. Chlorine is vital for disinfection of water and medical facilities, whilst caustic soda enables the production of soaps, detergents, and disinfectants that promote hygiene and wellbeing and PVC is used in a myriad of life-saving medical devices. Our offerings support healthier communities, and the COVID-19 pandemic underscored the importance of disinfection.

We also facilitate an improved quality of life through applications ranging from mattresses, shoes and building insulation. Chlorinated products enable quieter vehicles and energy-efficient buildings with comfortable temperatures at a lower energy cost; chlorinated products are essential intermediates in the production of thermal insulation foams that help protect the environment and promote sustainable whilst comfortable living.

In addition, our chemicals have a wide range of end uses that bring value to society, from water treatment to enhanced food safety and inputs for batteries used in EVs and energy storage, enabling a healthy, connected, empowered and high standard of living.

As we continue classifying and registering end uses for our direct product sales, we are implementing guidelines to restrict applications that may be considered as having a negative impact on society, while encouraging those that provide societal value.

Innovation is the cornerstone of our product strategy and is vital to achieve a green economy. INEOS Inovyn's approach to this is exemplified by our products already having best in class emissions associated with their production when compared to competitors around the globe in PVC, chlor-alkali and caustic products as underscored by our EPDs.

In last five years, we have brought to the market numerous innovative solutions supporting our sustainability strategy, from the launch of BIOVYN™ and REODRIN™, to the development of project circle and our hydrogen business amongst others, to ensure we will be able to remain profitable and ahead of regulation.

In response to the green economy transition, INEOS Inovyn is leading the way in Europe by offering standard products with best average carbon footprint supported by Environment Product Declaration. Additionally we are bringing to the market new products such as BIOVYN™ and REODRIN™, that already meeting emission reduction aspiration of a future Net Zero economy.

INEOS Inovyn is also strongly convinced of the benefit of partnership in innovation as exemplified in the INOVYN Awards.

People

Our people are the driving force behind our sustainability journey and ability to create ongoing value for society. Everyone in our organisation is united by a shared commitment to responsible operations and enabling positive change.

As a sizeable company, we have a moral responsibility to give back and continue adding value to society. This remains at the core of who we are. Our investments in employees, work with local suppliers, and community support reflect our ethos.

Looking ahead, we will highlight how sustainability is championed at all levels of our organisation. Our senior leaders and young graduates alike exemplify our blend of experience and fresh perspective; our combined unique insights reinforce our multidimensional approach to sustainability issues.

Our approach to equity, diversity, and inclusion

Through fair and transparent people processes we will strengthen our market leading position by attracting and retaining high performers regardless of their background.

With a sense of grit, rigour, and good humour, we will ensure:

- People are judged on what they do, not who they are.
- Striving for excellence is the norm, not the exception.
- Individual as well as shared ideas and experiences are valued.
- We treat each other with dignity and respect.

And in doing so:

- We will create a sustainable organisation with unity of purpose and effort.

Tony Moorcroft,
HR Director
INEOS Inovyn

We recognise that our people are the **driving force** behind our sustainability efforts and ability to create ongoing value for society.

Supporting the UN Sustainable Development Goals

Ultimately, our aim is to demonstrate that business growth and decarbonisation are complementary

We recognise that business sustainability and the UN Sustainable Development Goals (SDGs) are intrinsically linked. By improving our operations and innovating solutions that enable responsible production and consumption, we aim to drive progress across interconnected SDGs.

This starts with the health and safety of our own employees. Through rigorous standards and wellness programme aligned to SDG 3, we foster productive, engaged and resilient workforces. However, our impacts extend beyond our gates. Our investments in cleaner production processes and technologies like hydrogen fuel cells (SDG 7) reduce pollution while enabling affordable clean energy access.

Products like chlorine and PVC pipes (SDG 6) support water sanitation for communities worldwide.

We collaborate with partners at multiple levels. By preventing plastic loss and improving waste management per SDG 14, we mitigate impacts on vital ecosystems. Our participation in public-private partnerships like VinylPlus® (SDG 17) improves sustainability performance across entire value chains. And through third-party certified solutions like bio-sourced materials (SDG 12), we promote responsible consumption patterns.

Ultimately, our aim is to demonstrate that business growth and decarbonisation are complementary. With ambitious climate action commitments (SDG 13) and a sustainability roadmap guiding our progress, we believe we are positioned to help usher in a cleaner industrial future.

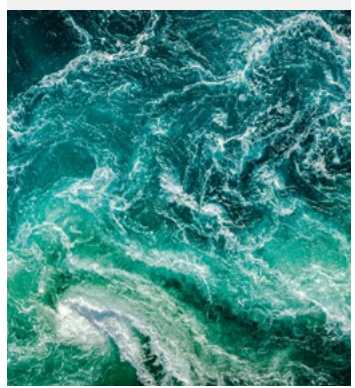
But no one organisation can shoulder this alone. It is through transparent partnering within and across sectors that we can achieve the scale of change the SDGs represent. We embrace this opportunity with purpose and look forward to reporting on our contributions in the years ahead.

We believe our approach to sustainability addresses these challenges and, through concrete action, allows us to pursue opportunities whilst contributing positively to society.

Further information

For more information on the UN SDGs, please visit the UN Sustainable Development webpage

https://sdgs.un.org/goals



Several UN SDGs are relevant to our business:

SDG 3 – Good Health and Wellbeing:

By upholding rigorous safety standards across our facilities and actively promoting wellness programmes, we help ensure healthy lives and foster employee wellbeing. Our product applications, ranging from medical equipment, pipes and chemicals used in food production, play a vital role in supporting good health throughout society.

SDG 6 – Clean Water and Sanitation:

We produce chlorine and caustic soda that are critical for water purification and ensuring clean drinking water access. Our PVC pipes ensure cleaning drinking water is transported safely and efficiently to where it is needed. We continue investing in technologies that make our production processes more sustainable.

SDG 7 – Affordable and Clean Energy:

With major investments in **renewable energy power purchasing agreements for our plants**, hydrogen production and fuel cell technology, we are accelerating the transition to affordable clean energy systems. In the future, our hydrogen facilities will supply clean hydrogen fuel at scale.

SDG 9 – Industry, Innovation and Infrastructure:

We are at the forefront of developing innovative products such as BIOVYN™ and REODRIN™ that enable more sustainable infrastructure across construction, transport, electronics and other industries. Our investments in hydrogen fuel cells are also helping to decarbonise infrastructure.

SDG 12 – Responsible Production and Consumption:

By improving energy efficiency, reducing emissions, recycling, and producing Environmental Product Declarations (EPDs), we are enabling more responsible 'production patterns' by demonstrating the potential of sustainable chemical production. And through offering bio-attributed alternatives like BIOVYN™ and REODRIN™, we help empower responsible consumption.

SDG 13 – Climate Action:

We are committed to climate action across INEOS Inovyn's operations and value chain. Our sustainability roadmap sets ambitious decarbonisation goals and we are developing low-carbon products and investing in renewable hydrogen production, to accelerate climate-friendly solutions.

SDG 14 – Life Below Water:

Through important initiatives like Operation Clean Sweep® (OCS), we prevent plastic pellet and powder loss and are working to improve plastic waste management, to protect marine ecosystems.

SDG 17 – Partnerships for the Goals:

By embedding sustainability across our strategy and operations, INEOS Inovyn's ambition is to advance the UN Sustainable Development Goals for the benefit of society. We are collaborating through initiatives such as VinylPlus®, to advance sustainability across the PVC value chain. and by working closely with industry partners, the Roundtable for Sustainable Biomaterials (RSB) and International Sustainability & Carbon Certification (ISCC) certifications.

Accelerating Our Progress

03

Safety Awareness Programme

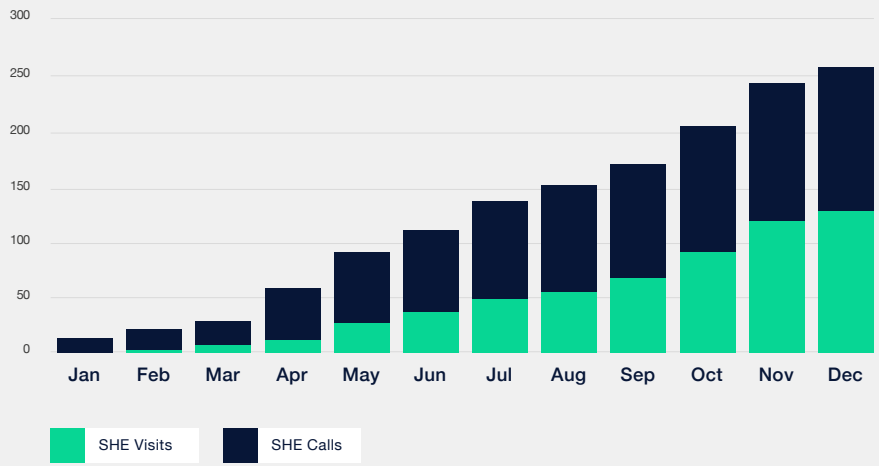
Driving action through SHE dialogue

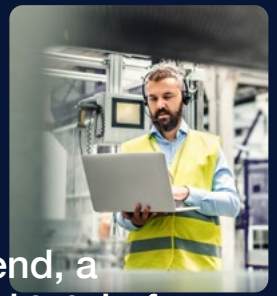
The safety of our people, our customers and suppliers is INEOS Inovyn's number one priority.

Working closely with partners we have strengthened our Safety Awareness Programme, to actively promote the safe handling of products.

Since its launch we have carried out over 1,100 customer safety visits or calls to help create targeted safety interventions, which are transforming how customers handle our products and improve their own safety. We are showing safety leadership where it matters. As COVID-19 restrictions eased in 2022, our customer technical service and sales teams (chlor-alkali, Organic Chlorine Derivatives & Vinyls) were able to conduct physical Safety, Health and Environment (SHE) site visits. This formed an integral part of this process, as previously we were limited to SHE calls.

Cumulative SHE Visits and Calls – year 2022





By year end, a combined total of

258

calls and visits had been undertaken, with an even split between them.

The key findings from our SHE activities identified:

Vinyl Customers

- Strict procedures to prevent drivers ascending to the top of the truck without securing a safety line or equivalent device. INEOS Inovyn will not supply any new customers without having completed a pre-delivery inspection (PDI).

Areas for improvement included:

- At the point of unloading, we require:

  Clear Safety rules and clear instructions in the event of an alarm

  Clear understanding of how to access first aid facilities, fire extinguishers, safety alarms and other safety devices.

Availability of an emergency button

- Avoid unloading multiple silos at the same time, as the process can give additional risk to spillages.
- Installation of a maximum level alarm in storage silos to avoid overfilling.

Chlor-alkali Customers

- Our PDI checklists and Risk Mitigation documentation for unloading corrosive liquids have been updated, incorporating key learnings from industry incidents. These were shared with the major European trade associations, CEFIC and Euro Chlor, as improvements for their standard checklists. All new customers are scrutinised by our PDI checklists.
- To address the most common safety infringements and highlight the importance of our PDI checklists, we have issued two new SHE letters to customers written in nine languages, focusing on:

  'Working at height'

  'Avoiding spills and product contact'
- A total of 151 PDI checklists have been received from new, returning and existing customers, representing all of our new and returning customers.
- 84 of these reviews resulted in a customer Safety call to clarify or strengthen our minimum safety requirements.

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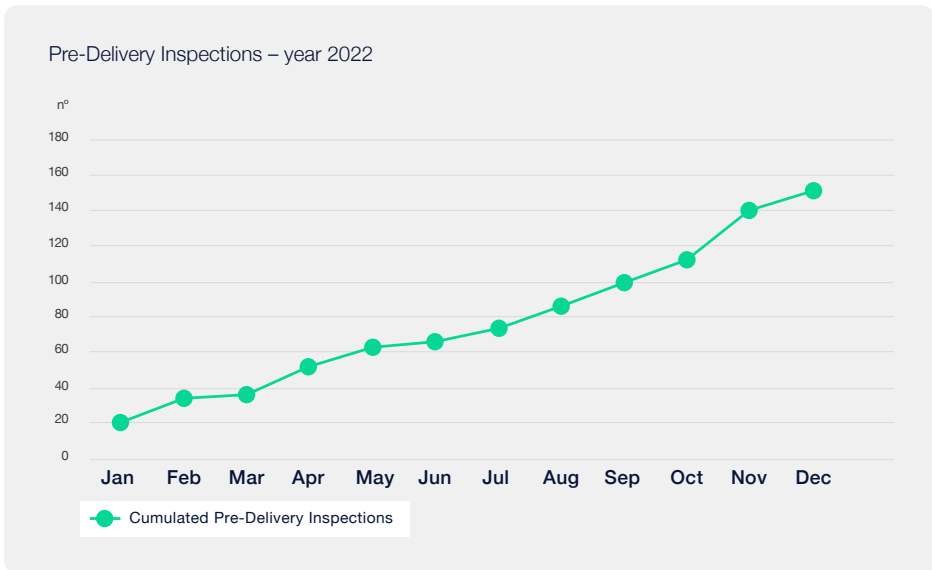


Organic-Chlorine Derivatives Customers

- Due to the hazardous nature of many chemicals, spillage avoidance is essential. In line with INEOS Inovyn, PDIs are conducted for all new customers, requiring approval before delivery. Our customer safety calls and visits reaffirm this is a two-way learning process.

Focus for improvements included:

- Demonstrating to customers that collecting samples at the delivery point is not necessary, due to our strict loading procedures and product analysis protocols.

Where samples are still required, we:

- Ensure written instructions are in place, detailing how sampling should be undertaken and clarifying responsibilities.
- Review existing sampling equipment and recommendations for suitable alternatives.
- Ensuring local spillage containment equipment is in place, should a spill occur.

We continue working towards eliminating the need to access the tops of trucks where ever possible, and if not, ensure adequate fall protection measures are in place.

Environmental Product Declarations

of Vinyl and chlor-alkali products

In July 2022 we received an update to our first range of Environmental Product Declarations (EPDs), ensuring that the methodology used is fully aligned to PlasticsEurope's Ecoprofiles and Environmental Declarations[1]. This method was chosen to be fully compatible with published PlasticsEurope/Euro Chlor Eco profiles and with previous EPD versions. This has led to some marginal changes for the global warming potential of our vinyl products whilst the chlor-alkali products were largely unaffected. However, in both EPDs there is now a wider range of environmental indicators and better alignment of the environmental impact assessment results to the ELCD/PEF methodology [2] .

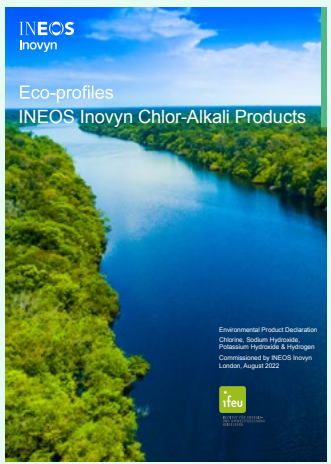
INEOS Inovyn's EPDs were prepared by the Heidelberg Institute of Energy and Environmental Research (IFEU), one of Europe's most respected and independent ecological institutes and in line with the criteria for publishing EPDs.
In addition, they were critically reviewed by DEKRA, Assurance Services, Stuttgart.

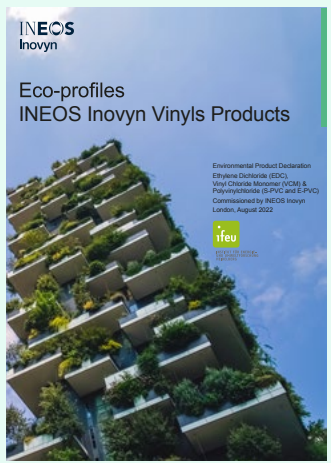
Our EPDs provide an important opportunity to capture advances that we make towards decarbonisation and share these benefits first hand with our customers, helping them to deliver their own Scope 3 reduction plans and targets.

Our ambition is to be the low-carbon partner of choice across industry sectors – including building & construction, automotive, medical & healthcare, food & crop protection, and water treatment.

1. LCI Methodology and PCR for Uncompounded Polymer Resins and Reactive Polymer Precursors (PCR version 3.0 October 2019).
2. ELCD (European Life Cycle Data Base PEF (European Product Environmental Footprint) https://eplca.jrc.ec.europa.eu/EnvironmentalFootprint.html

Newly published EPDs for all the main products produced by INEOS Inovyn including chlorine, caustic soda, hydrogen, EDC, VCM S-PVC and E-PVC.

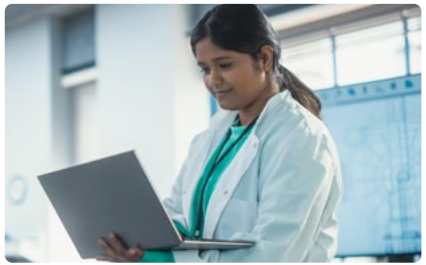




INEOS Inovyn's Research Technology and Engineering

Research Centre

The headquarters of INEOS Inovyn's research technology and engineering research centre is located at our Jemeppe site in Belgium. This covers hydrogen, electrolysis, VCM, PVC, PVC recycling, allyl chloride, epichlorohydrin, perchloroethylene and chloromethanes processes. Our electrolysis pilot plant, located at our Rosignano site in Italy, focuses on improvements in the electrolysis portion of the chlorine and caustic soda or caustic potash manufacturing processes.



Our Research Technology and Engineering expertise focuses on:

- **Developing new resins and new applications** and producing products that generate higher value for our customers whilst meeting all legislative requirements (for example, co-polymers, extenders, specialty Emulsion PVC grades and PVC latex formulations). We offer over 50 different grades of PVC.
- **Optimising the product mix** along with the different production lines and improving the quality of our existing grades;

Improving variable production costs, reliability and productivity of all processes, including;

Electrolysis: maximising current density, prevention of brine pollution, optimising re-membraning and recoating activities, reducing variable costs for brine purification or effluent treatment and the utilisation of lower quality sources of salt;

VCM: studying ways to reduce energy consumption, increasing asset reliability, optimising catalysts to enhance ethylene yield and avoiding corrosion;

Allyl chloride and epichlorohydrin: improving the quality of the final products, minimising corrosion, improving the yield from the feedstock and converting intermediate by-products to more sustainable products;

Chloromethanes: improving the reliability of the installation and the quality of chloroform; and

PVC: developing proprietary PVC stripping technology, initiator synthesis technology and kinetics control technology through appropriate polymerisation inhibitors and optimising PVC batch production and recipes by testing new additives;

- **PVC Recycling:** performing research on sorting of mixed PVC waste and on recycling technologies for the PVC-rich waste streams and in accordance with the most stringent environmental regulations. During 2022, we started small-scale lab activities and will be extended in the coming years in line with our plans for **Project Circle.**
- **Hydrogen:** assessing and selecting water electrolysis hydrogen technology available on the market and realising full process design including the required high voltage connection and the purification / compression of the hydrogen and, where useful, the co-product oxygen. In parallel, we ensure full use of our by-product hydrogen from the brine electrolysis process and we perform and assess alternative hydrogen technologies on their merit.
- **Carbon neutrality roadmap:** across our different sites, we are also active in defining all potential projects to reach carbon neutrality, thereby supporting our ambitious targets of (i) Net Zero by 2050, (ii) 33% reduction of GHG by 2030 compared to 2019.

During 2022, we started small-scale lab activities and will be extended in the coming years in line with our plans for Project Circle.

Project Circle:

Advancing PVC waste recycling technologies in Europe

Creating a truly circular plastic economy remains a major challenge for Europe. Even PVC, one of the most recycled polymer in Europe, could be more frequently recycled if new technologies for complex waste combining different materials were developed. This is precisely what Project Circle is about.

In 2022, thanks to the VinylPlus® initiative spanning the past 20 years, close to one third of PVC waste is mechanically recycled in Europe, marking a significant stride towards a more sustainable industry. Unfortunately, some PVC waste streams are not recyclable mechanically, for example when combined with other materials such as PET or polyester fibres. To enable all PVC waste to be recycled, INEOS Inovyn has embarked on a programme to develop advanced recycling technologies called 'Project Circle'.

"INEOS Inovyn is investing in new technologies to handle currently non-recyclable fractions, transforming them into the original raw material. These technologies also target the treatment and removal of legacy additives, such as lead and certain phthalates," shared Paul Daniels, Operations Director.

With the invaluable knowledge gleaned from their VinyLoop recycling operation in Italy, the Circle team Is investigating three possible advanced recycling technologies,: dissolution, gasification, and pyrolysis.

Dissolution technology aim to recycle PVC waste when mixed with other materials. The Circle developments seeks to improve the existing recycling process operated by VinyLoop by adding steps to extract additives such as stabilisers and plasticisers to address the legacy issue.

Meanwhile, INEOS Inovyn has been working alongside technology providers to explore gasification, which aims to recover hydrogen chloride gas (HCl) for use in PVC production chains and convert synthesis gas into methanol. Finally, the team is looking into pyrolysis, specifically to recycle mixed plastic waste containing PVC in order to recover HCl and pyrolysis oil to be converted into ethylene and ultimately new PVC.

While developing such technology is vital, INEOS Inovyn cannot operate in isolation. The entire supply chain must be integrated into the industrial setup. This is why we have been forming partnerships with customers, waste collectors and sorters to ensure a well-rounded approach to recycling PVC waste that allows for synergies with third parties and the widespread adoption of the technology for a sustainable PVC industry.

A strong emphasis is also placed on PVC waste sorting and the valorisation of by-products, which are being researched and implemented in collaboration with external partners.

A significant milestone on the Project Circle horizon is the first industrial PVC waste recycling unit. This ambitious venture aims to process between 20,000 and 40,000 tonnes of PVC waste each year. It should be operational by 2030. This effort symbolises a paradigm shift in the PVC industry and a remarkable stride towards a more sustainable future.

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20,000-40,000

tonnes of PVC waste each year.

Strengthening our hydrogen business

At INEOS Inovyn, we are actively driving the development and deployment of hydrogen technologies across our global operations. Through strategic investments along the entire hydrogen value chain, from production to storage to utilization, we aim to unlock the full potential of this versatile energy carrier.

Our portfolio of ambitious hydrogen projects, detailed in the following section, demonstrates our commitment to enabling the transition to a cleaner energy system. Whether through renewable hydrogen electrolysis, sustainable blue hydrogen through carbon capture, and innovative applications in transportation, industry, and power generation, we are accelerating sustainable solutions.

With capabilities across geographies and the technical expertise of our people, INEOS Inovyn is poised to play a leading role in scaling up the hydrogen economy worldwide. Our investments today in this crucial technology will allow us to meet decarbonisation goals while catalysing broader adoption for maximal societal impact. We look forward to sharing our ongoing progress in enabling this important, clean energy future.

“This demonstrates our commitment to providing industry leadership and strengthening Europe’s renewable hydrogen production. It allows our customers to calculate their own product footprints, enabling them to market lower carbon products.”

Wouter Bleukx, Business Director Hydrogen at INEOS Inovyn

INEOS Inovyn is poised to play a leading role in developing the

hydrogen economy

HyNet Project and Underground Storage Facilities in the UK:

We are actively engaged in the re-purposing of our Cheshire salt caverns to accommodate for the underground storage of hydrogen in the UK as a key contributor to the HyNet project.

This facility is set to accommodate 1.3 TWh of energy (equivalent to 35,000 tonnes of hydrogen). HyNet is slated to be a comprehensive hydrogen ecosystem situated in the North West of the UK. At its core, the project is focused on the conversion of natural gas into hydrogen, with the integration of advanced carbon capture technology.

This facility is set to accommodate 1.3TWh of energy, equivalent to

35KT

of hydrogen.

HyBay Hydrogen Treatment and Compression Facility in Runcorn:

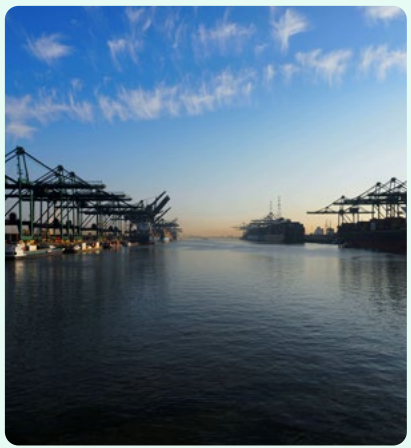
Not to be confused with HyNet, HyBay is our new treatment and compression facility in Runcorn.

At the forefront of innovation, INEOS Hydrogen has begun construction of the HyBay project, which is scheduled to commence operations in 2024. This initiative focuses on the treatment and compression of co-produced hydrogen sourced from Runcorn. Once operational it will provide vital applications spanning mobility and stationary power sectors. By championing and delivering versatile hydrogen solutions, we are contributing to the UK's transition towards cleaner energy alternatives.

By delivering versatile hydrogen solutions, we are actively contributing to the transition towards cleaner energy alternatives.

Hydrogen Boiler Project in Antwerp:

Progressing towards sustainable solutions, we have made significant strides in the hydrogen boiler project based in Antwerp. This endeavour involves the construction of an on-site boiler fuelled by co-produced hydrogen originating from the Lillo Electrolytic Chlorination Unit (ECU). Having reached the Final Investment Decision (FID) stage, the anticipated operational commencement is earmarked for the tail end of 2024. This project demonstrates our commitment to integrating hydrogen into diverse industrial processes for enhanced sustainability.



This project demonstrates our commitment to integrating hydrogen into diverse industrial processes for enhanced sustainability.

Belgian Barge Hydrogen Project:

Collaborative efforts are driving the Belgian Barge project, a partnership between INEOS Inovyn and Netherlands-based VT Group. The project entails retrofitting a chemical barge to operate on hydrogen power, facilitating the transportation of raw materials between Antwerp and Jemeppe. This innovative approach is poised to substantially reduce carbon emissions, potentially amounting to saving around 1,000 tonnes of CO_2 annually. While initial funding has been secured, we are progressing towards the Final Investment Decision (FID) to bring this vision to fruition.

This innovative approach will annually reduce carbon emissions, saving around

1 KT of CO_2

Power-to-Methanol Antwerp Project:

Embracing a holistic approach to sustainable chemistry, our involvement in the Power-to-Methanol Antwerp project is noteworthy. This venture aims to prove the viability of the production of renewable methanol, utilising captured CO_2 and electrolytic hydrogen.

Collaborating within a consortium of seven stakeholders, we are poised for the Final Investment Decision (FID), demonstrating our commitment to transformative technologies that drive environmental progress.

This project demonstrates our commitment to transformative technologies that drive environmental progress.

Aquarius Water Electrolyser Project in Rafnes, Norway:

This 20 MW water electrolyser project aims to fuel a Vinyl Chloride Monomer (VCM) unit, resulting in substantial emission reductions. Having concluded a feasibility study, the project has progressed to the Front End Engineering Design (FEED). Notably, initial funding has been secured from ENOVA, a prominent entity in environmentally friendly production and energy consumption. The ongoing collaboration underscores our dedication to cutting-edge sustainable solutions.

The ongoing collaboration underscores our dedication to cutting-edge sustainable solutions.

ChemCH2ange Hydrogen Electrolyser Project in Germany:

Demonstrating our commitment to international advancements, we are playing a supporting role in the ChemCH2ange project. This initiative, led by INEOS O&P North, centres on constructing a 100 MW water electrolyser at the INEOS Köln site in Germany. The produced renewable hydrogen will facilitate the production of green ammonia. With the project currently progressing through FEL2, a feasibility study has been financially supported. Anticipated to commence operations by Q4 2025, this initiative embodies our dedication to fostering a greener future.

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LIGH2T Hydrogen Development Project in the US:

Collaborating with Linde, we are actively engaged in the LIGH2T project, focusing on the development of a 100 MW water electrolyser for renewable hydrogen production in the US. This initiative aligns with the H2Hubs funding programme, underscoring our commitment to international partnerships that drive sustainable innovation. As we navigate the complexities of energy transition, this project stands as a testament to our dedication to scalable and impactful solutions.

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Project Electra

The electrification of assets is one of INEOS Inovyn's key approaches to support our Carbon Neutrality pillar. Scope 1 emissions generated from fueling production, represents a significant CO_2 source that needs reducing in order to reach Net Zero. As the European grid becomes greener, INEOS Inovyn is readying our assets to take advantage of future carbon neutral, renewable energy. With the support of ENOVA funding (the Norwegian government's enterprise responsible for promoting environmentally friendly production and energy consumption), we are planning to build a world first, electrically powered Ethylene Dichloride (EDC) thermal cracking unit, at our production site in Rafnes, Norway.

INEOS Inovyn assets are well positioned to take advantage of renewable energy available across Norway. We must first prove that electrical heating technology is ready to be adopted across our system and are planning to build an industrial scale unit, demonstrating this technology at scale.

To support our electrification projects, we have secured a Power Purchase Agreement (PPA) to source renewable power supply from Statkraft, covering all the project's electricity. The projected start-up of the new electrical cracker is in 2026 and .if successful, creates huge potential to scale this technology across additional crackers, leading to substantial carbon emission reductions.

Project Electra will fully replace the burning of fuel gas in the EDC-cracker and reduce scope 1 CO_2 emissions during the cracking process. This translates to a saving of 210kg of CO_2 per ton of PVC produced.

Once completed we will continue to ambitiously push down the carbon footprint of our products beyond today's current market leading position. INEOS Inovyn's sustainable portfolio will continue growing, and look forward to being able to offer our customers solutions to reduce their carbon footprint.

"The plans [to reach Net Zero] require the development and testing of new, innovative technology. The support from Enova is crucial for us to be able to carry out this type of ambitious project as early movers and hence achieve our climate goals."

Paul Daniels,
Operations Director
INEOS Inovyn

BIOVYN™

Growing INEOS Inovyn's bio-sourced PVC portfolio across Europe

To strengthen cross-industry demand for lower carbon products, INEOS Inovyn has expanded its BIOVYN™ portfolio, to offer material certified by both the Roundtable on Sustainable Biomaterials (RSB) and International Sustainability & Carbon Certification (ISCC) from sites in Germany, Belgium, Sweden, Norway and France.

BIOVYN™ is INEOS Inovyn's PVC range produced with 100% substitution of fossil feedstock by bio-attribution, **enabling greenhouse gas savings of over 90% compared to conventional PVC.**

Following its successful certification and world-first launch at our Rheinberg site in 2019, INEOS Inovyn now offers a wide range of sustainably-produced suspension and emulsion bio-attributed PVC grades.

These continuous developments have created a wider reach for our bio-attributed production network using two key industry sustainability certification standards: RSB and ISCC PLUS. These certifications represent an important step towards carbon neutrality and a reduced dependence on depleting fossil fuel reserves.

BIOVYN™ will also play an important role in allowing INEOS Inovyn to work with our wide range of vinyl customers towards decreasing their carbon footprints, ranging from construction to automotive and design.

biovyn

greenhouse gas savings of over

90%

compared to conventional PVC.

©Polestar 3 SUV

The team at INEOS Inovyn is extremely proud to be working with Polestar to reduce the carbon footprint of its vehicles.

Arnaud Valenduc, Business Director of INEOS Inovyn

Recently, BIOVYN™ was selected as the bio-attributed PVC of choice for premium automotive manufacturer, Polestar, in the manufacture of the interior of their new all electric Polestar 3 SUV model. BIOVYN™ will replace traditional leather or cloth upholstery and help mitigate Polestar's carbon footprint, while avoiding competition with global food chains.

BIOVYN™'s relevance across the automotive industry continues to grow in tandem with demand for more sustainable travel solutions, highlighted by Polestar's decision to choose our bio-attributed PVC as the preferred material for their production of technical and decorative surface materials for the automotive sector, through ContiTech Surface Solutions, Continental Corporation's specialist for surface materials and associated production technologies.

"The team at INEOS Inovyn is extremely proud to be working with Polestar to reduce the carbon footprint of its vehicles. As the first commercial producer of bio-attributed PVC, we have received considerable attention from all industries as we work together to improve sustainability and drive a more circular economy. We look forward to working together with the automotive sector on innovative solutions for a sustainable future." Arnaud Valenduc, Business Director of INEOS Inovyn.

©Continental

REODRIN™

REODRIN™ gains ISCC PLUS certification, opening the door to wider market applications

REODRIN™, is the world's first bio-attributed epichlorohydrin, which has attracted widespread industry interest since its launch in 2021.

Made by INEOS Inovyn, the product enables greenhouse gas saving of almost 70% compared to fossil-based epichlorohydrin, it is manufactured from 100% bio-circular, second-generation glycerine.

REODRIN™ obtained ISCC PLUS certification in October 2022, expanding deployment of the bio-attribution concept along our value chain and making it easier for customers to take advantage of the lower greenhouse gas benefits from this material.

reodrin

With the new certificate, INEOS Inovyn has also become the first ISCC PLUS-certified bio-attributed epichlorohydrin producer.

"This is a very important step in our quest to make REODRIN™ more widely available to the market. We continuously monitor market trends and listen to both our customers and suppliers, and it all led us to the same conclusion: the ISCC PLUS certification enables us to diversify our portfolio whilst allowing customers to benefit from REODRIN™'s advantages."

David De Clerck,
Procurement Director
INEOS Inovyn

It enables greenhouse gas saving of almost

70%

compared to fossil-based epichlorohydrin

It is manufactured from

100%

bio-circular, second-generation glycerine

Epichlorohydrin is widely used in industry sectors ranging from wind-turbine composite production to wastewater treatment and lightweight coatings for electric vehicles, making it an essential building block of society. By becoming the first producer of ISCC PLUS certified bio-attributed epichlorohydrin, INEOS Inovyn strengthens its status as an industry leader on the path to carbon neutrality.

To put this into context, every 2,000 tonnes of REODRIN™ replacing fossil-based epichlorohydrin is the equivalent of either reducing the CO_2 emissions of 1,000 Europeans per year, the same as taking 4,200 cars off our roads, or the CO_2 absorption of 300,000 trees.

2,000 tonnes of REODRIN™ saves the equivalent of

1,000

Average Europeans' annual CO_2 emissions.

4,200

Cars off the roads each year

300,000

Trees annual CO_2 absorption

Powering Innovation & Sustainability

INOVYN Awards 2022

As an industry leader, we are committed to the future and growth of our vinyl industry. A strong industry with the ability to innovate, adapt and promote sustainable solutions benefits everyone.

To help this drive progress, INEOS Inovyn recognises the very best innovations across our global industry. Led by an independent panel of expert judges, the INOVYN Awards is designed to empower innovation and sustainability through celebrating key achievements across four categories, aligned with our pillars of sustainability: responsible care, carbon neutrality, circularity and value to society.

"Sustainability and innovation are at the very heart of our business. Through the INOVYN Awards we are delighted to be able to support those individuals and organisations that are driving innovation, research and development in the field," commented Geir Tuft, CEO INEOS Inovyn.

Held every three years, our 2022 awards saw a record 130 entries submitted from 24 countries and 3 continents. The Awards ceremony took place on 20 October in Düsseldorf, Germany, and was attended by over 300 guests ranging from customers to suppliers and trade associations.

"Everything we have seen tonight shows how the whole value chain is simultaneously innovating towards sustainability and collaborating to solve the challenges of today and tomorrow. The next few years will be very exciting, and I look forward to being here in 5,10 and 15 years' time to see the progress we have all made," said Geir Tuft at the Awards' conclusion.

> **"Everything we have seen tonight shows how the whole value chain is simultaneously innovating towards sustainability and collaborating to solve the challenges of today and tomorrow."**
>
> **Geir Tuft, CEO INEOS Inovyn**

INOVYN Award Ceremony 20th October 2022

INOVYN Awards:

CATEGORY:

Responsible Production

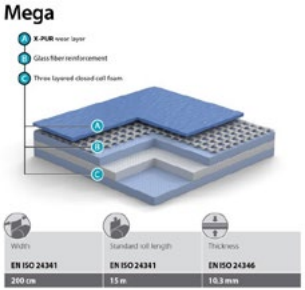
Graboplast

Winning entry:

PVC sports flooring with combined foam system for energy absorption

PVC pipes and the organic chemicals used in water treatment, play a vital role in supporting good health and wellbeing throughout society.

GRABOPLAST



CATEGORY:

Carbon Neutrality

Tarkett

Winning entry:

iQ natural next generation.

Tarkett

CATEGORY:

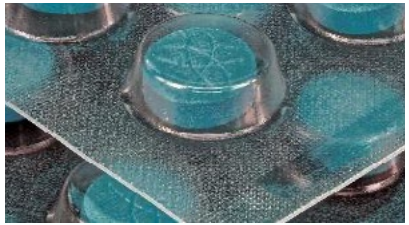
Circularity

Perlen Packaging

Winning entry:

PERLALUX transparent PVC mono-blister.

perlen packaging



CATEGORY:

Value to Society

FITT

Winning entry:

Bluforce RJ EPD® certified polymer alloy pipes for pressurised water distribution.

fitt®
Flowing forward

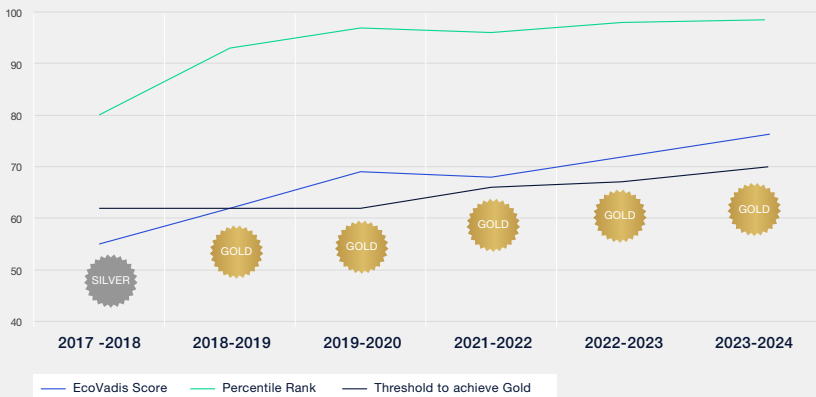
EcoVadis

EcoVadis is recognised as one of the world's leading independent assessors of environmental and labour practices, ethics and supplier sustainability.

"In 2023, INEOS Inovyn proudly received Gold status for the 5th consecutive year from EcoVadis, and have systematically strived to increase our performance year on year since first registration in 2017."

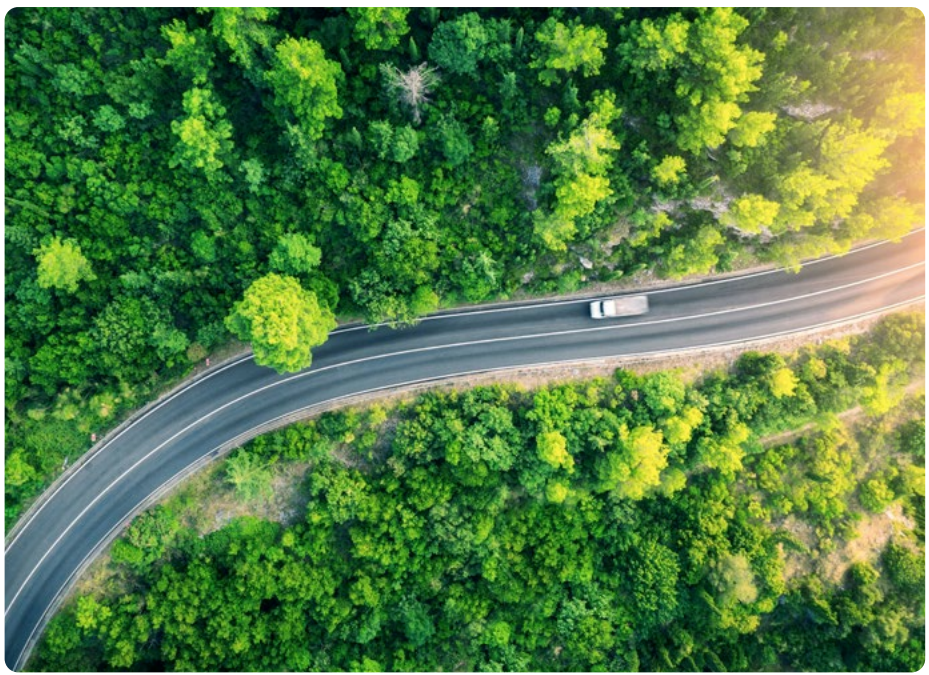
Tony Moorcroft,
HR Director
INEOS Inovyn

INEOS Inovyn Progression in EcoVadis Score (Percentage)



VinylPlus® 2030

The New Voluntary Commitment from VinylPlus®



The new VinylPlus® Progress report was published at the Vinyl Sustainability Forum in Florence in May 2023 reporting on the year 2022.

We are pleased to confirm there have been some significant achievements made across all 3 pathways related to this commitment. INEOS Inovyn is delighted to have played its part in the development of this voluntary commitment as well as its achievements. And not only are the commitments well recognised by our many stakeholders but the industry is delivering on these commitments.

Some of the key highlights for 2022 are summarised as follows.

Full details are available from the VinylPlus® Progress report 2023.

Pathway 1 – Scaling up the PVC Value Chain Circularity

This pathway sets out the European PVC industry's commitment to continue to push towards the increasing use of PVC recyclate into new products and builds on the successes already achieved including 813,266 Tonnes of PVC recycled across Europe in 2022. As a minimum, the PVC industry commits to the increased use of recyclate with recycling targets of 900KT PVC recycled by 2025 and 1 MT by 2030. Additional support will also be given to innovative recycling technologies as well as providing resources for new eco-design criteria to ensure that end-of-life criteria are part of any future PVC product designs.

"In line with the relevant EU policies, such as the Chemicals Strategy for Sustainability and the Circular Economy Action Plan under the European Green Deal, VinylPlus® is leading the European PVC Industry towards a circular economy by improving the sustainability performance of PVC, boosting recycling and ensuring the safe and sustainable use of recyclates"

©VinylPlus® extract from Progress Report 2023

VinylPlus® Recycling Targets

Courtesy of ©VinylPlus® 2023.

Pathway 2 – Advancing toward carbon neutrality and minimising our Environmental footprint.

The European PVC industry has progressively reduced both energy consumption and carbon emissions over the course of the last decade. It has been demonstrated that energy consumption for resin manufacturers reduced by nearly 10% and a corresponding 14% reduction in CO_2 emissions. Whilst PVC converters were able to demonstrate between 16% – 26.5% reductions in energy consumption for the production of window profiles, pipes, flooring, films and sheets in 2020 compared to 2010.

INEOS Inovyn is proud to continue to play its part in reducing the carbon footprint of PVC both through our decarbonisation projects, offering our customers INEOS Inovyn specific Environmental Product Declarations and the increasing range of our bio-attributed PVC products under BIOVYN™ trade name with almost carbon neutral footprints.

PVC Resin Production

-9.5%
Energy Consumption

-14.4%
CO_2 Emissions

To Produce 1 Tonne Of PVC In 2015-2016 Compared To 2007-2008

Main PVC Applications

Between
-16%+ -26.5%
In Energy Consumption

For Window Profiles, Pipes, Flooring, Films And Sheets In 2020 Compared To 2010

Courtesy of ©VinylPlus® 2023.

VinylPlus® has also made significant progress in reducing the environmental impact of the additives used in PVC formulations since the launch of a new additives' sustainability footprint framework, ASF®. This is a methodology to proactively assess and promote the sustainable production and use of PVC additives throughout entire product lifecycles thereby allowing PVC additive producers to increase their scoring for the VinylPlus® Supplier Certificates as well as facilitating the awarding of the VinylPlus® Product label for manufacturers of building and construction products.

For the PVC resin, manufacturers such as INEOS Inovyn are also committed to the continuous reduction of organochlorine emissions, and this is demonstrated through our compliance to the ECVM Industry Charter. The Charter was recently updated in 2019 which ECVM resin manufacturers are independently audited against. ECVM members including INEOS Inovyn are also signatories to Operation Clean Sweep® which sets out strict guidelines to prevent plastics leakage to the environment.

Pathway 3 – Building global coalitions and partnering for the SDGs

VinylPlus® understands that to make significant progress there needs to be a process of building both coalitions and partnership. But to be build such trust also requires both transparency and accountability hence each year VinylPlus® publishes an independently verified and audited report on the progress made against each target.

The VinylPlus® Product Label certification scheme has once again featured heavily in 2022, with 16 PVC converting companies having been certified and more than 500 products covered in these certifications across 27 European sites.

Courtesy of ©VinylPlus® 2023

The VinylPlus® Product Label certification scheme has once again featured heavily in 2022 with:

16 Certified companies

27 European sites

500 Products and product systems

The new product label is a clear demonstration towards more sustainable and traceable products, helping to promote sustainable private and public procurement policies. The label is now starting to be well established and recognised by a number of European Green Public Procurement bodies.

The newly launched VinylPlus® Supplier Certificates are extending the scope of PVC products to now included additive suppliers and in 2022, five companies were certified.

In addition to these certifications, VinylPlus® has engaged with a wide range of stakeholders through various partnerships and full details are available from the latest Progress Report.

Community Care & Initiatives

Plastics-Free Mersey Project

Over the last 2 years, INEOS Inovyn along with another major plastics producer, LyondellBasell, have been instrumental in funding a substantial pioneering project bringing together a wide range of partners in tackling plastics pollution from littering under the title **Plastics Free Mersey.**

At the heart of the project has been the creation of a citizen-science initiative which has trained and supported volunteers to collect valuable data about discarded plastic items found along the River Mersey and its 23 tributaries that flow from the Pennines in the UK to Liverpool Bay in the north of England.

The project is rather unique in its approach as a collaboration between NGOs, academia, research institutes as well as the plastics industry. With the aim to tackle plastics river pollution and base solutions on robust evidence and methods.

The support and guidance from the senior management of the charity Thames 21 and their experience in addressing littering in the Thames has been instrumental to kick-start the project.

So far, the project team has trained 29 volunteers, many of them have gone on to carrying out regular surveys which stood at 152 surveys by March 2023. We are delighted that several of these volunteers are from our local site at Runcorn. Findings to date include the most common types of littering where plastics food packaging is a major contributor. The project so far has helped to remove several tonnes of litter from both riverbanks and adjacent areas. In the two year pilot phase, the Plastics Free Mersey project has also been able to secure endorsement of key policy makers including both the Metro and City Mayors of Liverpool.

The project so far has helped to remove several tonnes of litter from both riverbanks and adjacent areas.

Courtesy of Thames 21®

VinylPlus®' Contribution to the

European Commission's Investigation report on PVC and its additives

In May 2022, the European Commission requested the European Chemicals Agency (ECHA) to produce an investigation report on PVC and its additives by May 2023. This was part of a wider remit of focus of attention to their Chemical's Strategy for Sustainability which is part of the EU's zero pollution ambition and a key commitment of the European Green Deal.

The investigation report aimed to gather scientific evidence to assess the potential risks to health and the environment from PVC and its additives and whether further regulatory measures beyond those already in place are needed. To meet this challenging deadline, VinylPlus® welcomed the opportunity to provide extensive data and reports supporting the safe and sustainable use of PVC and its additives.

This included information on volumes and uses of PVC and its alternatives as well as volumes of specific additives and their alternatives including plasticisers, stabilisers and fire retardants. As part of the process, ECHA requested three calls for evidence over a relatively short timescale. Two additional questionnaires were also received from Ramboll, the environmental consultant who were also requested by the Commission to both Identify potential alternatives to PVC and the socioeconomic impacts of potential replacement of PVC, as well as to collect information on the presence and influence of certain legacy additives in PVC and PVC alternatives.

VinylPlus® rose to these challenges and has provided accurate, updated, and comprehensive information on PVC itself its additives, their alternatives, and potential impacts, submitting over 1800 pages of evidence.

We trust that this huge undertaking will demonstrate our industry confidence and belief that PVC is safe, increasingly sustainable, circular and its applications play a vital role in society.

GRI Index

04

Organisational Profile

GRI 100s

GRI 102-1

Organisation name
INEOS Inovyn

GRI 102-2

Primary brands, products and services (Core)

INEOS Inovyn is a wholly owned subsidiary of the global chemicals and consumer products group INEOS. Our portfolio consists of an extensive range of products grouped into 5 key Business Units: General Purpose Vinyls, Specialty Vinyls, Organic Chlorine Derivatives, chlor-alkali and hydrogen.

Our products are used in some of the most demanding applications and are fundamental raw materials for industry sectors as diverse as automotive; power generation, building and construction; paints and adhesives; food; healthcare and medical; personal care; pulp and paper; textiles; clean energy; and water treatment.

Our products help to address some of the biggest challenges the world is facing right now.

They are being used extensively in the healthcare industry, In the manufacture of renewable energy technologies, for sanitisation of drinking water, prevention of disease spread as well as many more vital applications. A few examples include; Sodium hypochlorite made by INEOS Inovyn is effective when used for hospital disinfectants, caustic soda helps make soaps and detergents. Chlorine, methylene chloride, allyl chloride and epichlorohydrin all find key applications in the production of pharmaceuticals, whilst hydrochloric acid, salt and sulphuric acid help to keep water clean and safe.

Our specialty grades of PVC are used in the production of blister packs for medicines and vital hospital equipment – including blood bags, protective gloves, surgical gowns, aprons & boots through to tents for temporary treatment facilities – whilst general purpose PVC helps to make much-needed oxygen masks, ventilator tubes, goggles, face shields and other protective clothing for front-line medical staff.

In almost all our product groups, we are the largest producer in Europe. We consistently rank among the top three global manufacturers, and we are at the forefront of new product and process development across our industry.

GRI 102-3, 102-4

Headquarters' location
Location of operations

INEOS Inovyn is headquartered in London, UK, with manufacturing operations in Belgium, France, Germany, Italy, Norway, Spain, Sweden and the UK. We also maintain offices in Runcorn, UK and Evere, Belgium.

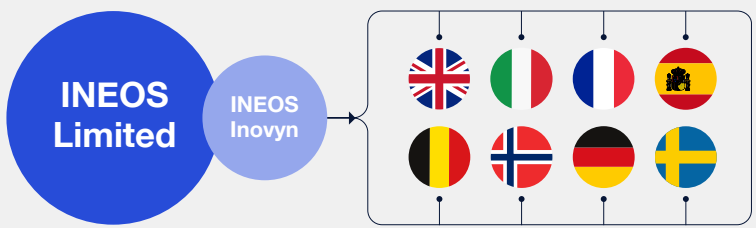
Ownership and legal form

The ultimate parent company of INEOS Inovyn is INEOS. INEOS is led by its founder and Chairman Sir Jim Ratcliffe and co-owners Andy Currie and John Reece. It operates a federal structure based on clear reporting lines and direct accountability. Each business, including INEOS Inovyn, is managed largely autonomously by its own Executive directors.

GRI 102-6

Markets served (Core)

INEOS Inovyn supplies over 2,800 customers in 125 countries. Our portfolio serves several chemical markets such as General Purpose Vinyls, Specialty Vinyls, Organic Chlorine Derivatives, chlor-alkali, hydrogen, Vinyls Technologies and Electrochemical Solutions. INEOS Inovyn's strengths across its extensive chlorvinyls activities creates a world scale business that continues to serve its customers and rapidly respond to changing global markets.



We supply to over 2,800 customers in 125 countries

Powering the future

PVC and epichlorohydrin-based epoxy resins provide lightweight, strong properties for wind turbine blades.

Clean hydrogen production to decarbonise energy, fuel, transport and logistics is driving progress towards a carbon-free future.

Disinfect to protect

Chlor-alkali products - sodium hypochlorite (bleach) and caustic soda - have properties for destroying surface viruses, unblocking drains and protecting homes and hospitals.

Pharmaceuticals

A wide range of our products including potassium hydroxide and methylene chloride are used in pharmaceutical manufacturing.

Medical products

PVC is used to make essential medical devices such as oxygen masks, blood bags and tubings, as well as hygienic medical facility flooring and wall coverings.

Construction & the home

PVC is found all around the home, from windows to flooring, to your shoes at the front door – its durability maintains quality for years to come.

In the bathroom, our caustic soda is a key ingredient in soap and in the kitchen, polyglycerol improves the characteristics of cakes and chocolates. Chloroform is a key ingredient in fire extinguishers, in the production of dyes and is used in cleansing agents. PVC used in automotive provides a durable, effective material for lightweight car parts including wing-mirrors, interior trims and upholsteries.

Allyl chloride is an important precursor for green tyres, reducing fuel consumption by 8% on average. PVC provides durable and affordable piping, cables and window frames, delivering energy efficient buildings along with safe drinking water.

Water treatment

A wide range of our products are key to water provision; chlorine is used to purify drinking water and organic chlorine derivatives and caustic soda are used to treat wastewater.

GRI 102-7

Scale of organisation

INEOS Inovyn has over 4,286 employees and operates 15 large-scale manufacturing sites in 8 countries across Europe. Our commercial production volume is a little under 10 million tonnes per annum with an annual turnover of €5.1billion as of 2022.

employees

4,286

€5.1b

turnover as of 2022

GRI 102-8

Information on employees

As of 31 December 2022, INEOS Inovyn employed in total 4286 permanent and fixed term employees. Of these, 4256 were based in Europe and 30 outside Europe.

As of 31/12/2021, 97% of all approved positions within INEOS Inovyn were occupied by an INEOS Inovyn employee on either a full time (93%) or part-time (4%) contract. The remaining 3% of positions were either vacant or occupied by contractors / agency workers.

	PERMANENT		FIXED-TERM	
	MALE	FEMALE	MALE	FEMALE
Austria	1	1	0	0
Belgium	704	121	39	14
China	3	0	0	0
France	713	67	15	7
Germany	406	38	23	0
Italy	175	31	4	1
Netherlands	3	0	0	0
Norway	242	68	21	6
Portugal	2	0	0	0
Spain	272	32	6	4
Sweden	246	72	7	2
UK	703	165	16	9
USA	1	2	0	0
TOTAL	**3,471**	**597**	**131**	**43**

GRI 102-9

Supply Chain

Within INEOS Inovyn's supply chain we categorise our suppliers into 4 areas which are internally managed as separate categories:

- Energy
- Feedstocks and Raw Materials
- Logistics
- Technical Services and Goods

During 2022 across the 4 categories, we purchased from approximately 6500 suppliers with an annual spend of approximately €3.8 billion. The number of (suppliers) and spend split by Category is as follows:

INEOS Inovyn has a primarily European base for suppliers as all our manufacturing sites are based in Europe. The no of Suppliers split by region is as follows:

The percentage no of suppliers split by region is as follows:

SUPPLIER CATEGORY	NUMBER	% NUMBER	€ MILLION	% SPEND
Energy	79	1	1,686	44
Feedstocks & Raw Materials	305	5	1,255	33
Logistics	517	8	374	10
TS&G	5,651	86	506	13

INEOS Inovyn has a primarily European base for suppliers as all our manufacturing sites are based in Europe. The no of Suppliers split by region is as follows:

Total nº of Suppliers					
REGION	TOTAL	ENERGY	LOGISTICS	FS&RM	TS&G
EU 27	4987	41	410	249	4287
Norway	497	12	38	9	438
GB	1008	25	56	31	896
ROW	60	1	13	16	30
TOTAL	**6552**	**79**	**517**	**305**	**5651**

The percentage no of suppliers split by region is as follows:

% of total nº of Suppliers					
REGION	TOTAL	ENERGY	LOGISTICS	FS&RM	TS&G
EU 27	76.1%	0.6%	6.3%	3.8%	65.4%
Norway	7.6%	0.2%	0.6%	0.1%	6.7%
GB	15.4%	0.4%	0.9%	0.5%	13.7%
ROW	0.9%	0.0%	0.2%	0.2%	0.5%
TOTAL	**100.0%**	**1.2%**	**7.9%**	**4.7%**	**86.2%**

GRI 102-10

Significant changes to the organisation and its supply chain

Since the becoming a part of the larger financing group of INEOS Quattro in January 2021, INEOS Inovyn Limited has undergone no significant organisational changes. INEOS Inovyn ceased any sales to Russia when war on Ukraine was declared. This has created changes in the volumes and regions that we sell some of our products to. However, we have adjusted our product flows with limited disruption to our business.

GRI 102-12

External initiatives

We are proud to support and actively participate in a range of industry sustainability initiatives, including:

VinylPlus® 2030 Programme

INEOS Inovyn is one of the founding partners and single largest contributor to VinylPlus®, the Voluntary Commitment of the European PVC industry.

In 2021 VinylPlus® launched its 3rd successive 10-year voluntary commitment known as VinylPlus® 2030 Pathways. Details are provided on page 50 of this report. VinylPlus® 2030 comprises of 3 distinct pathways addressing PVC circularity, advancing towards carbon neutrality and building global coalitions and partnerships.

Operation Clean Sweep®

INEOS Inovyn is a signatory to Operation Clean Sweep® (OCS), the voluntary industry pledge, which aims to achieve zero plastic pellet and powder loss from manufacturing plants to the environment. By signing the OCS pledge, we recognise the importance of preventing any leakage. INEOS Inovyn has committed to integrating OCS principles across its entire operations. This includes carrying out regular site audits; internal procedures, containment systems and employee equipment review, developing training plans and implementing them, as well as prevention, containments and clean up procedures. INEOS Inovyn encourages all its partners to participate in the programme.

The Roundtable on Sustainable Biomaterials

The Roundtable on Sustainable Biomaterials (RSB) is one of the world's most trusted, valued and peer-reviewed standard for the sustainable bio-based and circular economy. INEOS Inovyn and its sister companies INEOS Olefins & Polymers Europe and INEOS Styrolution were the first chemical and polymers producers to achieve RSB certification to their Advanced Products Standard.

INEOS Inovyn is accredited to RSB in relation to BIOVYN™, the world's first commercially available bio-attributed PVC. As a full member of RSB, we are part of a worldwide movement of businesses, NGOs, academics, governments and UN organisations that demonstrate their commitment to best practice for sustainable biomaterial, biofuels and biomass production.

International Sustainability and Carbon Certification ISCC

The International Sustainability and Carbon Certification (ISCC) is also one of the world's most trusted, valued and peer-reviewed standard for the sustainable bio-based and circular economy. It is an independent multi-stakeholder initiative and a leading certification system supporting sustainable, fully traceable, deforestation-free and climate-friendly supply chains. Via this certification scheme we contribute to environmentally, socially and economically sustainable production.

INEOS Inovyn is accredited to ISCC in relation to both BIOVYN™ the worlds first commercially available bio-attributed PVC and REODRIN™ our newly developed bio-attributed epichlorohydrin used for example in the manufacture of epoxy resins for applications such as wind turbines.

EcoVadis

INEOS Inovyn is rated annually by EcoVadis, the world's leading sustainability ratings provider. We are delighted to have achieved Gold Merit status for a fourth consecutive year in relation to EcoVadis's independent assessment of our environmental and labour practices, ethics and supplier sustainability. As well as achieving a 5% overall improvement putting us in the top 2% of all companies assessed. Full details can be found on page 49.

Responsible Care®

We are a signatories of the chemical industry's Responsible Care® initiative, which goes beyond legislative and regulatory compliance – committing itself to improve the environmental, health and security performance of our industry. We have implemented the principles of Responsible Care® across our operations, and we encourage all our partners to follow suit.

The Natural Step

The Natural Step International (TNS) is a sustainable development leader that engages organisations to take concrete action towards ecological, social, and economic sustainability. INEOS Inovyn has been associated with TNS for over 20 years. TNS developed a scientific, systemic and strategic approach, coined the 'Framework for Strategic Sustainable Development' and the original 5 key sustainability challenges of VinylPlus® were based on their framework.

GRI 102-13

Membership of associations

INEOS Inovyn makes a significant investment in external associations, both in terms of financial support and INEOS Inovyn employees' time and expertise:

European associations

PlasticsEurope

PlasticsEurope is the leading European plastics trade association representing more than 90% of all polymer production across Europe. INEOS Inovyn is among more than 50 other member companies who support its many activities including the circular economy, health and safety, marine litter, life cycle thinking and innovation. We fully support PlasticsEurope's "Plastics 2030" Voluntary Commitment to achieve a fully circular and resource efficient Europe.

The European Council of Vinyl Manufacturers (ECVM)

The European Council of Vinyl Manufacturers (ECVM) represents the seven leading European PVC resin manufacturers, including INEOS Inovyn. Together accounting for around 85% of the PVC resin manufactured in Europe. ECVM is a division of PlasticsEurope and represents the collective voice of the European vinyl producers in Europe whilst also making a significant contribution to the VinylPlus® initiative.

EuroChlor

EuroChlor represents the interests of European chlor-alkali producers and INEOS Inovyn is among 35 other members. The responsibilities of EuroChlor includes the promotion of best practices in safety, health and environmental protection, and encouraging the economic and social benefits of chlor-alkalis products and the many industries that rely on them. We support EuroChlor's Mid-Century Strategy (MCS), which focuses on achieving the industry's vision of a safe, competitive, climate neutral and circular industry. The current chair of the EuroChlor Management team, Mr Wouter Bleukx is a member of INEOS Inovyn's Executive team. In particular, Wouter is particularly proud of the progress the European chlor-alkali industry has made over the last 20 years and the continued ambitions under the new MCS programme.

EU Salt Association

EU salt represents 28 salt producers across Europe and beyond. The Aim of the organisation is to act as the voice of the salt industry In Europe, to promote the wide variety of uses for salt, to foster a European regulatory and business environment favourable to long term growth and to contribute on public policy & regulatory debates on behalf of its members.

The European Clean Hydrogen Alliance

The European Clean Hydrogen Alliance aims at an ambitious deployment of hydrogen technologies by 2030. It is doing this by engaging all stakeholders in the hydrogen value chain and by mobilising resources to develop an investment agenda to stimulate the roll out of production and use of renewable and low-carbon hydrogen, and to build a concrete pipeline of projects. With the alliance, the EU wants to build its global leadership in this domain, to support the EU's commitment to reach carbon neutrality by 2050.

National Associations

We are also members of numerous national and regional associations focussed mainly on individual product groups such as PVC, chlorinated intermediaries, and hydrogen.

2. Strategy

GRI 102-14, 102-15

Statement from senior decision maker

Key impacts, risks and opportunities

For our senior decision maker statement, please see the welcome from our CEO, Geir Tuft on page 5.

3. Ethics and Integrity

GRI 102-16

Values, Principles, Standards and Norms

INEOS Inovyn is committed to upholding the highest ethical standards and we comply fully with all relevant local, national and international laws. Our Compliance Manager, through our General Counsel, has a reporting line to our Executive Team, which has ultimate oversight of compliance.

We remain committed and uncompromising on maintaining safety, health and the environment as our first priority. Consistent with the wider INEOS group, our Code of Conduct sets out our expectations on Safety, Health & the Environment; Competition & Sanctions; Governance; Dealing with Governments and Political Activity; Financial Integrity and Company Assets; Human Resources and the use of Digital Systems & Security. It is available in 18 languages and is accessible on the INEOS website.

In accordance with our commitment towards zero incidents, we have robust policies in place to protect employee and contractor health and safety. Wherever we work, we follow all equal pay and relevant working hours directives.

INEOS Group, of which we are a part, publishes its annual Modern Slavery Transparency Statement following the UK Modern Slavery Act 2015. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking across our businesses, we have trained relevant employees and our Anti-slavery Policy is available to all staff.

We never use child, forced, bonded or involuntary labour and are committed to preventing slavery and human trafficking throughout our supply chain, including subcontractors and suppliers.

The INEOS Supplier Code of Conduct is the foundation of our supply chain management and establishes our basic guidelines and criteria for supplier standards, including labour and human rights practices, health and safety, environmental protection, integrity and ethical business practices. We expect all our suppliers, at a minimum, to conform with the Supplier Code of Conduct, and we regularly audit supplier performance.

INEOS Inovyn is committed to upholding the highest ethical standards and we comply fully with all relevant local, national and international laws.

INEOS Inovyn is committed to an environment where communication

open +honest

GRI 102-17

Mechanisms for advice and concerns about ethics

INEOS Inovyn is committed to an environment where open and honest communication is the expectation, not the exception.

We want our employees to feel comfortable in approaching their line manager or management if they believe a violation of Company policy or behavioural standards has occurred. However, we recognise the need for clear and independent mechanisms through which employees can voice serious concerns without fear of reprisal in any form.

Through the INEOS Speak-Up! Service, employees can access an independent third-party helpline and website available in most languages. This service is supported by the INEOS Speak-Up! policy, which is provided on the INEOS Inovyn Group Intranet and website in multiple languages.

The INEOS Speak-Up! policy protects the confidentiality of information provided through the portal and employees may choose to identify themselves or to report anonymously, with INEOS Inovyn's guarantee that all comments will be heard.

4. Governance

GRI 102-18

Governance Structure

The highest governance body of INEOS Inovyn is the Executive Team, comprising the positions of Chief Executive Officer (CEO), Chief Financial Officer (CFO), Business Director, Operations Director, Procurement Director, Human Resources Director and IT and Legal Director. The Company General Counsel and other senior managers may participate in Executive discussions at their request.

GRI 102-19

Delegating Authority

INEOS Inovyn places a high level of importance on the ability of individual business units, sites and functions to take ownership of their own sustainability strategy within the context of INEOS Inovyn's Sustainability Strategy. As such, Business Managers, Country Managers and Procurement Managers drive decision making under the guidance of the Executive Team.

GRI 102-20

Executive level response for economic, environmental & social topics

Sustainability is at the heart of INEOS Inovyn's strategy, with ultimate responsibility lying with our CEO and the Executive Team. During regular reviews the Executive team receives relevant updates from functional areas on environmental, social and governance matters.

All Executive members regularly review and monitor the Company's performance in terms of safety, health and the environment (SHE). We also advocate the responsibility of all employees to uphold our principles.

The Business SHE Manager, who reports directly to the Operations Director, is the primary Executive liaison on safety, health and environmental performance with responsibility for ensuring the accurate reporting of performance against defined KPIs as well as overseeing investigations into significant incidents. Our Sustainability Business Manager, who reports directly to the Business Director is responsible for sustainability initiatives and reporting.

Adherence to relevant compliance, governance and social matters is the responsibility of the General Counsel, and where local laws and customs apply, the Country Manager of the relevant region. For matters relating to HR compliance, this is the responsibility of the HR Director.

Functional Managers who report directly to Executive members are responsible for advancing sustainability performance across all aspects of our commercial activity.

GRI 102-21

Consulting stakeholders on economic, environmental & social issues

Investors and other related parties can communicate with our Executive through INEOS Quattro. Feedback is provided through regular interactions between our Investor Relations Manager and the Executive.

GRI 102-22

Composition of the highest governance body and its committees

INEOS Inovyn is led by a highly experienced Executive team, which brings together a wealth of knowledge leading some of the largest chemical companies in Europe. INEOS Inovyn Limited has seven Directors. The Executive team operates as the highest governance body and is comprised seven members:

- **Chief Executive Officer (CEO)** – Geir Tuft
- **Chief Financial Officer (CFO)** – David Horrocks
- **Business Director** – Arnaud Valenduc
- **Operations Director** – Paul Daniels
- **Procurement Director** – David De Clerck
- **IT/ Legal Director** – Julie Taylorson
- **Human Resources Director** – Tony Moorcroft
- **Business Director Hydrogen** – Wouter Bleukx

The Executive team is 14% female, with four nationalities represented. Executive members have considerable experience of Environmental, Social and Governance issues, having served as Chairs of several trade associations, as well as Executive members or senior management for a range of listed and private companies.

GRI 102-23

Chair of the highest governance body

Our Executive is led by the Chair, independent of the business, who is nominated by INEOS Capital.

The Executive team believes that the separation of the Chairman and CEO roles allows for strong governance and oversight, allowing the Chairman to focus on Executive matters while the CEO focuses on managing the running of our business.

GRI 102-24

Nominating and selecting the highest governance body

The Executive is nominated and selected by INEOS Capital.

GRI 102-26

Role of highest governance body in setting purpose, values, and strategy

Our Executive team sets the purpose, values and strategy of the business. This is reviewed annually by INEOS Capital. We strongly believe in the individual ownership of strategies by the relevant manager and their team. The Executive is responsible for updating INEOS Inovyn's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.

GRI 102-27

Collective knowledge of highest governance body

Our Executive regularly participates in sessions aimed at widening their understanding of economic, environmental, and social topics. Our strategy team provides regular Business Intelligence information to the Executive, which is complemented by regular functional strategic reviews, in which relevant information concerning individual functional areas is shared.

GRI 102-29, 102-30, 120-31

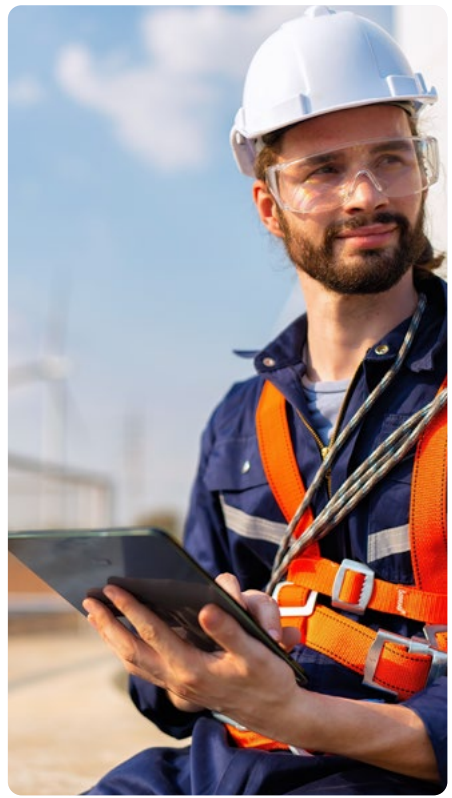
Identifying and managing economic, environmental and social impacts

Effectiveness of risk management processes

Review of economic, environmental, and social topics

Functional areas are responsible for identifying impacts, risks and opportunities that relate to economic, environmental and social topics. These are reviewed annually at both a product group and site level through the Strategic Review process.

Regular monitoring of market trends, upcoming regulations and changes in government policy are carried out at a Business Unit and Site level. For more information on our Executive level risk management of ESG topics, please see GRI 102-20.



GRI 102-32

Highest governance body's role in sustainability reporting

The Executive reviews and approves the annual Sustainability Report, ensuring material topics identified by our stakeholders are covered in the report. The creation of the report is overseen by the sustainability department.

GRI 102-33

Communicating critical concerns

Please see GRI 102-17 for information on how employees can raise issues relating to ethical breaches.

Individual directors are responsible for managing critical concerns within their remit. Employees are encouraged to highlight critical concerns to their line manager, who can then take the appropriate action necessary in line with INEOS Inovyn policy. The CEO is the key point of contact for INEOS Inovyn if there are any concerns that may need to be elevated to INEOS Group level.

GRI 102-34

Nature and total number of critical concerns

There are no critical concerns as defined by the Executive to report for the reporting period 2022.

GRI 102-35, 102-36

Remuneration Policies – Highest Governance Body/Senior Staff, Process for determining remuneration

The Executive has a Remuneration Committee and the members of such include the Chairman and the Chief Executive Officer, plus certain members representing INEOS Capital. Each committee seeks the advice of additional members with specific expertise as necessary. The Remuneration Committee meets at least once a year with the primary function to determine remuneration and other terms of employment for the directors and senior employees of the company. In setting the remuneration policy, the committee considers several factors, including the salaries and benefits available to senior management in comparable companies and the need to ensure senior management commitment to the continued success of the Company by means of incentive schemes.

5. Stakeholder engagement

GRI 102-40

List of stakeholder groups

The relationships we have with our stakeholders are fundamental to our success. We regularly engage with our stakeholders through a variety of channels. Our position within industry associations allows us to engage with stakeholders on key national and international issues.

In 2020, we consulted with our stakeholders on a range of sustainability topics, through our Sustainability Materiality Questionnaire which is due to be updated in 2023.

Our objective was to engage and understand our stakeholders' views. We consulted the following groups:

- Customers
- Suppliers
- National & regional governments
- Non-governmental organisations (NGOs)
- Investors
- Trade associations
- Experts within the field of sustainability

We also engaged a wide range of employees from various job roles, across all regions in which we operate.

GRI 102-41

Collective bargaining agreements

Where collective bargaining arrangements are in place, our focus is to engage in open and constructive dialogue with employee representatives. In doing so, our aim is to ensure that all joint decisions follow a transparent process and that employees who are represented through such arrangements fully understand the context.

GRI 102-42 & 102-43

Identifying and selecting stakeholders & approach to stakeholder engagement

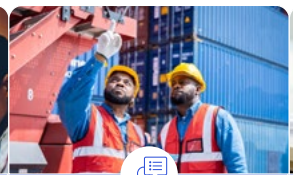
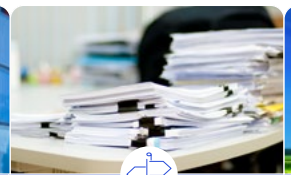
STAKEHOLDER GROUP	METHOD OF IDENTIFICATION	ENGAGEMENT APPROACH
Employees	All employees are regularly consulted on a wide range of matters. Specific employees were chosen on a regional approach, across a range of seniority levels, by local HR Managers for the purpose of this Report.	Our employees have regular conversations with their managers, both informally and the majority formally through the annual review process. Employees receive communications on a wide range of subject matters including company strategy and performance, organisation changes, industry developments and current issues impacting our industry e.g. the war in Ukraine or energy crisis. The Executive and senior management communicate with employees through regular monthly calls and site visits and employees are encouraged through periodical employee engagement surveys to provide feedback on a range of topics relevant to themselves and INEOS Inovyn. Employees are also able to report anonymous concerns through the INEOS Speak Up! Platform.
Customers	Business Managers for each of our business units define our overall engagement strategy with customers. This methodology is then integrated into our stakeholder engagement process on sustainability.	We engage regularly with customers on a wide range of strategic initiatives, including sustainability. Our sales managers, commercial managers and technical services teams work closely with customers to maintain dialogue. We conduct regular customer surveys to help us to improve our product and service offering. We frequently carry out site visits to our customers for safety, health and compliance audits, and our customers are integral to the safe running of our plants too.
Suppliers	We regularly engage with suppliers on a wide range of topics, with a particular focus on safety, health and the environment. This is managed by Procurement Managers, in conjunction with the Procurement Excellence team. Contractors are subject to the same stringent rules on process safety and training as our employees and all our reporting on safety, health and the environment include our hauliers and contractors where applicable.	We regularly involve suppliers on a wide range of strategic initiatives, including sustainability. We regularly carry out on-site audits of our suppliers for safety, health and compliance purposes, ensuring our suppliers meet the same requirements we expect of ourselves.
National or regional governments	The communities in which we operate are integral to the success of our business and in many areas, we are one of the major regional employers. As such, Country and Regional Operations Managers for each of the countries and regions we operate in are responsible for regular interaction between local, regional and national governments.	We interact with local, regional and national governments and commissions on a variety of issues and respond to public consultations regarding new or updated regulation and legislation when applicable. We consult local, regional, national and international governments and commissions when making changes relevant to their jurisdiction, including, but not limited to, modifications to our site, our organisation and mergers and acquisitions.
Local communities	We regularly meet and work with members of the community to maintain dialogue. In some cases, we participate via Community Advisory Panels and engage widely with local schools, colleges and universities to widen participation in STEM (science, technology, engineering, and mathematics) subjects. As part of the wider INEOS Group, through INEOS Go Run for Fun, The Daily Mile and other charitable initiatives, we regularly engage thousands of children in healthy living programmes.	
Non-governmental organisations	We regularly engage with NGOs on a range of topics, either directly through our senior management or indirectly through trade associations.	
Investor or financial institutions	Investor relations for INEOS Inovyn are managed by INEOS Quattro who frequently speak to our investors and related parties on a range of economic, environmental and social issues.	
Trade associations	We actively participate in 58 industry trade associations at European and national level. Business Unit Managers and Country Managers are responsible for identifying and engaging with relevant trade associations.	

GRI 102-44

Key topics and concerns raised

The below topics are the three key topics by materiality score by various stakeholder groups.




	Employees	Customers	Suppliers	National or regional governments	Non-governmental organisations
Circularity					x
Compliance with Laws & Human Rights	x	x	x		
Ecological Impacts				x	
Economic Performance	x				
Employee Health & Wellbeing		x	x	x	
Product Stewardship					x
Striving for Zero Incidents	x	x	x	x	
The Low Carbon & hydrogen Economy					x

GRI 102-45

Notes to the Consolidated Financial Statements for the year 31 December 2022

(forming part of the financial statements).

Company	Country of incorporation	Principal activity	Class of shares held	Ownership 2022	Ownership 2021	Registered office reference
EVC Pension Trustees Limited	UK	Pension trustee	Ordinary	100%	100%	(A)
INOVYN Energy Limited	UK	Holding company	Ordinary	100%	100%	(A)
Kerling Newco 1 Limited*	UK	Holding company	Ordinary	100%	100%	(A)
Kerling Newco 2 Limited*	UK	Holding company	Ordinary	100%	100%	(A)
INOVYN Deutschland GmbH*	Germany	Manufacturer of chlor-alkali and PVC products	Ordinary	100%	100%	(E)
INOVYN Espana S.L.	Spain	Manufacture of PVC	Ordinary	100%	100%	(G)
INOVYN Osterreich GmbH[1]	Austria	Sales office	Ordinary	100%	100%	(H)
INOVYN Belgium SA*	Belgium	Manufacture of chlor-alkali and EDC products	Ordinary	100%	100%	(I)
INOVYN Olefines France SAS*	France	Operation of ethylene cracker	Ordinary	100%	100%	(J)
INOVYN Portugal Lda	Portugal	Sales office	Ordinary	100%	100%	(K)
INOVYN Trade Services SA*	Belgium	Purchase and resale of chemicals	Ordinary	100%	100%	(I)
INOVYN Manufacturing Belgium SA*	Belgium	Manufacture of chlor-alkali and PVC products	Ordinary	100%	100%	(I)
INOVYN France SAS*	France	Manufacture of chlor-alkali and PVC products	Ordinary	100%	100%	(J)
INOVYN Italia S.p.A.	Italy	Commercial services	Ordinary	100%	100%	(L)
INOVYN Produzione Italia S.p.A*	Italy	Manufacture of chlor-alkali products	Ordinary	100%	100%	(M)
INOVYN Quimica Espana S.L.	Spain	Waste treatment	Ordinary	100%	100%	(G)
Vinyloop Ferrara S.p.A[1]	Italy	PVC Recycling	Ordinary	100%	100%	(L)
TTE Training Limited	UK	Training company	Limited by Guarantee	100%	100%	(O)
TTE Apprenticeship Training Agency Limited	UK	Apprenticeship company	Limited by Guarantee	100%	100%	(O)
INEOS Norway Finance Ireland Limited	Ireland	Securitisation vehicle	Ordinary	n/a	n/a	(N)

GRI 102-45

Notes to the Consolidated Financial Statements for the year (continued)

31 December 2022

(forming part of the financial statements).

Company	Country of incorporation	Principal activity	Class of shares held	Ownership 2022	Ownership 2021	Registered office reference
INOVYN Holdings Limited* # (1)	UK	Holding company	Ordinary	100%	100%	(A)
INOVYN Finance Limited#	UK	Holding company	Ordinary	100%	100%	(A)
INOVYN Group Treasury Limited*	UK	Holding company	Ordinary	100%	100%	(A)
INOVYN Europe Limited*	UK	Group entrepreneur	Ordinary	100%	100%	(A)
INOVYN Norge AS*	Norway	Manufacture of chlor-alkali and PVC products	Ordinary	100%	100%	(B)
INOVYN Sverige AB*	Sweden	Manufacture of chlor-alkali and PVC products	Ordinary	100%	100%	(C)
INEOS ChlorVinyls Holdings BV	Netherlands	Holding company	Ordinary	100%	100%	(D)
INOVYN Newton Aycliffe Limited	UK	Non-trading	Ordinary	100%	100%	(A)
INEOS Newton Aycliffe Trustees Limited	UK	Pension trustee	Ordinary	100%	100%	(A)
INOVYN Services Limited	UK	Non-trading	Ordinary	100%	100%	(A)
INOVYN Enterprises Limited*	UK	Extraction and supply of brine and water	Ordinary	100%	100%	(A)
INOVYN ChlorVinyls Holdings Limited*	UK	Holding company	Ordinary	100%	100%	(A)
INOVYN Newco 2 Limited*	UK	Holding company	Ordinary	100%	100%	(A)
INOVYN ChlorVinyls Limited*	UK	Manufacture of chlor-alkali and PVC products	Ordinary	100%	100%	(A)
INEOS Enterprises Group Limited	UK	Manufacture of salt	Ordinary	100%	100%	(A)
Keuper Gas Storage Limited	UK	Gas storage	Ordinary	100%	100%	(A)
INEOS Chlor Atlantik GmbH	Germany	Non-trading	Ordinary	100%	100%	(E)
INOVYN Americas Inc	USA	Purchase and resale of chemicals	Ordinary	100%	100%	(F)
INOVYN Sales International Limited(2)	UK	Non-trading	Ordinary	100%	100%	(A)
INEOS Chlor Trustees Limited	UK	Pension trustee	Ordinary	100%	100%	(A)
INEOS Vinyls UK Ltd(1)	UK	Non-trading	Ordinary	100%	100%	(A)
INEOS Vinyls GmbH & Co KG	Germany	Holding company	Ordinary	100%	100%	(E)
INOVYN Schkopau GmbH	Germany	Non trading	Ordinary	100%	100%	(E)
INOVYN Sales GmbH	Germany	Non trading	Ordinary	100%	100%	(E)

We strongly believe in environmental, social and economic factors being key drivers for our business.

6. Reporting practice

GRI 102-46

Defining report content and topic boundaries

We strongly believe in environmental, social and economic factors being key drivers for our business. We aim to be a chemical industry leader in safety, health and environmental protection, ensuring our products meet and exceed both customers' and wider society's increasing expectations. This Report has been created in line with the Global Reporting Initiative's (GRI) Standards and aims to detail our approach to sustainability, our policies and standards, and our solutions for a sustainable future. The data collected provides an overview of INEOS Inovyn and its sustainability efforts, covering the activities of all INEOS Inovyn legal entities worldwide.

GRI 102-47

List of material topics

The materiality assessment identified sustainability topics of significance to our stakeholders, business and value chain. Our first materiality assessment was conducted in 2020, in which we evaluated topics affecting our industry in conjunction with input from leaders across the Company and considered our impacts on the economy, society and the environment.

We received 216 submissions from employees and 359 submissions from external stakeholders. INEOS Inovyn's core sustainability team identified 16 topics that are relevant to our industry and are most important to our stakeholders. The topics have been split into four categories, as shown below.

The results of this assessment can be found on page 15.

Health & Safety
- Striving for zero incidents
- Employee health & wellbeing
- Product stewardship

Environmental Factors
- Circularity
- Ecological impacts
- Emissions
- Energy consumption
- The low carbon & hydrogen economy
- Waste & marine litter
- Water

Social Factors
- Community engagement
- Compliance with laws & human rights
- Employee engagement, diversity & inclusion
- Training & development

Business Model & Continuous Improvement
- Economic performance
- Value of products to society
- Innovation
- Sustainable procurement

GRI 102-50, GRI 102-51, GRI 102-52

Reporting period, Date of most recent report, Reporting cycle

The financial information presented in this Report is consistent with the Company's audited consolidated financial statement and management report over the year running January 2021 – December 2022.
This Report has been published April 2023 We aim to report on our sustainability performance on an annual basis.

GRI 102-53

Contact point for questions regarding the report

For more information on our approach to sustainability and further actions, please contact: sustainability.inovyn@ineos.com

For press enquiries, please see our list of INEOS Inovyn Press Contacts published on our website.

GRI 102-54

Claims of reporting in accordance with GRI standards

This Report publishes materials that include a GRI-referenced claim.

GRI 102-55

GRI content index

For our GRI content index, please see page 105.

GRI 102-56

External assurance

All internal stakeholders accountable for the Company's sustainability programme and performance, including INEOS Inovyn's Executive, have validated the content of this Report.

Economic Performance

GRI 200s

GRI 201-1

Direct economic value generated and distributed:

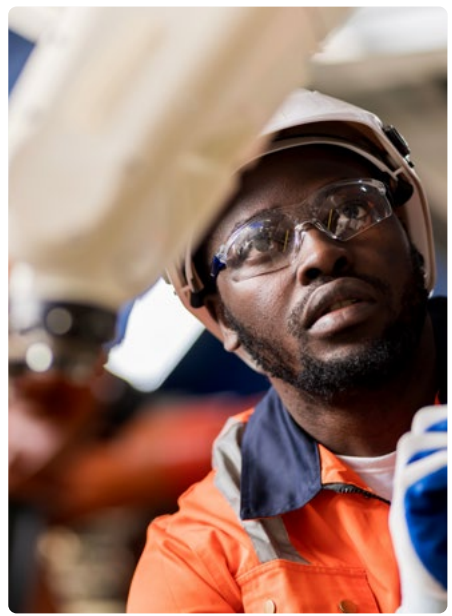
	2022 €	2021 €	2020 €	2019 €
Revenue	5,136.2M	4,225.6M	2,878.2M	3,105.4M
EBITDA before exceptional items	1,176.0M	974.4M	601.1M	606.1M
Capital expenditure on property, plant and equipment	242.3M	175.6M	199.7M	240.8M

* "The financial information for 2021 has been restated due to a change in accounting policy with respect to the presentation of gains/losses on derivative financial instruments in the income statement".

EBITDA before exceptional items by segment

We divide operations into five businesses:

- General Purpose Vinyls: consisting of a portfolio of Suspension PVC products and PVC Resins, and output that we both consume and sell from our interest in the Feyzin cracker.
- Specialty Vinyls: consisting of Emulsion PVC and specialty grade Suspension PVC products.
- Organic Chlorine Derivatives: consisting of various chlorine derivatives including chlorinated paraffins, chloromethanes, allyl chloride and epichlorohydrin.
- Chlor-alkali, consisting of caustic soda and caustic potash, chlorine and chlorine by-products, brine and water, salt and hydrochloric acid.
- Hydrogen, consisting of hydrogen.



SALES BY REGION (BY VALUE)

GB	NETHERLANDS & BELGIUM	NORDICS	ITALY	GERMANY	FRANCE	SPAIN	OTHER EU	ROW
14%	13%	12%	9%	12%	13%	4%	8%	15%

GRI 201-2

Financial implications and other risks and opportunities due to climate change

Both climate change itself and associated legislation and regulation have the potential to financially impact our business. We already comply with a range of regional, national and international legislation and regulation.

The EU's proposed Climate Law, the UK Climate Change Act and other associated carbon neutrality legislation could result in increased costs of purchased energy and compliance in impacted locations.

As a European operator, we are also subject to the EU Emissions Trading Scheme (ETS) as well as several other GHG reporting and permitting systems.

We continue to monitor changes to legislation and our sustainability strategy underpins our efforts to achieve carbon neutrality.

Although not possible to accurately forecast, it is reasonable to expect the demands on our business will increase in line with tighter and more widespread industry legislation and regulation. In a broader context, the effects of climate change present a future potential risk to our operations. For example, unseasonal and extreme weather, or changes to water courses and sea levels, could cause disruption to our supply chain.

GRI 201-3

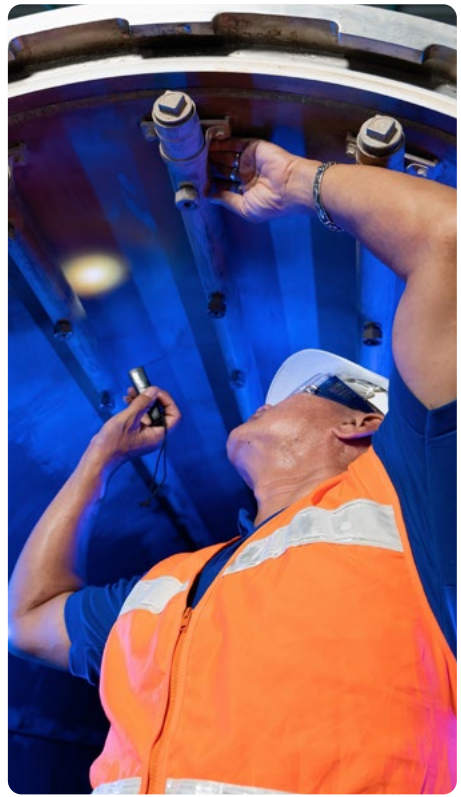
Defined benefit plan obligations and other retirement plans

INEOS Inovyn operates a number of Defined Contribution plans and funded and unfunded Defined Benefit pension schemes in Europe, devised in accordance with local conditions and practices. The Defined Benefit plans are funded by payments to separately administered funds or insurance companies. We also operate several unfunded Defined Benefit pension schemes in the UK, Belgium, France, Germany, Italy, Norway, Spain and Austria.

We offer several post-retirement healthcare plans, which provide employees with other post-employment benefits in respect of health care. These plans are unfunded.

As of 31st December 2022, the projected benefit obligation for our pension plans exceeded the fair value of plan assets by €140.0 million. Subject to future actuarial gains and losses, as well as future asset earnings, we will be required to fund this discounted obligation in future years. We contributed €51.5, million, €58.1 million, €50.4 million and €55.2 million to our Defined Benefit plans in 2022, 2021, 2020 and 2019 respectively. We estimate that it will contribute €34.5 million to Defined Benefit plans in 2022.

We paid contributions of €22.1 million, €16.8 million, €17.4 million and €16.2 million in 2022, 2021, 2020 and 2019, respectively, to Defined Contribution plans. For more information on our pension and other post-retirement benefits see INEOS Inovyn Limited's financial statements for the year ended 31 December 2022, note 18.



204: Procurement Practices

GRI 204-1

Proportion of Spending on local Suppliers

INEOS Inovyn has 14 manufacturing sites in 8 Countries

- Belgium – Lillo, Jemeppe and Zandvliet
- France – Tavaux
- Germany – Rheinberg
- Italy – Rosignano, Tavazzano
- Norway – Porsgrunn, Rafnes
- Spain – Martorell
- Sweden – Stenungsund
- UK – Newton Aycliffe, Northwich, Runcorn

For purposes of this report a 'significant location of operation' means one of our operational manufacturing sites.

For purposes of this report a 'local supplier' is defined as a supplier legally registered within the same country as a manufacturing site.

We have 14 manufacturing sites in 8 Countries

Country	No of suppliers used overall in country	No of local suppliers used	Local suppliers as a % of suppliers used in country	Local spend as a % of overall procurement spend	Local spend as a % of overall country spend
Belgium	1545	1071	69%	18.7%	93%
France	1126	945	84%	22.2%	96%
Germany	750	687	92%	7.4%	97%
Italy	577	537	93%	6.7%	98%
Norway	601	478	80%	3.8%	87%
Spain	523	462	88%	3.2%	96%
Sweden	602	540	90%	2.4%	61%
GB excluding IEL	1151	1113	97%	10%	76%

205: Anti-corruption

Management approach

As a global supplier, we are subject to a variety of anti-bribery and anti-corruption laws and regulations, including the UK Bribery Act 2010, the US Foreign & Corrupt Practices Act (FPCA), the Organization for Economic Cooperation and Development Convention on Combating Bribery of Foreign Officials in International Business Transactions, and the United Nations Convention Against Corruption.

In addition, many of the countries in which we operate have specific laws against the bribery of domestic and/or foreign government officials and agents, which we fully comply with. Integrity and ethical business practices are seen as the responsibility of all our employees, agents and business partners.

The INEOS Inovyn Anti-Bribery and Anti-Corruption policy comprises the following principles:

- Not to engage in bribery or unethical inducements or payments.
- To abide by laws and regulations relevant to countering bribery and corruption in our day-to-day business practices in all countries in which we operate.
- To subject relevant procedures to on-going risk assessment, monitoring and updating as appropriate to ensure they remain effective and valid in different circumstances.
- To support employees to take decisions that are in line with this policy and to encourage them to seek clarification and guidance in case of doubt.
- To investigate any reports of suspected violations of law, policies and internal control procedures and subject any non-compliance to appropriate sanctions.

GRI 205-1

Operations assessed for risks related to corruption

We respect all applicable local, national and international laws and policies and use the Dow Jones Risk & Compliance tool to assess risks related to corruption in the jurisdictions in which we operate. All subsidiaries of INEOS Inovyn are audited internally to ensure compliance with anti-bribery and anti-corruption laws.

GRI 205-2

Communications and training on anti-corruption

Anti-bribery and anti-corruption training is provided to all relevant employees (2022: 269 employees – 100% of target employees), principally those involved in identifying, selecting and managing INEOS Inovyn customers, suppliers and agents. All relevant employees are identified by their manager for training assigned as part of their on-boarding. Anti-bribery and anti-corruption form a key part of our Supplier Code of Conduct, with contractors and suppliers expected to comply with the same ethical integrity as INEOS Inovyn employees.

GRI 205-3

Confirmed incidents of corruption and actions taken

As of 2022, there have been no confirmed incidents of bribery or corruption involving INEOS Inovyn employees or occasions where employees have been disciplined or dismissed on such grounds.

Further, INEOS Inovyn has not been subject to any claims or investigations of corruption, nor has it terminated any contracts as a result of corruption.

206: Anti-competitive behaviour

GRI 206-1

Anti-competitive behaviour

We have detailed policies in place to ensure full compliance with prevailing competition law in all regions where we operate. Regular competition law training is provided to all employees engaged in commercial activities. In 2022, the online training on competition law was followed by 242 employees (100% of the target employees). We also provided 6 webinars for training on competition law. These were targeted at high risk functions, but any employee was welcome to join. In 2022 we had no legal actions pending or completed regarding anti-competitive behaviour, violations of anti-trust, or monopoly legislation in which INEOS Inovyn was identified as a participant.

Environment

GRI 300s

302: Energy

Management approach

All of our large energy consuming sites are certified to the region of operations' applicable energy management standard. These certifications cover ISO-50001, Energie Beheers Overeenkomst (EBO) in Flanders (Belgium), the Accord de Branche in France and Wallonia (Belgium) and the UK Energy Savings Opportunities Scheme (ESOS).

Energy consumption of energy sources is continuously monitored through an internal KPI and energy improvement programmes are implemented through our Manufacturing Excellence (MEx) programmes. At INEOS Inovyn, we are continuously looking to optimise our energy efficiency, reduce our consumption and increase efficiency of raw materials, energy and water.

The Notable energy saving projects include:

Antwerp – New H2 Boiler
Installation of a new hydrogen fired steam boiler to reduce dependence on imported steam from a 3rd party network produced via natural gas. Reduces scope 2 CO_2 emissions by 22kt/yr.

Jemeppe – New Caustic Evaporation Unit
Installation of a more efficient caustic evaporation unit at the Jemeppe site to reduce the amount of steam required to produce sales grade liquid caustic soda. Reduction of CO_2 emissions by ~9kt/yr.

GRI 302-1

Energy consumption within the organisation

GRI 302-2

Energy consumption outside the organisation

GRI 302-3

Energy intensity

GRI 302-4

Reduction of energy consumption

Please see above

ENERGY

	UNITS	YEAR		
		2020	2021	2022
Total Energy Use	**Gigajoules**	**48.1M***	**50.0M****	**42.3M****
Energy Use Intensity	Gigajoules per metric tonne of product	**4.8**	**4.6**	**4.6**
Scope 1 (Energy)	Gigajoules	**18.8M**	**21.6M**	**17.5M**
Scope 2 (Energy)	Gigajoules	**29.2M**	**32.4M**	**24.8M**
Total Exported Energy	**Gigajoules**	**Not reported**	**3.9M**	**2.7M**

* Includes exported energy in 2020 data
** Excludes exported energy in 2021 data and 2022

303: Water

Management approach

INEOS Inovyn is a major consumer of water as it is used both in the chlor-alkali process as well as the polymerisation medium for the production of PVC resins. We strive to use water as efficiently as possible and recognise it as a valuable resource. Water as a resource requires a localised approach due to regional and local conditions. All our sites take full ownership of their water usage. We manage our water use with total accordance to local laws and regulation, allowed limits for discharge destinations and water quality, and our site operations teams ensure compliance with local laws.

Water from our sites can be drawn from multiple sources: seawater, fresh surface water, groundwater, potable water and brackish water. Our sites continuously look for ways to reduce the amount of freshwater withdrawn and opportunities to reuse and recirculate water in cooling systems. When feasible, we will always treat and reuse wastewater on-site. If not feasible, water will be sent to a water treatment facility on-site or nearby.

Water in our industry can be segregated into two uses: process water and cooling water. Process water is used in our production process and makes contact with our products. We always look for opportunities to reuse process water and reduce discharge of process water. Closed-loop water systems are a common feature of our sites configuration to support water recycling and optimisation. Cooling water does not make contact with our product, and therefore, can be discharged into the environment.

We continuously monitor and report our water consumption internally, identifying any opportunities to reduce it. Our sites independently set KPIs on water usage to enable them to set targets and reduce water consumption over time. In our first report our water reporting was under-estimated due to developing methodologies for collection of data. This remains an ongoing process as we strive to ensure that all water source reporting are captured within our reports.

GRI 303-1

Interactions with water as a shared resource

GRI 303-2

Management of water discharge-related impacts

GRI 303-3

Water withdrawal by source

* Under estimated

GRI 303-4

Water discharge

GRI 303-5

Water consumption

WATER

		2020	2021	2022
Total Water Consumption	**m^3**	**19.6M***	**22.9M****	**19M**
Total Water Withdrawal	m^3	268.9M*	407MT**	389MT
Total Water Discharge M3	m^3	256.8M	384.4M**	369.6M
Water Consumption Intensity	m^3/mt product	2.0	2.1**	2.1

*under estimated
**corrected from 2022

	2021	2022
Withdrawal [Mm3]	**407**	**389**
Surface water	159	87
Seawater	202	189
Groundwater	25	23
Produced water	0	0
Third party water	19	87
Third party from surface	NA	86
Third party from sea	NA	0
Third party from ground	NA	1
Third party from produced	NA	0
Other withdrawal	2	2

ENVIRONMENT

We regularly monitor our performance related to energy, emissions, water & waste.

05: Emissions

Management approach

INEOS Inovyn recognises the significant challenges that climate change poses to current and future generations, and we recognise that as a business, we have a role to play in tackling those issues. In line with efforts to reduce emissions under the Paris Agreement, we are committed to carbon neutrality by 2050 and endeavour to significantly reduce our emissions through targeted investments over the coming decades. Contributions to this we envisage will be enabled by innovative technologies, efficiency and optimisation improvements on our plants and increased use of renewable energy.

Our strong footprint in Europe allows us to benefit from globally competitive mixes of renewable energy, such as in Sweden and Norway, allowing us to reduce the emissions from our energy consumption. Whilst investments in our operations have significantly reduced our emissions over the past 5 years, we continue to look for innovative opportunities to reduce emissions.

We regularly monitor our performance related to energy, emissions, water and waste. Throughout this report, we follow methodologies as laid out by the Greenhouse gas protocol.

GRI 305-1

Direct GHG emissions (Scope 1)

GRI 305-2

Energy indirect GHG emissions (Scope 2)

GRI 305-4

GHG emissions intensity

GRI 305-5

Reduction of GHG emissions

GRI 305-6

Emissions of ozone depleting substances

GRI 305-7

Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions

Emissions

SCOPE 1

2020	2021	2022
1.06M METRIC TONNES OF CO_2	1.14M METRIC TONNES OF CO_2 (includes Feyzin cracker which was excluded in 2020)	1.00M METRIC TONNES OF CO_2 (includes Feyzin cracker which was excluded in 2020)

	2020	2021	2022
Scope 2 (location)	1.45M METRIC TONNES OF CO_2	1.46M METRIC TONNES OF CO_2	1.35M METRIC TONNES OF CO_2
Total GHG (Scope 1 + Scope 2 location-based method)	2.51M METRIC TONNES OF CO_2	2.6M METRIC TONNES OF CO_2	2.35M METRIC TONNES OF CO_2
GHG Intensity (Scope 1 + Scope 2) location-based method	0.25 METRIC TONNES OF CO_2 PER TONNE OF PRODUCT	0.24 METRIC TONNES OF CO_2 PER TONNE OF PRODUCT	0.24 METRIC TONNES OF CO_2 PER TONNE OF PRODUCT
	2020	2021	2022
Scope 2 (market)	2.23M METRIC TONNES OF CO_2	2.18M METRIC TONNES OF CO_2	1.94M METRIC TONNES OF CO_2
Total Emissions (Scope 1 + Scope 2 market-based method)	3.29M METRIC TONNES OF CO_2	3.31M METRIC TONNES OF CO_2	2.94M METRIC TONNES OF CO_2
GHG Intensity (Scope 1 + Scope 2 market-based method)	0.33 METRIC TONNES OF CO_2 PER TONNE OF PRODUCT	0.31 METRIC TONNES OF CO_2 PER TONNE OF PRODUCT	0.32 METRIC TONNES OF CO_2 PER TONNE OF PRODUCT

Other Air Emissions

	METRIC TONNES			METRIC TONNES PER MILLION TONNES OF PRODUCT		
	2020	2021	2022	2020	2021	2022
NOx	977	850	584	NOx INTENSITY 97.0	78.7	64.0
SOx	51	9	17	SOx INTENSITY 5.1	0.9	1.9
VOCs	239	315	275	VOCs INTENSITY 23.9	29.2	30.1
CO	269	298	246	CO INTENSITY 26.9	27.6	26.9
PM	46	45	56	PM INTENSITY 4.6	4.2	6.1

Waste

TOTAL

2020	2021	2022
160 THOUSAND METRIC TONNES	178 THOUSAND METRIC TONNES	168 THOUSAND METRIC TONNES

	2020	2021	2022
HAZARDOUS WASTE (THOUSAND METRIC TONNES)	48	65	60
NON- HAZARDOUS WASTE (THOUSAND METRIC TONNES)	112	113	108
WASTE RECYCLED/ RECOVERED (THOUSAND METRIC TONNES)	NOT REPORTED	81	31
HAZARDOUS WASTE RECOVERED/ RECYCLED (THOUSAND METRIC TONNES)	NOT REPORTED	59	17
NON-HAZARDOUS WASTE RECOVERED/ RECYCLED (THOUSAND METRIC TONNES)	NOT REPORTED	22	14
WASTE INTENSITY (METRIC TONNES/ TONNE PRODUCT)	0.016	0.014*	0.018

*this has been restated from last year

306: Waste

Management approach

As an industry, we have always taken every opportunity to reduce our waste and find ways to reuse it in our operations. Our Energy from Waste plant (ERF) is emblematic of that. Since 2017, INEOS Inovyn's ERF plant has been diverting waste from landfill and processing it to generate low-carbon energy in the form of electricity and steam.

INEOS Inovyn has a robust waste management system in place to monitor and manage our waste. All waste disposal by our sites is managed in accordance with national and local laws and regulations. We continuously explore opportunities to derive value from our waste by reusing waste internally or finding third parties that could use it as a feedstock. All of INEOS Inovyn's sites are responsible for setting targets and KPIs related to waste and reducing our waste output. In 2022 we have also reported on the recovery and recycling of the waste generated, either through internal or external processes. In the case of hazardous waste approximately 92% of all waste generated is either incinerated, recovered and/or recycled through internal and/or external processes.

GRI 306-1

Waste generation and significant waste-related impacts

GRI 306-2

Management of significant waste-related impacts

GRI 306-3

Waste generated

GRI 306-4

Waste generated from disposal

GRI 306-5

Waste directed to disposal

307: Environmental Compliance

Management approach

We carry out our operations with complete respect towards our local environment. We aim to carefully manage environmental impacts such as energy, greenhouse gas emissions, water use and waste. We work closely with local municipalities and regulatory authorities who grant us licenses to operate. We seek to gain the trust of local communities by operating responsibly and safely and engaging with communities.

We continuously monitor and evaluate environmental risks and we are committed to acting responsibly and complying with all regulations related to the environment. All our sites regularly carry out environmental risk assessments to manage any environmental impacts. We also aim to operate as efficiently as possible, using resources efficiently, minimising waste and reducing our energy consumption.

INEOS Inovyn is signatory to the Responsible Care Charter®, which is the chemical industry's environmental, health, safety and security performance initiative. At its core, the commitment and its principles is a pledge to always improve environmental, health, safety and security performance for all our facilities, our processes and products. By being a signatory to Responsible Care®, we are committing to open and transparent reporting and to undergo facility audits to certify our performance and continuous improvement.

Management certification 14001

GRI 307-1

Non-compliance with environmental laws and regulations

We work very hard to minimise our impact on the environment; however, incidents can happen, and when they do, we see it as our complete responsibility to meet our obligations to our local community and environment. We diligently investigate each incident to understand what we could do to avoid any future incidents. We ensure that learnings are shared throughout the organisation to prevent any further incidents.

We continuously monitor and evaluate environmental risks &

we are committed to acting responsibly

Number of environmental incidents

Based on KPI "Incident cat C or D" > having significant effect on environment off-site, requiring report to Authority, breach of consent limits of the permit, incident formally investigated by Authority.

Env. Incident	2018	2019	2020	2021	2022
CAT D	0	0	0	0	0
CAT C	0	0	1	0	0

Fines and penalties paid	2018	2019	2020	2021	2022
Notice by the Environmental Authorities	0	0	0	0	0

308: Supplier Environmental Assessment

GRI 308-1

New suppliers that were screened using environmental criteria

(Awaiting comment from procurement team – if we have supplier CSR questionnaire it would be good to communicate this for Ecovadis.)

Social

GRI 400s

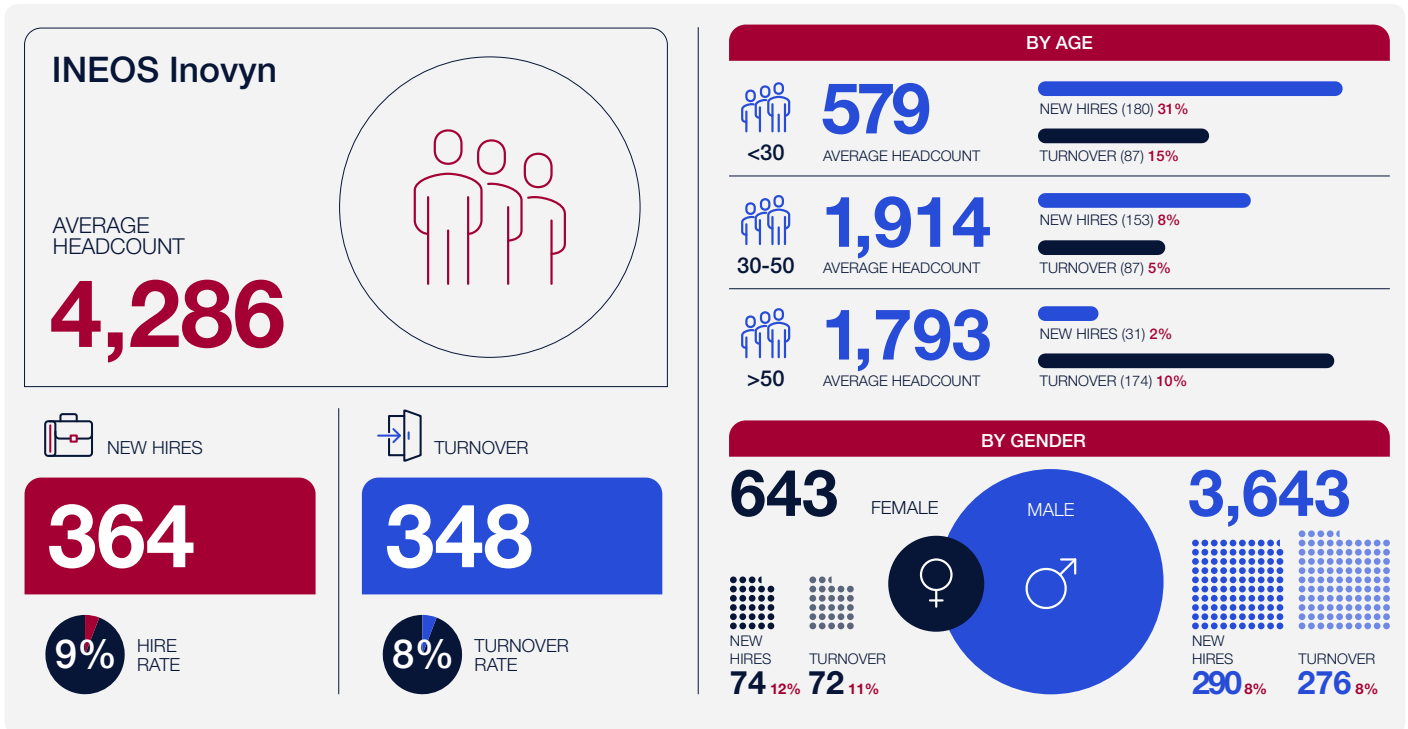
Management Approach

INEOS Inovyn's success as a business is due to its talented and passionate global workforce. We value the diversity and individuality of our colleagues and we are committed to creating an environment in which all employees feel supported, valued and respected.

401: Employment

GRI 401-1

New employee hires and employee turnover



GRI 401-2

Benefits provided to full-time employees that are not provided to temporary or part-time employees

We seek to attract and retain the brightest and most-qualified employees, regardless of their background, through competitive compensation and benefits, including comprehensive training. Our full-time employees receive a wide variety of benefits based on their location, applicable national and local laws, and labour or works councils.

In addition to their basic annual remuneration, all employees participate in an annual discretionary Business Bonus Scheme, which rewards collective performance against a range of business- and safety- Key Performance Indicators (KPIs). Safety and asset reliability KPIs are set at site level to encourage local ownership of performance. Financial KPIs are set at company level. All employees are offered the opportunity to join a private Company pension scheme, which is defined on a country basis according to prevailing national employment legislation.

All employees have the opportunity to participate in a number of preferential discount schemes connected with some of INEOS' brands. They also have access to INEOS Energy Station, our internal hub dedicated to health and well-being.

GRI 401-3

Parental leave

All employees are entitled to paid parental leave in line with prevailing regional and national legislation. INEOS Inovyn also endeavours to support all new parents with parental leave, as allowed by applicable national laws, and flexible working upon return to their roles. Beyond this, INEOS Inovyn looks to accommodate childcare needs wherever possible – particularly for primary caregivers.

402: Labour/Management Relations

GRI 402-1

Minimum notice periods regarding operational changes

INEOS Inovyn endeavours to be open and transparent with employees and their representatives on significant changes to the Company or its operations that may impact the organisation. We aim to give as much notice as possible of such changes, however in certain circumstances the timing of such notification may be governed by market or commercial confidentiality. For matters that have transnational impact, there is an agreed notification process that is defined in the legal agreement between the Company and the European Works Council (EWC), which comprises elected employee representatives from all regions.

Matters to be the subject of information in the EWC will be those issues that (i) fall within the definition of Transnational Issues and (ii) relate in particular to the following topics:

- the structure and organisation of INEOS Inovyn;
- changes to the economic and financial situation of INEOS Inovyn; and
- changes to the probable development of the business, production and sales.

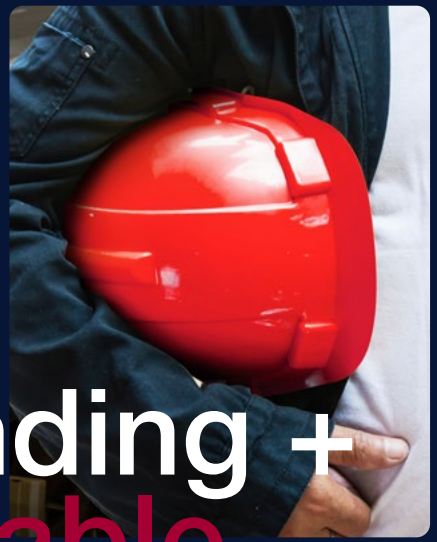
Matters that are the subject of information and consultation are those issues that (i) fall within the definition of Transnational Issues and (ii) relate in particular to the following topics:

- situation and probable trends in employment;
- ongoing and planned investments;
- substantial changes concerning work organisation;
- the introduction of new working methods or production processes;
- transfers of production and transfers of technology;
- acquisitions and mergers;
- cutbacks or closures; and
- collective or mass redundancies.

EWC members are given direct access to the senior leadership team at regular intervals, and are encouraged to express views and opinions on the information shared. Where required, responses to points raised are given at the time or shortly thereafter.

INEOS Inovyn Senior Leadership often engage in dialogue on such matters. The EWC does not engage in dialogue on any issues that relate to a single country and are purely local/national issues that fall under the decision-making power of the sole national/local management.

During the ongoing COVID 19 pandemic, and with the significant restrictions on travel and personal contact, special arrangements were put in place to ensure the continuation of the EWC during 2021. Virtual meetings were held via Teams, with online ‘live’ translations available to maximise collaboration and effectiveness.



We believe and practice the principle that an

outstanding + sustainable safety performance

is key to a successful business.

403: Occupational Health & Safety

GRI 403-1

Occupational Health & Safety Management System

We believe and practice the principle that an outstanding and sustainable safety performance is key to a successful business. We adhere to safe parameters in our operations and take our responsibility very seriously. As a part of the INEOS Group, we follow two sets of 10 key safety principles. These 20 principles form the foundation of our safety management system on all our sites and define what is expected of all our employees, contractors and all INEOS businesses.

The nature of chemicals used in our large-scale operations require us to deliver excellence in safety management at all times which is monitored through our extensive auditing processes. Regular training, auditing led by trained members within our site management and internal audit teams as well as the exchange of best practices across all sites, help to keep safety at the forefront of operations.

During audits, findings related to serious deviations are resolved by immediate corrective actions. Findings related to minor deviations are integrated into each site's annual Safety, Health & the Environment (SHE) improvement plan. These audit processes take place according to a rolling three-year schedule.

The SHE principles are backed up by our Life Saving Rules – a golden set of rules for all employees and contractors – which are mandatory. This is coupled with our "near miss" reporting system for all employees, designed to capture issues or circumstances which may lead to unsafe conditions if left uncorrected.

All our site managers review the site performance to deliver an annual letter of assurance to the chairman of the company confirming compliance with all safety rules, potential fines for non-compliance and regulator intervention.

In line with all businesses of the INEOS Group, the INEOS Group Guidance Notes rules for Permits to Work, Inspection of Equipment, and Management of Change (MoC) are adhered to. Learnings from any incidents are communicated across the company through a system of alerts.

Each site reports health and safety performance monthly to the Executive Committee, where our Chief Executive has ultimate accountability for performance. Further oversight is provided at an INEOS Group Level, whereby the shareholders of INEOS are updated on SHE performance at business and functional board meetings as well as through our letter of assurance process which requires each business to provide an annual report.

GRI 403-2

Hazard Identification, risk assessment and incident investigation

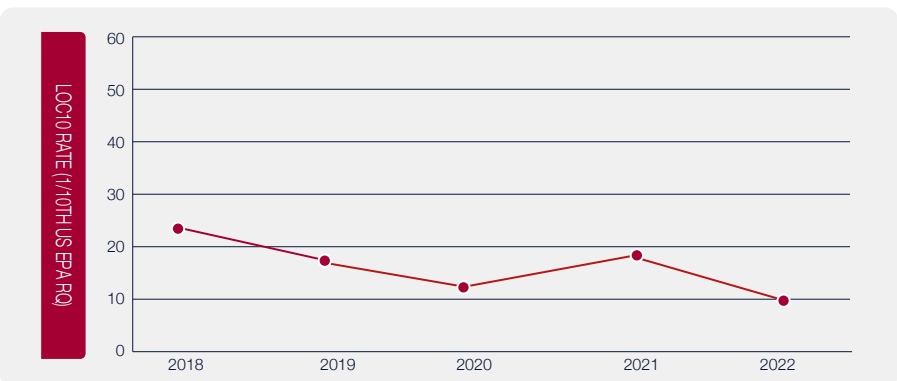
Our SHE programme specifies how we operate our manufacturing processes in a safe manner to avoid losses of containment of hazardous chemicals to the environment. In addition, we continuously develop our processes to reduce the fugitive losses to atmosphere.

Specially trained engineering teams review the design of new and existing plants to ensure that all operational modes on start-up, normal production and plant shut down can be carried out in a safe manner. All plant operating parameters, alarm settings and automatic shutdown systems are set and reviewed on a regular basis to ensure safe plant operation. Learnings from process safety incidents across the whole of INEOS are shared to avoid incidents on other sites.

All sites are covered by Seveso II regulations and each site must prepare a safety case for regulator review on a regular basis.

We are required to report any loss of containment (LOC) events that occur at our production sites that are above release thresholds equal to 1/10th the U.S. EPA reportable quantity (RQ) threshold, as a process safety and environmental impact indicator.

The primary focus of our process safety programme is to prevent or mitigate the unplanned or uncontrolled release of hazardous chemicals. We aim to prevent the occurrence of any incidents and to protect our neighbours and the environment. We have clear standards for identifying and managing process safety risks within our Operational Excellence framework. Regular turnarounds during which we shut down plants and carry out essential maintenance, upgrades and safety checks are a key part of our safety programme. In 2019 we introduced the concept of a KPI to monitor process safety performance.



The KPI is unique as it monitors the number of process safety incidents on a regular basis, setting a target improvement year on year, but as actions are completed the KPI score is improved even further. The areas targeted are extensive, with examples including losses of containment, process safety audits, operational audits and property risk insurance recommendations.

A set of INEOS Group Guidance Notes have been developed to ensure that all INEOS Group businesses have high standards for the identification and mitigation of process safety risks. It is a requirement that all sites have a documented MoC (Management of Change) system that defines all SHE, operational, technical, quality and financial aspects prior to, during and after the implementation of a change in an existing plant. The MoC establishes predefined steps to review and identify risk and hazards for a given change.

Employees report hazards and potentially hazardous situations through their line manager in the first instance who will deal with it in line with INEOS Inovyn SHE policy.

GRI 403-3

Occupational health services

We are committed to providing a safe workplace and comply with all applicable health and safety laws and recognized standards. Information on occupational health services is provided across all our sites with employees at our large sites having access to health services via on-site clinics.

Medical surveillance is designed to detect potential workplace hazards before irreversible health effects can occur. We provide a comprehensive medical monitoring service to assess employees exposed, or potentially exposed, to occupational hazards. We focus on prevention by proactively detecting hazards before they affect our people.

Regular health screenings assess individuals and confirm the effectiveness of exposure prevention strategies. Clinicians with expertise in occupational health, industrial exposures and respiratory protection screen workers with physical examinations and various screening tests performed at set intervals. Employees also have access to knowledgeable health professionals so they can raise questions.

Occupational health services (OHS) are available to employees at site level. We take our responsibility seriously for maintaining good and up-to-date working conditions and ensuring the well-being and security of employees. Engaging with employees and encouraging safe thinking, ensuring information to/from the organisation/ management (safety point of contact) and ensuring that OHS initiatives are foundational to our approach to safety.

GRI 403-4

Worker Participation, Consultation and Communication on Occupational Health & Safety

SHE committees at site level help drive our zero-incident culture. They ensure engagement and provide a forum to communicate, encourage and increase employee involvement in identifying and resolving SHE concerns with employees. Committees typically meet on a monthly or bimonthly basis and rotate members every two years. Members participate in the identification of hazards, assessment of risks, investigation of incidents, implementation of corrective measures and audits.

GRI 403-5

Worker Training on Occupational Health & Safety

SHE training for all employees is mandatory at every site. Employees and contractors undergo comprehensive training, ensuring they know what to do in the event of an incident and are aware of the protocols in place to protect themselves and those around them. The extent of training varies by role and task, with best practice and key learnings shared for all training.

GRI 403-6

Promotion of Worker Health

We view employee health and well-being as essential to our business. We have a statutory obligation to ensure a safe workplace in which any potential risks and hazards to health are appropriately managed. This includes for example putting in place processes and procedures to prevent exposure to hazardous substances; and providing suitable training and detailed work instructions for those employees involved in high hazard activities.

Beyond this, we have a strong belief that work life should be a positive experience for employees, for example by:

- providing high quality roles in which employees are motivated, challenged and have clear accountability;
- recognising and rewarding performance and encouraging personal development;
- fostering a team-oriented environment where there is an open, trusting and caring culture;
- and, encouraging all employees to maintain a good work/life balance.

GRI 403-8

Workers covered by an occupational health & safety management system

All employees and contractors at INEOS Inovyn or joint-venture sites are required to comply with all SHE requirements. Sites undergo internal audits to verify compliance with applicable SHE monitoring systems and procedures. Lessons learned and best practices are shared across the business.

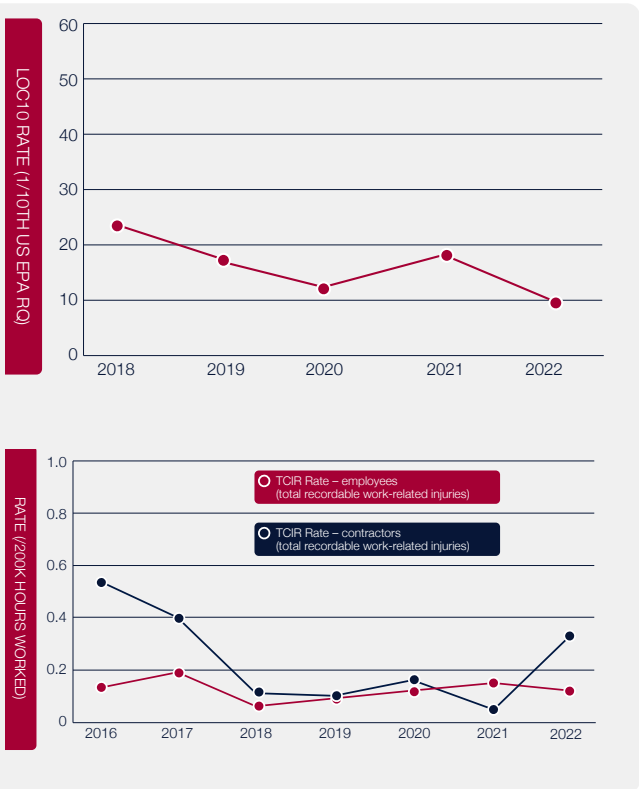
Onsite contractors, including logistics companies that handle and transport our products, are expected to comply with our SHE policies and support the drive for zero incidents.

We adhere to quality management systems certified by the International Organization for Standardization, ISO. As of 2022 92% of our sites across Europe are certified with ISO 14001 for Environment. 92% of all our sites are also certified with ISO 9001 for Quality. 71% of our sites within Belgium, France, Germany and Italy are certified with ISO 45001 for Safety and Health, as well as our sites in Sweden, Germany and France achieving ISO 50001 for Energy.

In addition to ISO certifications, INEOS Inovyn also draws on the Occupational Health and Safety Assessment Series (OHSAS). Our sites in Italy, Spain and two sites in Belgium have achieved OHSAS 18001 certification on Occupational Health and Safety Management.

GRI 403-9

Work-related Injuries



FACTOR	UNIT	2018	2019	2020	2021	2022
OSHA Recordables – employees (High consequence work-related injuries)	Number	2	3	4	5	4
OSHA Recordables – contractors (High consequence work-related injuries)	Number	2	2	3	1	7

FACTOR	UNIT	2018	2019	2020	2021	2022
TCIR Rate – employees (total recordable work-related injuries)	Rate (/200k hours worked)	0.06	0.09	0.12	0.15	0.12
TCIR Rate – contractors (total recordable work-related injuries)	Rate (/200k hours worked)	0.11	0.10	0.16	0.05	0.35

FACTOR	UNIT	2018	2019	2020	2021	2022
Total hours worked - employees	Hours	6.23M	**6.45M**	6.62M	6.64M	5.57M
Total hours worked - contractors	Hours	3.68M	3.90M	3.79M	**3.80M**	4.00M

INEOS Inovyn has not recorded any employee or contractor fatalities since its inception in 2015.

404: Training and Education

GRI 404-1

Average hours of training per year per employee	Training (hours)		
Country	Internal	External	Total hours
Belgium			
France			39
Germany			25
Italy	19	12	31
Spain	32	20	52
Sweden			30
Norway	40		40
UK	50	10	60

GRI 404-2

Programmes for upgrading employee skills and transition assistance programmes

We have a number of programmes aimed at developing the skills of existing and potential future managers. Our Management Development Programme for nominated employees consists of eight core modules designed around core management competences. Each module is run over one or two days and is attended by a cross-functional mix of managers at all levels which helps to foster improved management networking and collaboration.

We also run a targeted two-day Project Management workshop for senior managers designed specifically to support the implementation and delivery of INEOS Inovyn Strategic Objectives and improvement programmes. Selected Senior Managers can be nominated by their Executive Member to attend a one-year MBA course run by the London Business School.

Professional development

We are committed to lifelong learning and professional development. Where employees wish to enhance their professional skills in relation to their chosen career path, and can demonstrate a proficient level of performance, the Company will consider providing financial support and part time study leave for the attainment of additional professional qualifications.

Transition assistance programme

We operate a framework ‘Social Measures in Case of Restructuring’ that has been agreed with its European Works Council. Through this framework, we attempt to limit the social impact of restructuring and forced redundancies. Where possible, we will seek to reassign affected employees to alternative roles within the organisation or wider INEOS group; provide training to facilitate access to new employment opportunities; and facilitate geographical mobility. In the event an internal solution cannot be found, we will provide outplacement support provided by a specialised outplacement firm. If there were no new restructuring programmes during 2022 that required actions under this policy.

GRI 404-3

Percentage of employees receiving regular performance and career development reviews

INEOS Inovyn's corporate values underpin our approach to work, both internally with colleagues and externally with key stakeholders:

- we are committed to safety, health and the environment as our top priority.
- we are motivated by achievement and the delivery of ambitious targets.
- we work together as a team, respect other points of view and challenge each other to achieve more.
- we are totally committed to the success of the business and take full accountability for delivering it.
- we welcome change and the challenges and opportunities it presents.
- we act with integrity in everything we do and are open and honest with each other.

Performance appraisal

As a supplement to "on-the-job" coaching and support, supervisors and line managers are encouraged to provide regular feedback to their direct reports. In 2022 around 1,500 cadre level employees (35% of the total workforce) also took part in a formal performance appraisal process that sets and measures individual performance against objectives aligned to personal development needs as well as wider team, functional and corporate objectives.

405: Diversity and Equal Opportunity

GRI 405-1

Diversity of governance bodies and employees

EMPLOYEE CATEGORY	GENDER	
	MALE	FEMALE
Executive	83%	17%
Senior	86%	14%
Cadre	78%	22%
Non-cadre	87%	13%
All employees	**85%**	**15%**

EMPLOYEE CATEGORY	AGE RANGE		
	UNDER 30	30-50	50 AND OVER
Executive	0%	0%	100%
Senior	0%	26%	74%
Cadre*	6%	44%	51%
Non-cadre+	15%	45%	40%
All employees	13%	44%	43%

*Cadre – professional graded staff (non-senior)
+Non-cadre – professional staff (non-senior)

406: Non-Discrimination

GRI 406-1

Incidents of discrimination and corrective actions taken

We are an equal opportunities employer that does not discriminate on the grounds of gender, age, ethnicity, sexual orientation, ability or any recognised characteristics. All employees are judged equally and assessed based on their skills, experience, performance in role and future potential.

For health and safety reasons, some roles require a minimum level of physical fitness (for example emergency services personnel). Likewise, due to the nature of our production processes, those working on certain chemical plants may be required to be screened for medical conditions (for example, the use of a pacemaker). Where such restrictions are in place this is made known as part of a formal risk assessment and as part of a written job description.

We comply fully with all applicable anti-discrimination legislation in each region where we operate. In addition, we make all reasonable

adjustments to the workplace to accommodate employees with specific health or disability requirements. Where an employee develops a new health condition or disability that affects their ability to perform their existing role, we are committed to finding them a suitable alternative role. Formal grievance processes are in place under which employees can raise any concerns about potential discrimination. There were no grievances raised in relation to potential discrimination in 2021.

407: Freedom of Association and Collective Bargaining

GRI 407-1

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

We depend on good relations with our workforce. Membership in trade unions varies in accordance with the business areas and local practice in the countries in which we operate. A number of our companies have entered into collective bargaining agreements with trade unions either directly or as members of wider organisations. These agreements typically govern, among other things, terms and conditions of employment and dispute resolution procedures. Terms and conditions of union agreements reflect the prevailing practices in each region. We estimate that over half our employees were members of a recognised union.

Moreover, all EU-based employees benefit from a European Works Council agreement that is designed to provide a formal mechanism for management and employee representatives to communicate on significant or potentially significant issues across our operations. Historically, INEOS Inovyn has enjoyed good labour relations, and we are committed to maintaining these relationships.

We take a constructive approach to union relationships where there are unionised sites, and all of our businesses have been able to secure the cooperation with both unionised and non-unionised employees and their representatives with regard to significant changes and the process of continuous improvement of their businesses.

408: Child Labour

GRI 408-1

Operations and suppliers at significant risk for incidents of child labour

We prohibit child labour. We will not engage in, and will not tolerate any of our customers, suppliers, distributors or others with whom we do business with, to engage in child or forced labour, slavery or human trafficking of any kind. The majority of our activity is carried out in the EU, which we consider to be low risk in relation to child labour. Nevertheless, we recognise our responsibility and we have alerted relevant staff to the risks of child labour, however small, in their businesses and across the wider supply chain. We set mandatory requirements in our Supplier Code of Conduct linked to child labour and minimum age requirements as a necessary condition that suppliers must adhere to.

409: Forced or Compulsory Labour

GRI 409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labour

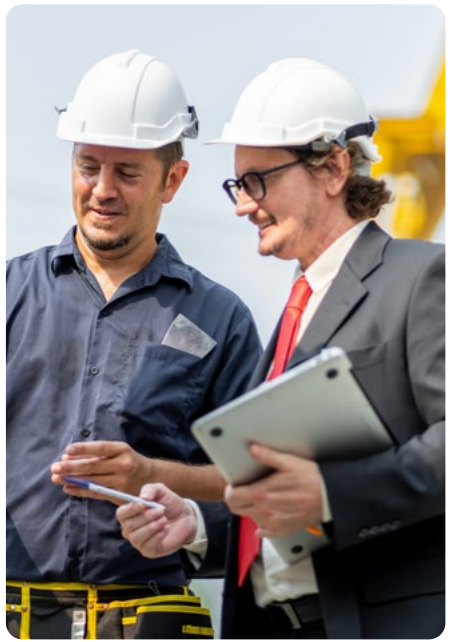
We do not engage, and will not tolerate any of our customers, suppliers, distributors, or others with whom we do business with, to engage in forced or compulsory labour. All work completed by our staff and contractors is entirely voluntary. We will never require any employee or contractor to surrender government-issued identification, passports, work permits or travel documents as a condition of employment. Our contracts and HR policies clearly and transparently outline the conditions of employment in the language understood by our employees. Externally, our contracts and terms of conditions clearly lay out our position on anti-slavery, forced or compulsory labour work and child labour. The INEOS Modern Slavery Transparency statement, which we adhere to, can be viewed here: INEOS Anti-Slavery Act.

412: Human Rights Assessment

GRI 412-1

Operations that have been subject to human rights reviews or impact assessments

We are committed to preserving human rights as a key principle and ensuring that the conduct of all employees and our operations is consistent with all standards of international human rights. Where human rights-related risks can be found, we diligently carry out assessments to mediate any possible impacts. While the chemicals and plastics industry is not typically susceptible to human rights risks, we are vigilant to prevent any infringement. We will not tolerate working with any customers, suppliers or contractors who turn a blind eye to human rights. We set mandatory requirements in our Supplier Code of Conduct as well as the INEOS Code of Conduct, as a minimum.



We take an active role in

local charities + volunteering time

413: Local Communities

GRI 413-1

Operations with local community engagement, impact assessments, and development programmes

We recognise our responsibility to be a good corporate neighbour in the regions where we operate; to protect the environment, our employees and our surrounding communities. We continually evaluate and mitigate risks and have detailed emergency procedures and plans in place. All INEOS Inovyn sites have emergency response teams that are trained to respond to medical incidents, fires or release of hazardous materials.

The nature of the scale of our operations means we often are a local employer, providing jobs and creating economic value in areas where we operate. We support local economies by hiring locally, supporting local suppliers and purchasing goods and services locally.

INEOS Inovyn also takes an active role in local charities, volunteering time and resources to support charities we believe in. In 2020, we were proud to donate to essential charities local to our European sites, including The Solan Connor Fawcett Family Cancer Trust which is based near Newton Aycliffe, U.K., Fundació Residència Sant Joan de Déu de Martorell in Martorell, Spain, Fellesverket Henrys Hus in Porsgrunn, Norway and Tjejjouren Västby by Stenungsund, Sweden.

Over the last two years, INEOS Inovyn in Runcorn has been a lead sponsor for the Plastics Free Mersey project. As well as direct sponsorship, INEOS Inovyn has also provided employee's time to work as volunteers for various clean-up operations around the river Mersey, with specific focus on discarded plastic packaging.

We regularly engage with our local communities through several channels: local community consultations, work councils and regular stakeholder engagements. We maintain open and honest communications with our communities, informing them of social impact assessments, environmental impact assessments, or any changes that could impact our local community and environment.

GRI 413-2

Operations with significant actual and potential negative impacts on local communities

There are several INEOS Inovyn manufacturing facilities that make, store or handle hazardous chemicals. These sites are subject to an additional level of internal and external regulation to ensure that potential risks and hazards are mitigated and that there is a high degree of safety.

These sites also have in place formal internal and external incident and emergency response plans, to ensure the safety of people working at the facility and those who live and work nearby. Due to the need to maintain a good level of security, precise details of substances made, stored or handled at each site are not publicly disclosed unless required under specific regulatory frameworks, for example the obligation under the Control of Major Accident Hazards (COMAH) Regulations 2015 in the UK for the provision of safety and emergency information to people living and working near to COMAH regulated facilities.

414: Supplier Social Assessment

GRI 414-1

New suppliers that were screened using social criteria

We expect all suppliers to comply fully with INEOS Inovyn's Supplier Code of Conduct, which details our expectations related to Safety, Health & Environment, Human Rights & Labour Practices, and Business Ethics. The Supplier Code of Conduct is supplied to all new suppliers as part of our supplier selection process, and periodically once a supplier is appointed.

We also ensure that INEOS Inovyn standard Terms & Conditions of Purchase contain clauses related to social criteria, specifically:

- Sanctions (Clause 13)
- Anti Bribery (Clause 14)
- Anti-Slavery (Clause 15)

These documents ensure that 100% of new suppliers are screened on social criteria.

In 2021, we also launched a specific supplier Corporate Social Responsibility questionnaire which applies to all suppliers and looks further into their social sustainability processes.

GRI 414-2

Negative social impacts in the supply chain and actions taken

Decision made not to provide information as we do not have information or data to support this claim.

415: Public Policy

GRI 415-1

Political Contributions

INEOS Inovyn has strict policies in place regarding political contributions in accordance with the INEOS Code of Conduct and our own internal Delegation of Authority rules. Under these rules, no gifts, entertainment or favours may be offered to any politician, political party, government employee, government official, candidate for public office or member or employee or any of their direct family members of any regulatory body or other instrumentality of government. Before any political involvement, exclusive of the above, the CEO must provide approval.

We are not involved politically, and we have not, to date, contributed to any political campaigns in any of the countries we operate in. We are however, active in several European trade associations that lobby on important issues related to our industry. All lobbying activity on behalf of the interests of INEOS Inovyn are highly regulated by law and those employees involved in lobbying must comply with all laws regulating corporate participation in public affairs and are provided with adequate training in anti-competition and anti-corruption. In 2022, 511 such training sessions were deployed.

416: Customer Health and Safety

GRI 416-1

Assessment of the Health & Safety Impacts of Product & Service Categories

GRI 416-2

Incidents of Non-compliance Concerning the Health & Safety Impacts of Products & Services

In 2022 we were not served any notices of violation by the relevant authorities in respect of health and safety laws and met all mandatory and voluntary dossier update obligations.

417: Marketing and Labelling

GRI 417-1

Requirements for product and service information and labelling

INEOS Inovyn products and services are assessed for health and safety impacts. Business units conduct annual reviews of their products and services, as well as their risks to human health and the environment. Product risks are identified and managed through continuous improvement and the relevant action taken at a site or business level where necessary.

Product safety performance and customer feedback is tracked through our customer technical services function. End use applications, raw materials and process aids used in our production processes are regularly reviewed in light of regulatory or market changes, based on these assessments we may replace raw materials with safer alternatives. End use applications that are not in line with our sustainability strategy, internal ethics review or regulation may be prohibited, and actions taken to ensure products are not sold to those markets.

We have clear standards and processes in place to comply with all applicable regulations, monitoring changes continuously. Relevant regulations include the European Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the UK Registration, Evaluation, Authorisation & restriction of Chemicals (UK REACH) the Toxic Substances Control Act in the U.S. (TSCA), the Act on the Registration and Evaluation of Chemicals in Korea (Korea REACH), and many others.

We provide a range of information to ensure the safe handling of chemicals to our customers, including safety data sheets (SDS) and when requested, regulatory clearances for our products and their end uses.

We are fully committed to the long-term sustainability of our business. We are familiar with and closely scrutinise our products' properties, establish guidelines for safe handling and processing and will continuously review and update our criteria and guidelines for the development of new products.

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