

## GROWING SUCCESSFUL GLOBAL PARTNERSHIPS



### Our Vision

Our objective is to be the global partner of choice for custom and contract chemical manufacturing.

### Our Mission

Our mission is to provide customers with innovative and cost-efficient solutions, deriving benefits for all stakeholders and create a challenging and motivating workplace.

### Our Values

Our values define who we are, how we work and what we aspire to be as an organisation.

Safety | Integrity | Quality & Cost | Delivery | People

Briar Chemicals offers interesting, challenging and rewarding employment opportunities with a number of excellent benefits available, including:

- 25 or more days annual leave per calendar year plus public holidays
- Private healthcare scheme
- On site health centre
- Personal pension plan
- Non-contractual bonus
- Life Assurance
- Family friendly working policies
- Training and development support
- Childcare vouchers
- Cycle to work scheme

## Safety

### What we value

Safety comes first, we never compromise. We passionately care about the safety of our workforce and the community around us. Our commitment is to maintain the health and safety of all and minimise our impact on the environment. We take great pride in our approach to safety.

### What is expected of me

- Take personal responsibility for the safety and wellbeing of myself and others around me
- Proactively identify safety risks and take appropriate actions to report them
- Contribute to a more sustainable environment

## Integrity

### What we value

We are proud of our reputation. We conduct our business with the highest standards of professionalism, exhibiting honesty and integrity at all times. Our long term relationships and trusted partnerships have been built on trust. We always strive to do the right thing.

### What is expected of me

- Treat others with respect and courtesy
- Communicate honestly and openly
- Do the right thing

## Quality & Cost

### What we value

Our culture of operational excellence underpins everything we do. We recognise that the highest quality drives exceptional performance. We encourage change and innovation to enable us to remain competitive, sustainable and be a dependable partner of choice.

### What is expected of me

- Act with professionalism and strive for the best results
- Plan and make well informed decisions
- Get it right first time

## Delivery

### What we value

We are committed to delivering high quality, cost efficient and safe operations. Our focus is on continuous improvement, progress and achievement of individual and group goals. We strive for excellence in all we do.

### What is expected of me

- Go above and beyond my duties
- Suggest new creative and innovative ways for improvement
- Take action to get the job done

## People

### What we value

We encourage our dedicated and talented workforce to develop their ambition and provide opportunities for personal growth and achievement. We recognise and reward contribution and outstanding performance, motivating those who embrace their work with pride and passion.

### What is expected of me

- Have a flexible approach and be willing to take on new projects and tasks
- Build the trust and confidence of the people I work with
- Develop mine and others capabilities to accomplish common goals