

CORPORATE GOVERNANCE

The Directors are committed to engagement with employees and other stakeholders of the Company in compliance with section 172 (1) (a) to (f), The Companies (Miscellaneous Reporting) Regulations 2018.

During the period, the Directors have focused attention on how to deliver the best outcomes by taking a proactive approach to the management of all stakeholders including employees, customers, suppliers and the broader community. The proactive approach can be evidenced as follows:

- Directors meet weekly as part of a senior management review of operations to discuss the market and customer relationships; employee matters, supplier management and environmental and community update and to take any decisions around communications to key stakeholders including employees.
- Directors are regularly provided with updates on customer relationships and are actively engaged in new and changing customer contract activity.
- Regular forecasting, planning and cash updates are provided to ensure that decisions taken focus on the long term viability of the business as defined by the core values.
- Allocation of capital, particularly with regards to maintenance and upgrades required to ensure the safe operation of plants, is regularly reviewed.
 - All directors participate in monthly meetings with each plant general manager and the site management team to review safety performance; environmental performance, process safety actions outstanding, risks, production, quality and capital spend.
- Regular written communications, newsletters and live meetings take place to keep employees updated and to receive questions and feedback.
- The directors engage proactively with the pension Trustees and a company director sits on the Trustee board as a company nominated member.
- The directors receive regular communication from the Public Affairs Director who engages with government, key stakeholders and agencies focused on environmental issues such as BEIS and the Chemical Industries Association. The Company is directly involved in carbon capture and storage initiatives.

The Directors are satisfied that S172 requirements have been performed to a high standard and in line with the code of conduct requirements of all employees.

