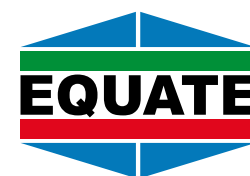


2011



EQUATE Petrochemical Company

2011 Sustainability Report



Partners in Success

Key highlights of 2011

- Produced over 5 million tons of high quality petrochemical products;
- Employs a diverse workforce of over 1300 employees representing more than 25 different nationalities;
- Reported one Lost Time Injury for both EQUATE employees and contractors during the last year;
- Launched the Middle East's first plant water recycle project;
- Constructed Kuwait's first seawater cooling towers;
- Founder of Kuwait's first CO₂ recovery and reuse project by commercial partners;
- Operated a Sulphur Recovery Unit to maintain zero sulphur compounds emissions to the atmosphere;
- Awarded approximately 90 % of the procurement budget to local suppliers;
- Emerged as the winner of Arabian Business Best Corporate Social Responsibility (CSR) Company Award;
- Earned the Middle East Chemical Week's "Plant of the Year 2011 Award" organized by Petchem Arabia and the UK-based World Refining Association, in recognition of its world-class operational excellence;
- EQUATE emerged, for the third consecutive year, as the Gold Award winner in the Manufacturing (Hydrocarbon) Category of the prestigious Gulf Cooperation Council (GCC) Health, Safety and Environment (HSE) Excellence Award 2011;
- EQUATE recognized and celebrated the contribution of its employees by being the first company in Kuwait to obtain the Responsible Care (RC) accreditation and certification;
- In partnership with Honeywell, EQUATE inaugurated Kuwait University College of Engineering & Petroleum's first Chemical Engineering Design Lab, which is the first of its kind within Kuwait's university sector.



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www.equate.com



EQUATE

Message from the President & CEO



Welcome to EQUATE's inaugural sustainability report, covering our performance and operations during 2011. EQUATE is committed to produce this report annually as part of an on-going initiative to respond to our stakeholders.

At EQUATE, we continue to provide the utmost attention to the environment in which we operate, while ensuring the health and safety of our workforce across our operations. We build upon our dedication through our Corporate Social Responsibility (CSR) initiatives which we continue to extend and enable us to share our success with the community

at large, in order to ensure we are well-placed to 'make a positive difference'.

At EQUATE, we understand and recognize the importance of being socially responsible. This is core to our values and principles, which we have embedded as part of our overall business strategy and is a key enabler to our ongoing success and continued growth.

Though our primary business is manufacturing petrochemicals, our objective and goals are more inclusive. We strive to measure our success in terms of the difference that we make in the communities we serve and to the people in them.

Over the years, we have established a culture of corporate citizenship throughout our operations which is driven by our CSR framework. This framework defines the "what" and "where" we provide our support to our company vision and organizational values.

Over the last decade, there has been increased interest from numerous organizations in Kuwait to play an active role in CSR through various isolated and joint programs. We continue to look for sustainable, valuable and beneficial collaboration with private and public

organizations to work together on taking issues that may exist today and working on creating a better future for individuals as well as the nation as a whole.

Our 2011 Sustainability Report demonstrates and highlights the various areas and activities that we have participated in and how we give back to the community and our people. We continue to be innovative to further contribute to many causes, and simultaneously remain focused on our vision of being a value-based organization committed to achieving our goals.

As a final note, I would like to recognize and convey my utmost appreciation to all those who have collaborated in producing our 2011 Sustainability Report. Your support, contribution, as well as the commitment and dedication of our stakeholders are paramount to our current and ongoing sustainability success.

Mohammad Husain
President & CEO
EQUATE Petrochemical Company



About this Report

Welcome to EQUATE's first annual sustainability report. This report not only focuses on our achievements and performance for the 2011 calendar year, but also includes initiatives started in previous years and currently ongoing.

This report has been prepared using the Global Reporting Initiative (GRI) 3rd Generation (G3) Sustainability Reporting Guidelines 2006. GRI G3 is a globally recognized framework for reporting on an organization's economic, social, and environmental performance. Our Report is based on the GRI-G3 Application Level <C> framework. A GRI content index is included at the end of this report.

The scope of this report covers:

- Our production activities in Kuwait – Petrochemical complex in Shuaiba Industrial Area;
- Information regarding our headoffice in Kuwait.

The following limitations apply to the scope of this report:

- The report does not include data from EQUATE's marketing offices in Singapore, Hong Kong and Beijing;
- Contractors, suppliers and clients' data are generally not included unless specifically mentioned;
- Environmental data disclosed in this report cover all EQUATE's environmental initiatives and programs in the fields of water, waste, air quality and energy. Volumes of water discharges, amount of energy consumption, greenhouse gas emissions data, in addition to waste types, quantities and disposal methods for the year 2011 are included in the Environment section;
- Economic data mainly covers procurement. This report does not include data on EQUATE's economic performance;

- Labour practices data cover all EQUATE employees as registered in the Company payroll;
- Health and safety data includes both EQUATE employees and contractors.

As an inaugural sustainability report, we acknowledge that certain sections require further attention. We are committed to actively improve our existing data collection mechanisms in future reports to ensure a higher level of disclosure on our performance.

We welcome your feedback on this sustainability report. Please direct all questions or comments regarding the report to: sustainability@equate.com





About EQUATE

Who we are

Established in 1995, EQUATE Petrochemical Company is the single operator of a fully integrated world-scale Kuwait-based manufacturing facility, producing over 5 million tons of high quality petrochemical products annually.



Mission

We provide valued products to the world.

Vision

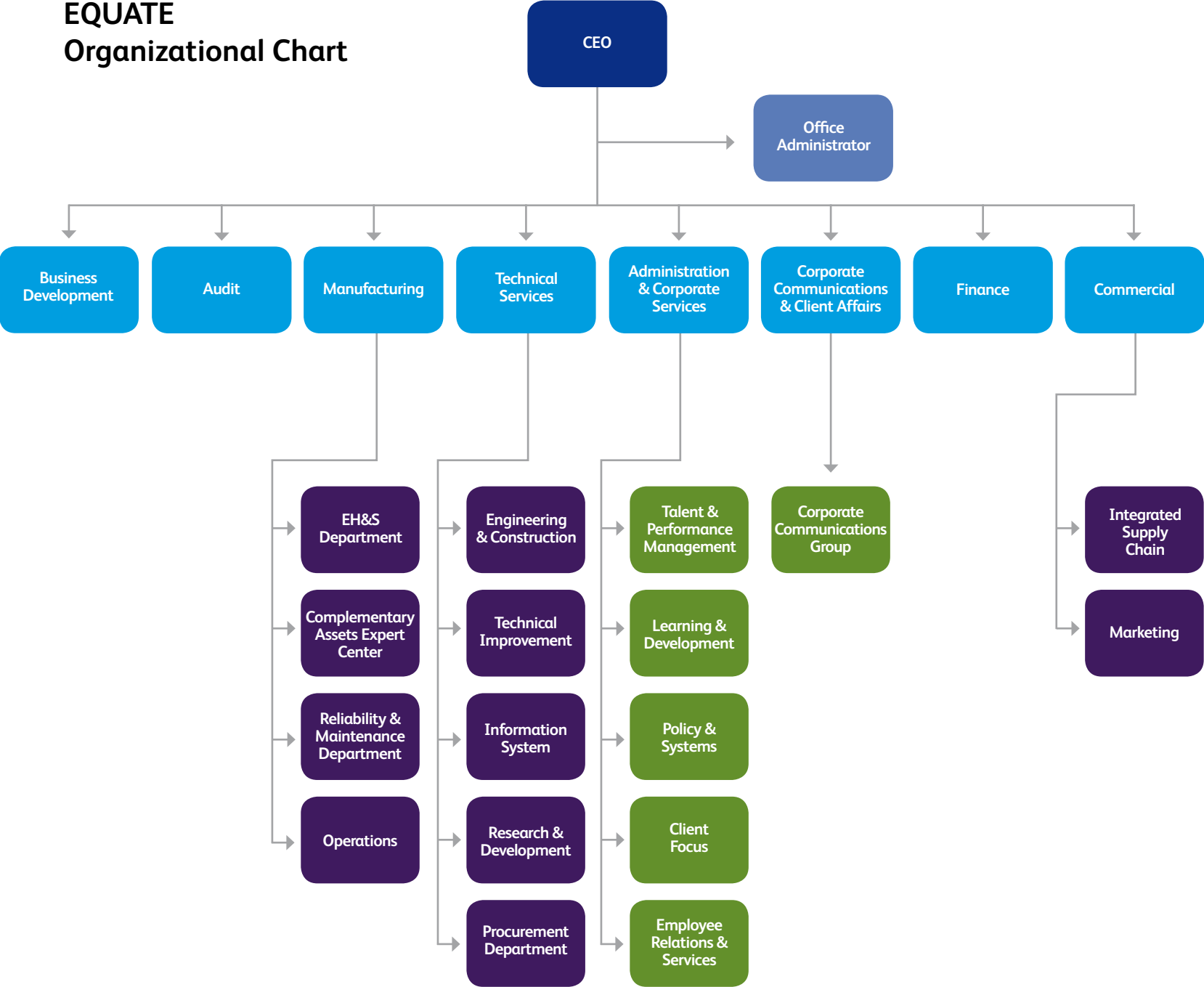
A global leader & world class producer of petrochemicals.

Values

- **Integrity:** Conducting all business affairs while observing ethics, honesty and transparency.
- **Respect:** Teamwork as a cornerstone for success, with people as our most valuable asset through helping and caring for each other.
- **Acting Like an Owner:** Taking responsibility for all actions while reflecting loyalty through commitment and care for EQUATE by embodying an ownership driven behaviour and being proactive.
- **Performance:** Excellence through hard work, continuous improvement and discipline, as well as being rewarded through pay for performance that prioritizes team achievement.
- **Customer Centric:** Responsive to customer needs through win-win agreements as we deliver value within a context of intimate customer experience.
- **Learning Organization:** Adopting best practices, embodying innovation, mutual outside-in improvement through exemplary handling of stakeholder requirements, approaching all matters with open minds, focusing on people growth & development, seizing any available opportunity, adaptable and flexible attitude with all arising issues, as well as continuous improvement.
- **Community & Society:** Strengthening ties with Kuwait Petroleum Corporation & Subsidiaries (KPC), local and global stakeholders, as well as implementing green responsible philosophy.
- **Safety:** Adopting Responsible Care principles.

EQUATE

Organizational Chart



Equate's World

EQUATE's ultra-advanced petrochemical complex is located in Kuwait's Shuaiba Industrial Area and caters to customers throughout the Middle East, Asia, Europe, and Africa via an efficient end-to-end supply chain network. We are ideally positioned to meet mounting intercontinental demand for petrochemicals.

- EQUATE Offices
- Product Distributions



Our Shareholders

EQUATE is the collaboration of Kuwait's state-owned Petrochemical Industries Company (PIC), The Dow Chemical Company (Dow), as well as the Kuwaiti private sector through Boubyan Petrochemical Company (BPC) and Qurain Petrochemical Industries Company (QPIC).

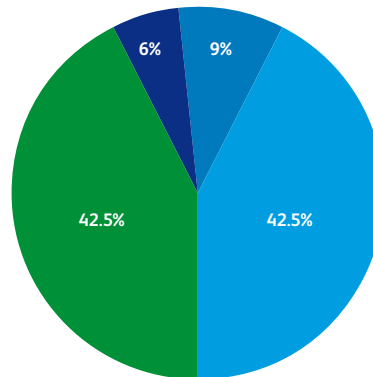
- **Petrochemical Industries Company** (PIC) is a wholly owned subsidiary of Kuwait Petroleum Corporation (KPC). PIC was established in 1963 and commenced production in 1966, representing the Gulf's first petrochemical entity.

In 1976 the private sector equity of PIC was transferred to the State of Kuwait and upon its formation in 1980, KPC assumed full control and ownership of the company.

PIC has a 42.5 % stake in EQUATE.

- **The Dow Chemical Company**
Dow (NYSE: Dow) combines the power of science and technology with the "Human Element" to passionately innovate what is essential to human progress.

EQUATE's Shareholders



- Petrochemical Industries Company
- The Dow Chemical Company
- Boubyan Petrochemical Company
- Qurain Petrochemical Industries

The Company connects chemistry and innovation with the principles of sustainability to help address many of the world's most challenging problems, such as the need for clean water, renewable energy generation and conservation, and increasing agricultural productivity.

Dow's diversified industry-leading portfolio of specialty chemical, advanced materials, agrosiences and plastics businesses delivers a broad range of technology-based products and solutions to customers in approximately 160 countries, and in high growth sectors such as electronics, water, energy, coatings and agriculture. The Company's more than 5,000 products are manufactured at 188 sites in 35 countries across the globe.

Dow has a 42.5 % stake in EQUATE.

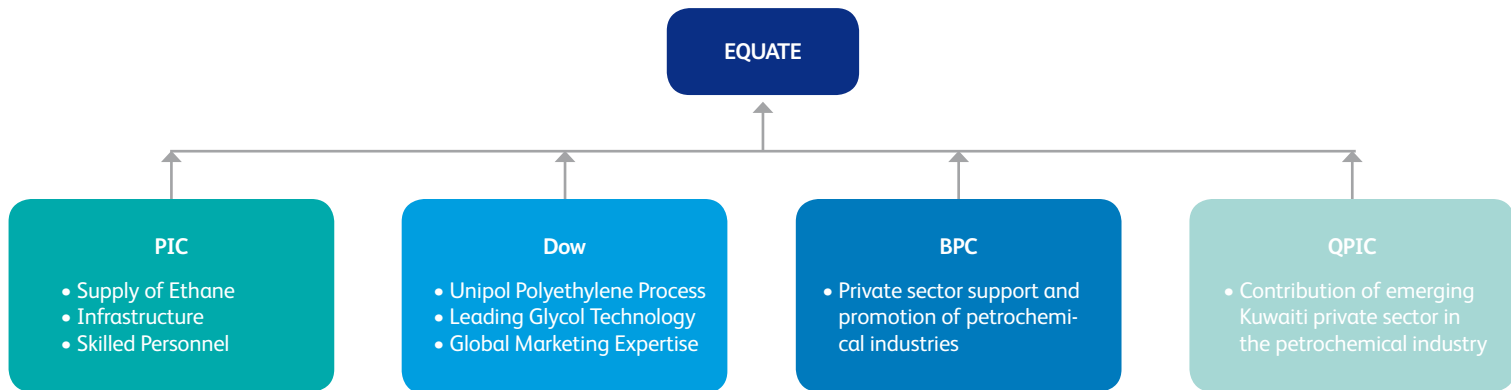
- **Boubyan Petrochemical Company**
Boubyan Petrochemical Company (BPC) was established in Kuwait following a 1995 Initial Public Offering (IPO). While BPC retains a broadly based portfolio of direct investments across the industrial sector, its primary focus remains on the chemical and petrochemical businesses. This includes a wholly owned subsidiary producing polyethylene film.

BPC holds a 9 % stake in EQUATE.

- **Qurain Petrochemical Industries**
Qurain Petrochemical Industries Company (QPIC) is a Kuwaiti company founded through an IPO in 2004.

QPIC owns a 6 % stake in EQUATE, making it the fourth partner in EQUATE's corporate shareholder structure.

Summary of EQUATE's Shareholders' Roles



Exemplifying a perfect fit partnership through setting a leading example for best business practices and pioneering international success, EQUATE enjoys the advantages of combining Dow's technological innovation and industrial expertise with competent human resources, rich feedstock, and valuable infrastructure provided by Kuwait.

The unique blend of the diversified expertise of the shareholders makes the partnership a success. While Dow provides technical excellence in the

form of 'Unipol Polyethylene Process', PIC plays a vital role by supplying ethane. Dow possesses leading glycol technology and global marketing expertise, whereas there is a strong plant infrastructure and skilled manpower provided by PIC. The Kuwaiti private sector through BPC and QPIC play a critical role by promoting and supporting this industry.

Greater EQUATE Joint Venture

To meet the increasing worldwide demand for leading petrochemical products, EQUATE's shareholders and Kuwait National Petroleum Company (KNPC) completed a multi-billion dollar expansion project in 2009 which greatly increased the production capacities of Polyethylene and Ethylene Glycol.

EQUATE is also the single operator of three new petrochemical companies:

- The Kuwait Olefins Company (TKOC)
- The Kuwait Styrene Company (TKSC)
- Kuwait Paraxylene Production Company (KPPC)

Emerging as *Greater EQUATE*, this global scale venture has also introduced Kuwait's first-ever Styrene Monomer, Paraxylene, Heavy Aromatics and Benzene production units, all at the same location and under a unified operational umbrella managed by EQUATE.

EQUATE: A Single Operator					
Company	Shareholders		Products	Capacity	Marketing Outlet
EQUATE	PIC Dow BPC QPIC	42.5 %	Polyethylene	825,000	EQUATE Marketing Company
		42.5 % 9 % 6 %	Ethylene Glycol	550,000	MEGlobal
TKOC	PIC Dow BPC QPIC	42.5 % 42.5 % 9 % 6 %	Ethylene Glycol	600,000	MEGlobal
TKSC	KARO* Dow	57.5 % 42.5 %	Styrene Monomer	450,000	EQUATE Marketing Company
KPPC	KARO	100 %	Paraxylene Benzene Heavy Aromatics	829,000 393,000 80,000	PIC (Used only for Styrene Monomer production, not commercial sales)
PIC PP PLANT (Operated by EQUATE)	PIC	100 %	Polypropylene	140,000	PIC
KARO	PIC KNPC QPIC	40 % 40 % 20 %	All production for KARO is done by KPPC		

* All capacities are metric tons annually.

* Ethylene is only used as feedstock, not for sale.

* KARO: Kuwait Aromatics Company.



Our Products

As the proud owner and operator of several world-class petrochemical units, EQUATE manages the production of the highest grades of Ethylene, Polyethylene, Ethylene Glycol, Polypropylene, Styrene Monomer, Paraxylene, and Benzene.

Polyethylene is a thermoplastic material composed of polymers of ethylene. By utilizing the sophisticated UNIPOL® technology for Polyethylene, the world's most versatile and widely-used plastic raw material, EQUATE produces a number of Polyethylene product grades for a wide variety of applications, including packaging materials, blow moulded bottles and containers.

Styrene Monomer is a liquid raw material used as a foundation for producing styrenic plastics. Being the single operator of the Kuwait Styrene Company's Ethyl Benzene – Styrene Monomer plant, EQUATE handles the production of premium quality Styrene Monomer, which is a raw material that is further processed into a variety of plastics used in electrical and electronic appliances, packaging material, insulation, automotive parts and much more.

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Ethylene Glycol is a thick liquid used primarily as antifreeze and in making polyester fibers. By utilizing the advanced Meteor® process for Ethylene Glycol, EQUATE produces Monoethylene Glycol and Diethylene Glycol used in polyester, Polyethylene Terephthalate bottles, antifreeze, automotive tires, seats and electrical insulation.

Polypropylene is produced by EQUATE on behalf of its shareholder PIC.

As the single operator of Kuwait Paraxylene Production Company's Aromatics complex, EQUATE handles the production of premium quality Paraxylene, Benzene and Heavy Aromatics. All Paraxylene sales are handled by EQUATE's shareholder PIC.

Our Production

EQUATE is the owner and single operator of Greater EQUATE plants producing a total of over 5 million tons annually of the following:

- Ethylene: 1.8 Million tons
- Polyethylene: 825,000 tons
- Ethylene Glycol: 1.2 Million tons
- Paraxylene: 829,000 tons
- Styrene Monomer : 450,000 tons
- Polypropylene: 140,000 tons
- Benzene: 393,000 tons
- Heavy Aromatics: 80,000 tons

Did you know?

- EQUATE is the single operator of a fully integrated world-scale manufacturing facility producing over 5 million tons of high quality petrochemical products annually.
- EQUATE is Kuwait's first-ever international petroleum joint venture.
- EQUATE's products now account for over 80 % of Kuwait's export value from non-oil sources.
- EQUATE is Kuwait's 1st manufacturer of Ethylene, Polyethylene and Ethylene Glycol.

Awards & Recognitions

Each award and recognition received by EQUATE are sources of encouragement for us to continue our efforts in facilitating sustainability efforts in the Kuwaiti society.

In recognition of our sustainability achievements, EQUATE has earned several prestigious honours, including the following:

- His Highness the Amir Award for the Best Plant in Kuwait;
- The Gold Award in Health, Safety, and Environment (HSE) for Gulf private sector companies;
- The Award for Best Gulf Company in Recruiting Nationals;
- Arabian Business Best CSR Company Award for 2011 and 2012;
- Oil & Gas (O&G) Middle East CSR Award;
- O&G Best Implemented Environmental Program of the Year;
- Middle East Chemical Week (MECW) Plant of the Year Award; as well as Kuwait's CSR Award in the Industrial and Oil Sector;
- Highly Commended Best Community Program Award during the First Middle East CSR Award Summit.

EQUATE follows and adheres to such best business practices as ISO 9001, ISO 14001 and Responsible Care RC 14001. As a certified company, EQUATE is committed to the implementation of standards, and the overall sound implementation and periodic audits from internationally recognized bodies.





Kuwait Society of Engineers Recognizes EQUATE

At the 50th Anniversary Celebration for the Kuwait Society of Engineers (KSE), KSE Board Chairman Hussam Al-Kharafi extended recognition to EQUATE for its ongoing commitment and contribution to the society's various activities. This includes holding conferences, seminars, the National Energy Conservation Project (Tarsheed), as well as other initiatives such as recruiting graduates and experienced Kuwaiti engineers, and developing them into leading posts within EQUATE.

EQUATE Recognized By International Islamic Charitable Organization

EQUATE was recognized for its contribution and generous donation towards supporting the Healthcare Hospital for International Charitable Islamic Organization. During the recognition, the Minister of Health, Mr. Hilal AlSayer, and the Chairman of International Charitable Islamic Organization presented a commemorative plaque on behalf of His Highness the Amir to EQUATE's representative Mohammed Hatem. EQUATE was commended for being one of the major contributors to the project and for its ongoing support to the community.





Our Approach to Sustainable Development

Sustainable Development

EQUATE is currently leading the way in both sustainability management, and building its own unique sustainability brand in Kuwait and beyond.

As a leading industrial organization, EQUATE is committed to its overall sustainability wherever it operates, and in cooperation with public and private bodies. This is demonstrated through its professional development opportunities, environmental initiatives, academic agreements, scientific accords, CSR programs, as well as educational advancement plans for employees and community members.

EQUATE is also making a notable economic contribution to the Kuwaiti economy and the global petrochemical industry. Ethylene-based products from EQUATE now account for over 80 % of Kuwait's export value from non-oil sources. Consequently, the company plays a positive role in Kuwait's business community by employing many local contractors in construction, logistics, and maintenance operations.

Ensuring the overall sustainability of our partners, customers, suppliers, workforce, and surrounding communities is key to EQUATE's identity. EQUATE will continue to implement its innovative Mission, Vision & Values in order to achieve a perfect balance of business growth, social responsibility and environmental excellence.



Strategy

At EQUATE, we manufacture products that are aimed at making peoples lives better. Therefore, maintaining the highest levels of quality and world-class standards are paramount to our ongoing success. Such standard levels extend beyond our business to the communities in which we operate and provide service to.

Our strategic goals provide an overview of our environmental and health and safety performance, as well as maintaining the welfare of our employees and adding value to the society. Our economic performance, in terms of our profitability and growth are also included in our strategic goals, but specific data was not available at the time of this report’s production.

Our current sustainability elements focus on education, human resources, environment, health, community

awareness and industrial awareness. These elements include:

- Ensuring overall sustainability in Kuwait and beyond;
- Sharing operational and community success with all stakeholders;
- Being a valued neighbour wherever we operate;
- Interacting directly with surrounding communities to address their issues and concerns;
- Creating partnerships with other local bodies and organizations;
- Engaging employees and their families.

Key Elements	Strategic Goals
Profitable and Reliable Company	Maximize production
Organizational and People Excellence	Achieve Human Resources and business process alignment
Responsible Care	Apply Responsible Care standards
Finance	Build Mergers and Acquisitions capability
Sustainability & Corporate Social Responsibility (CSR)	<ul style="list-style-type: none">• Reduce Green House Gas emissions• Enhance contribution to the community at large
Growth	Maximize long term revenue through growth
Brand and Image	Build our brand and image

Responsible Care[®]

Responsible Care (RC) is a voluntary initiative of the global chemical industry to safely handle products from their inception in the research laboratory, through manufacturing and distribution, all the way to their ultimate reuse, recycle and disposal, and to involve the public in companies decision-making processes.

RC is taking leading chemical companies above and beyond their prior accomplishments to achieve even higher standards of performance and generate greater value for their businesses.

The year 2011 marks EQUATE's receiving of the RC 14001 certification and accreditation, making it the first company in Kuwait to be RC certified. Bringing this important initiative to the Gulf and the Middle East region is a commitment that EQUATE has achieved and continues to facilitate. As a RC partner and as a member of Gulf Petrochemicals and Chemicals

Association (GPCA), EQUATE is committed to:

- 1) Adopting global RC core principles;
- 2) Implementing fundamental features of GPCA RC programs;
- 3) Committing to advancing sustainable development;
- 4) Continuously improving and reporting performance;
- 5) Enhancing the management of chemical products worldwide – product stewardship;
- 6) Championing and facilitating the extension of RC along the chemical industry's value chain;
- 7) Actively supporting GPCA and global RC governing processes;
- 8) Addressing stakeholder expectations about chemical industry activities and products;
- 9) Providing appropriate resources to effectively implement RC principles.

In advocating the practices of RC, EQUATE promotes sustainable management principles and transparency to both stakeholders and future generations.





EQUATE Petrochemical Company

THE FIRST
Kuwaiti Organization

To receive
Responsible Care 14001
Certification & Accreditation



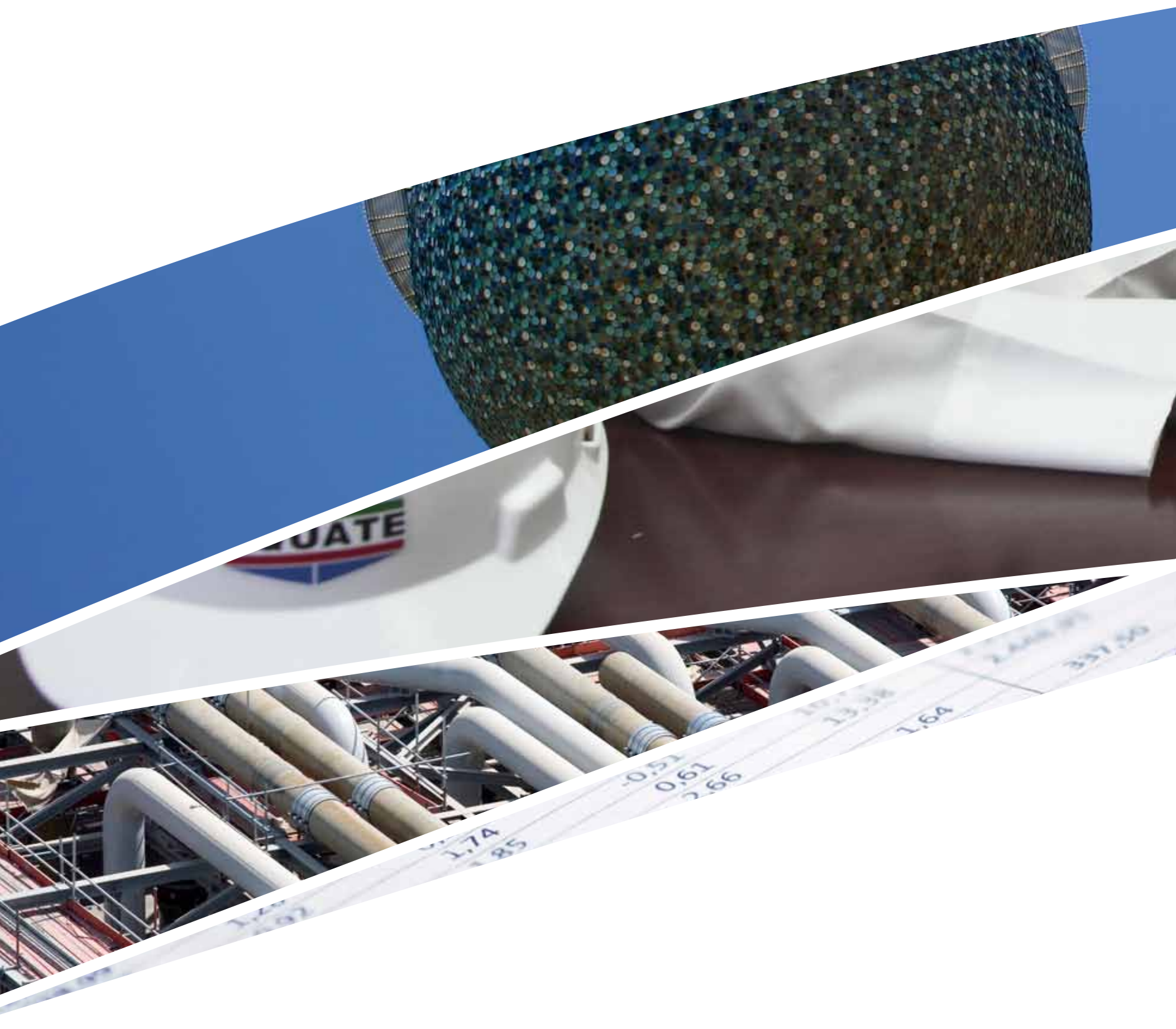
‘We Care’ Celebration Ceremony

EQUATE hosted a grand ceremony to celebrate and acknowledge the contribution of its employees to be the first company in Kuwait to obtain the RC accreditation and certification. The celebration, themed ‘We Care’, was attended by EQUATE board members and several petrochemical leaders from within and outside Kuwait, and included two main categories relevant to a number of industrial and environmental matters reflecting EQUATE’s overall commitment to sustaining and preserving the environment for the mutual benefit of all stakeholders. EQUATE recognized individuals and departments for demonstrating their dedication for being RC ambassadors, and presented them with awards as a testimony of their achievements and remarkable contribution.

Did you know?

EQUATE is the first company in Kuwait to be RC certified, and is in compliance with all aspects under the given criteria. As a Responsible Care member company, EQUATE is audited under the stipulated requirements of RC.





QUATE

1.74	-0.51	19.38	2.66	1.64	331.55
1.85	0.61				
	2.66				



Economic

Economic

EQUATE's economic focus is one of the company-wide strategic goals to maximize production and long-term growth. Positive economic performance directly influences profitability and can position EQUATE as a reliable leader among its petrochemical peers.



Procurement

To ensure responsible procurement activities, we have created an EQUATE procurement vision, mission and policy and set clear procurement roles and responsibilities for all goods and services.

Procurement Vision

To be a world-class, business aligned, strategically oriented, effective and efficient procurement organization.

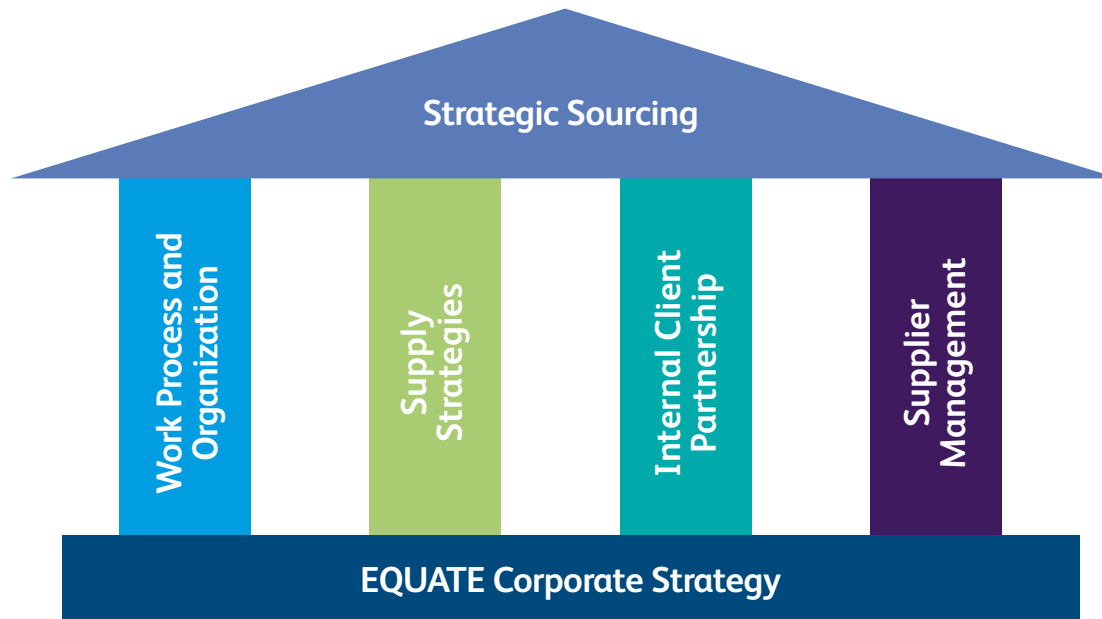
Procurement Mission

Create a culture to integrate basic corporate procurement and business elements in order to achieve continuous value creation, improve cost position, generate sustainable competitive advantage and support business growth for EQUATE.

Procurement Policy

Our Procurement Department is exclusively responsible for the procurement of all goods and services from third party suppliers for EQUATE and our other operating facilities.

EQUATE Procurement Strategy



Our procurement strategy is based upon EQUATE's corporate strategy, and is mainly built on four basic pillars, as shown above.

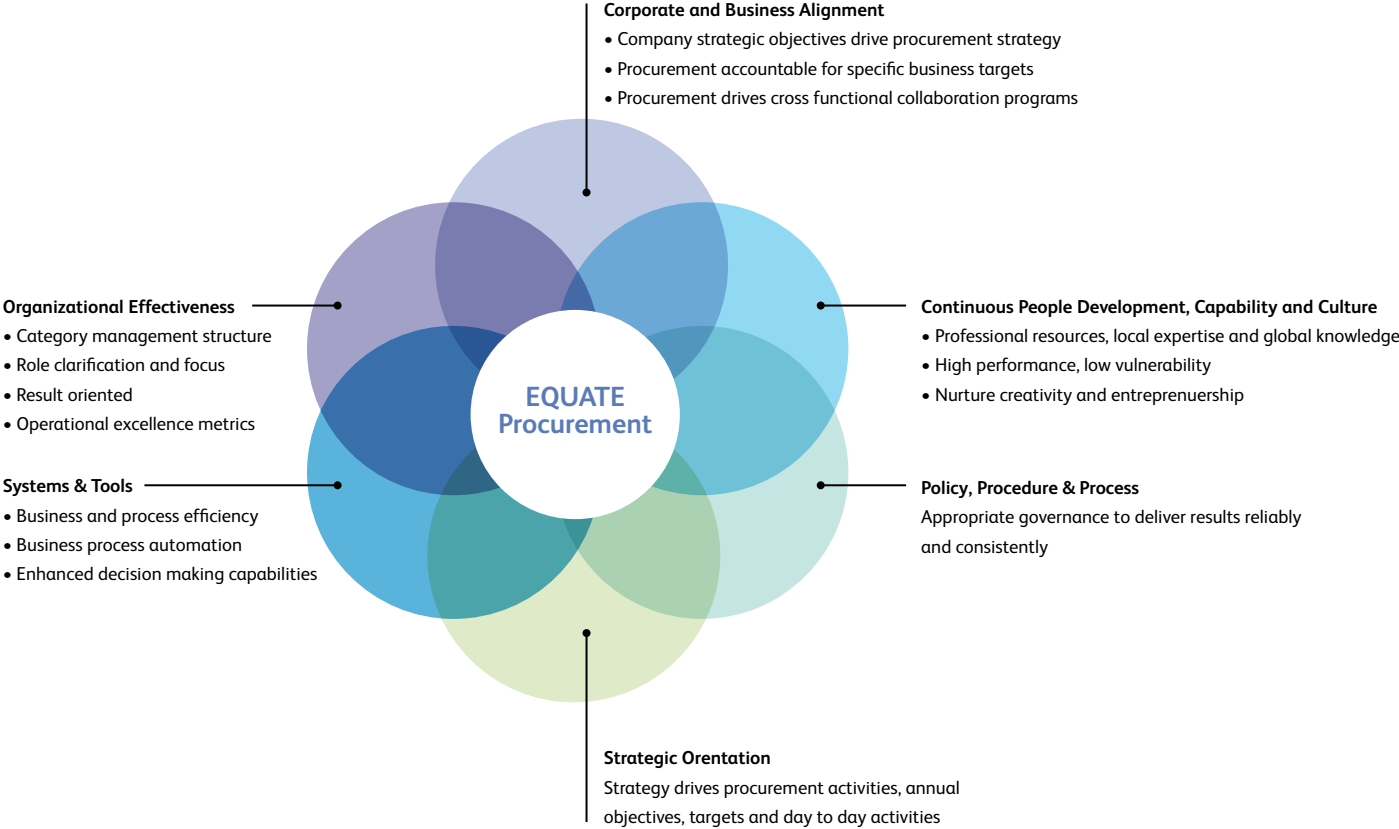
Each division within our Procurement Department has specific roles and responsibilities as follows:

- **Strategic Sourcing** are responsible for the procurement of all goods and services, including raw materials, packaging, Maintenance, Repair and Operations (MRO), labour services, information technology and logistics from third party suppliers and all other facilities operated by EQUATE;
- **Payable Audit Team** is responsible for the receipt, auditing and payment processing of all invoices against procured goods and services;
- **Investment Recovery** and Sales are responsible for sales of by-products,

plant surplus, scrap and waste materials in a timely manner to optimize financial returns while complying with HSE policies and procedures.

Our procurement policy is driven by EQUATE's corporate strategy and strategic goals which govern people's development, our systems and tools and work processes within our operations, in addition to the company's organizational effectiveness.

EQUATE Procurement Value Creation



In 2011, approximately 90 % of our total procurement budget was awarded to local suppliers. The governmental sector holds approximately 93 % of all local suppliers, while the remaining 7% is shared by the private sector.

We continue to encourage the development of our local suppliers to ensure they share our vision with respect to their products and services.

Our supplier selection criteria is based on added value, both to us as a petrochemical organization and to Kuwait as a whole. We also aid in the facilitation of any of suppliers’ new ideas that we believe will have a valuable contribution to Kuwait as a whole.

In recent years, we have been active in initiatives which have positively influenced suppliers to have local presence in Kuwait. Following these initiatives, we monitor our local spend and measure our contribution to the local economy.

EQUATE’s Procurement Budget	
Total procurement budget	\$ 2,897,790,916
Local procurement budget	\$ 2,614,579,287
• Government sector	\$ 2,413,433,967
• Private sector	\$ 183,145,320

Positive Local Suppliers Initiatives

- EQUATE's cooperation with Klinger Warba resulted in building their own gasket factory in Kuwait. As it produces gaskets as per EQUATE's standards, Klinger Warba is now our main supplier of gaskets..
- Supported DAN Trading to open a locally-based workshop to maintain John Crane mechanical seals.
- By signing an agreement to acquire CO₂ from EQUATE's plants and reuse for industrial purposes, Alnafisi Intranational managed to secure industrial property from Kuwaiti authorities.
- Supported the ALZAHM group in opening a world class workshop to manufacture and recondition compressor valves.
- Cooperated with Warba National to open a green tag center to repair safety valves and perform electronic valve testing.
- Currently engaged with ROC to improve their facility to meet our standards with little investment to increase their business and reduce our import of specialized gases.
- Launched an automated payment system with some of our local suppliers.

Supplier Selection Criteria

When selecting our suppliers, we take into account a number of factors, which include:

- Relevance to EQUATE business;
- Criticality to EQUATE operations;
- Addition of valued new technology;
- Compliance with legal requirements and EQUATE specifications;
- Provision of geographic risk mitigation locations;
- Diversity;
- Relevant past experience with EQUATE and our shareholders;
- Speed of response and competitive prices;
- Reliability.

Did you know?

In 2011, approximately 90 % of EQUATE's total procurement budget was awarded to local suppliers.







Environment

Environmental Goals & Strategies

At EQUATE, we have a number of company-wide environmental performance goals and targets, as shown below, in order to ensure the protection of our environment and conservation of resources.

We are committed to reducing the amount of pollution generated at source and conserving our natural resources. This commitment is demonstrated in our Pollution Prevention Program which we commenced implementing in November 1997. The program includes the areas of waste, air, soil and groundwater protection management. This program pertains to both our environmental performance objectives and our operating disciplines in the

management, design, construction, operation, maintenance and closure of our facilities.

As a world class company, we have established, implemented and are maintaining our management systems through meeting the requirements of the ISO 14001 and ISO 9001 international certifications. Internal audits are scheduled for each of our environmental procedures on regular basis with all findings reported and

Environmental Goals and Strategies for the Year 2011

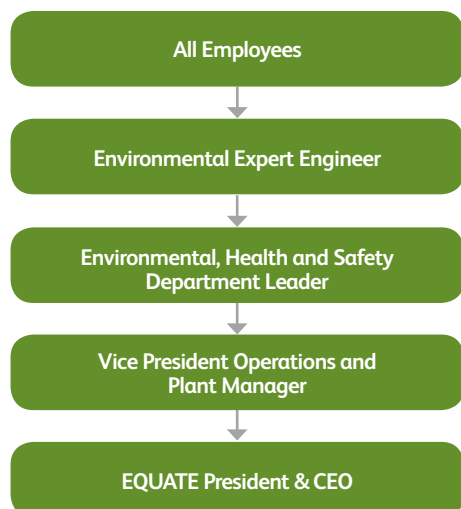
Key Aspect	Environmental Goal	Strategy to Achieve Goal
Energy	Reduce energy consumption and improve energy efficiency.	<ul style="list-style-type: none"> • Development of a baseline for energy consumption for Greater EQUATE in order to reduce energy consumption.
Air emissions	Reduce CO ₂ emissions at our facilities.	<ul style="list-style-type: none"> • Identification of opportunities to reduce CO₂ emissions; • Conducting feasibility studies for CO₂ reduction proposals; • Implementation of CO₂ emissions reduction projects.
	Optimize development of projects to enhance the environment.	<ul style="list-style-type: none"> • Implementation of the Fugitive Emission Project Leak Detection and Repair (LDAR) Program.
Water	Reduce water consumption.	<ul style="list-style-type: none"> • Identification of opportunities for the reduction of water consumption; • Conducting feasibility studies for the reduction of water consumption; • Implementation of water consumption reduction projects.
Wastewater	Utilize internal capabilities to create a green environment.	<ul style="list-style-type: none"> • Utilization of opportunities to reuse treated wastewater to create a green environment and implement different projects to support this.
Spills	Achieve ZERO loss of primary containment of category II and III incidents ³ .	<ul style="list-style-type: none"> • Implementation and sustaining of the loss of primary containment reporting policy; • Ensuring that all our equipment is registered under the periodic maintenance program.
Legal	Full compliance with Environment Public Authority (EPA) - State of Kuwait	<ul style="list-style-type: none"> • Maintenance of compliance with EPA regulations, by conducting compliance assurance audits and building up the relationship with the authority.

³ Loss of primary containment categories are defined by EQUATE on the basis of the extent of different parameters like human impact, environmental impact, loss of primary containment, evacuation / sheltering, property damage / loss and media involvement.

addressed immediately. Furthermore, we undergo annual external environmental audits to maintain our ISO 14001 and RC 14001 certifications.

Reporting of all environmental-related matters within our facilities is key to maintaining environmental excellence. The identification and reporting of such issues falls under the responsibility of all our employees and are then escalated upwards to the environmental expert as necessary. The environmental expert engineer, who heads all environmental related matters and works on continuously enhancing

Personnel Environmental Reporting Structure



employees' environmental awareness, ensures that all environmental issues are being addressed and followed up in the correct manner. All identified issues are accounted for and raised with our President & CEO.

A focal point to EQUATE's environmental sustainability is shown in its dedicated 'Green Team' who have recently implemented a number of green initiatives.

The Green Team's goal is to 'achieve environmental excellence by contributing to a cleaner environment by adopting global green operation concepts through greenhouse gas reduction, energy efficiency, and water conservation initiatives'. Examples of such initiatives are outlined in subsequent sections.



EQUATE's Quality and Environmental Policy

We are committed to:

- The use of best practices in all aspects of our business and striving for the highest level of customer satisfaction and a safe and clean environment;
- The identification and compliance with legal and other requirements applicable to the environment and products;
- The prevention of pollution and conservation of resources;
- The continual improvement of performance for quality and environmental management systems.

Water

In 2011, a total of 434,828,537 m³ of seawater was used for process cooling and supplied to EQUATE from the Public Authority for Industry (PAI).

The seawater is supplied from and routed back to the Arabian Gulf. In addition, a total of 370,643 m³ of potable water, used for sanitary purposes, and 4,301,342 m³ of distilled water, used in the process, were supplied by the Ministry of Electricity and Water (MEW).

In terms of our water discharges, there are five primary water streams:

- Process wastewater,
- Sanitary wastewater,
- Seawater return,
- Seawater cooling tower blowdown;
- Stormwater.

Biological and tertiary treatment methods are applied for the generated process wastewater prior to reusing it as make-up water for Kuwait's first seawater cooling towers, constructed and operated by EQUATE. Sanitary wastewater, on the other hand, is routed to the Ministry of Public Works for treatment. All the other water discharges (seawater return, seawater cooling tower blowdown and stormwater) are routed back to the Arabian Gulf. Quantities of water discharged in the year 2011 are shown below.

In addition to the water discharges, evaporation and drift losses from the seawater cooling towers amounted to an approximate volume of 10,512,000 m³. All water discharge streams, with the exception of sanitary wastewater, are regulated internally before disposal in terms of their quality parameters, including Total Organic Carbon (TOC), Biological Oxygen Demand (BOD), Chemical Oxygen Demand (COD) and Total Suspended Solids (TSS). The temperature of the discharged seawater to the Arabian Gulf is also measured, monitored and kept within allowable limits.



Did you know?

An approximate volume of 870,000,000 m³ of Arabian Gulf seawater is avoided each year as a result of the operation of EQUATE's Seawater Cooling Towers.

Water Discharges Quantities in 2011

Water Discharge	Volume (m ³)
Process wastewater*	1,539,331
Sanitary wastewater	87,600
Seawater return	394,786,952
Seawater cooling tower blowdown	29,529,585
Stormwater	438,000

* Wastewater is reused internally in the seawater cooling towers and not discharged to the Gulf waters

As part of EQUATE's water reuse and recycle program, two seawater cooling towers have been installed to cool and reuse the hot seawater from process plants. In 2011, 36,018,648 m³ of make-up seawater was cooled, and 1,539,331 m³ of process wastewater was reused at the seawater cooling towers.



Seawater Cooling Towers

EQUATE launched the first initiative in the Middle East to rationalize and reuse wastewater, as part of its environmental welfare efforts to ensure sustainable development within Kuwait. Two seawater cooling towers were installed to minimize water withdrawal from surface water sources and to recycle and reuse wastewater produced from the petrochemical process. This project creates positive environmental returns by conserving the Arabian Gulf's environment, significantly minimizing salt emissions and avoiding the negative environmental impacts on marine ecology and the surrounding areas. The two towers have reduced the need to extract approximately 100,000 m³/hr (870,000,000 m³/yr) of seawater from the Arabian Gulf. This initiative also has economic returns to the PAI whereby additional costs for building a new seawater pumping plant were avoided.

Water Discharges Quality Parameters

	TOC		BOD		COD		TSS	
	mg/l	tons	mg/l	tons	mg/l	tons	mg/l	tons
Process wastewater	37.5	57	28.75	44.26	144.25	222	8	12.3
Seawater cooling tower blowdown	2.32	68	3.97	39.10	6.95	205	1.5	44.29
Seawater return	1.02*	403	0.59	233	3.08*	1216*	< 1	NA
Stormwater	30	13	3.29	7.52	90	39	25	10.95
* Parameters available in the Arabian Gulf								

Two additional initiatives to increase water recycling and reuse are also in progress. The first is EQUATE's wastewater recovery plant which converts wastewater into distilled water, producing 1,401,600 m³ of distilled water per year to be saved for the nation in Kuwait. The plant is 80 % efficient, and the pilot plant has already been tested and commissioned, the pure distilled water made was analysed for use and the actual plant is currently under construction, and is expected to be in operation by the middle of 2013. Another initiative is EQUATE's stormwater recovery plant which recovers an average rate of 50 m³/hr of stormwater and reuse it for irrigation purposes, producing a total of 438,000 m³ of irrigation water per year.

The stormwater recovery plant is expected to be commissioned in December 2012.

EQUATE is also further demonstrating its conservation of natural resources by implementing the Plant Water Recycle Project for the recycle and reuse of process wastewater, a project in partnership with Aquatech. As a result of this project, a minimum of 80 % of the process water will be further treated and reused within EQUATE facilities and only 15 % of the treated wastewater will be discharged to the sea. This initiative will reduce approximately 0.9 million m³ of EQUATE's fresh water consumption per year, which is equivalent to 7.5 days of complete water consumption by the population of

one Kuwaiti district, at an average water consumption of 0.5 m³ per day per person.

The treated water will be reused in process applications, such as in water cooling, water makeup, replacement of water intake from the MEW and irrigation purposes. EQUATE will be responsible for building the infrastructure for the wastewater treatment and irrigation plants, including the piping, electrical, structural and civil works needed as part of the construction, whereas Aquatech, EQUATE's project partner and a global leader in water purification systems technology, will provide the support for Ultra filtration, Reverse Osmosis technology and the irrigation filtration plant.

Did you know?

The Plant Water Recycle Project will reduce 0.9 million m³ of fresh water consumption per year, which is equivalent to 7.5 days of complete water consumption by the population of one Kuwaiti district, at an average water consumption of 0.5 m³ per day per person.



Energy

Fuel gas used in our facilities is supplied from Kuwait Oil Company (KOC). In 2011, we received a total of 411,473,000 m³ of fuel gas and our total direct energy consumption amounted to 16,530,145 GJ.

Our utilities include six natural gas and liquid fuel fired boilers, each with a capacity of 181 tons per hour, where every 80 % of consumed natural gas is equivalent to 20 % of consumed liquid fuel. Other direct natural gas firing equipment within our facilities include an incinerator and a nitrogen vaporizer.

In terms of electricity, the MEW is our electricity provider and in 2011, the total electricity consumed was 1,932,717 MWh.

In order to save energy within our facilities and in line with our environmental performance goal of reducing energy consumption and improving energy efficiency, we initiated a number of initiatives in 2011.

In addition to the above, efforts are ongoing to achieve reduction in our electrical consumption and to use solar energy lights, which have received great appreciation from the Kuwaiti government. At the same time, there are no plans yet to find and / or use alternative energy sources in our production processes.

Energy Conservation and Efficiency Improvement Initiatives

Description of Energy Conservation and Efficiency Improvement Initiatives	Corresponding Amount of Energy saved (in GJ)
Steam reduction in Naphtha Hydrotreater Stripper in Aromatics Unit	36,174
Ethylene vaporization system energy optimisation	16,132
Solvent optimization in Ethylene 1 Acid Gas Recovery	148,548
Solvent optimization in Ethylene 2 Acid Gas Recovery	40,055
Oxygen optimization in Ethylene 1 furnaces	50,091
Optimization of fuel gas to Ethylene Glycol 1 flare	42,000
Replacement of steam trap in Polyethylene with better type	18,840
Total	351,840

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Recognition of Energy Conservation Efforts

EQUATE's pioneering efforts in energy conservation have been positively recognized by the MEW. The Oil Sector Conservation Team noted EQUATE's distinguished role in maintaining Kuwait's energy resources and its active participation in the Higher Energy Conservation Committee.

Did you know?

In 2011, EQUATE's energy conservation and efficiency improvement initiatives amounted to saving a total of 351,840 GJ of energy.

Air Emissions

Our aim is to maintain and achieve a level of air quality which protects human health and the environment. Therefore, all our facilities are built based on the best engineering design standards which support overall air emission reduction.

This year is witnessing the operations of our Sulphur Recovery Unit, which commenced operations in September 2009. Sulphur dioxide (SO₂) is converted in this unit into molten sulphur, thus no harmful sulphur compounds generated from our operations are being discharged or leaked into the atmosphere.

At EQUATE, we also ensure that our operations are in full compliance with applicable regulations and identify opportunities for improvement by

continuously monitoring our actual air emissions through online leak detection systems. Our fugitive emissions Leak Detection and Repair Program (LDAR) is continuing operations after it was first commissioned in 2008, and serves the purpose of managing and reporting fugitive emissions.

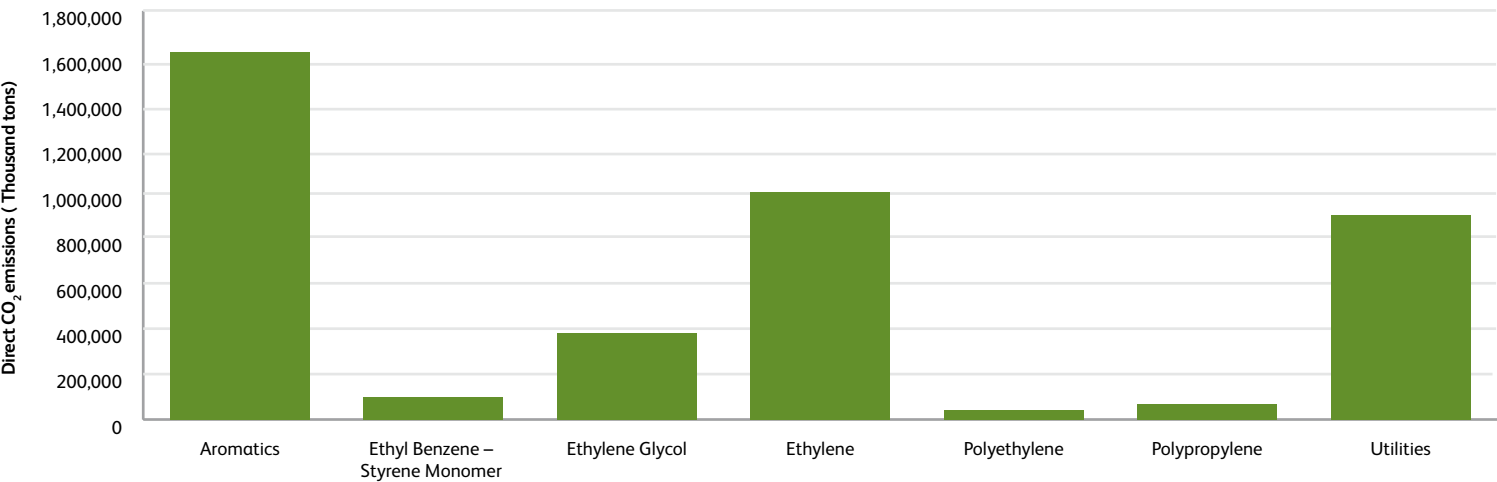
Climate Change

We track and record direct and indirect greenhouse gas (GHG) emissions data in order to reduce our carbon footprint. Our CO₂ emissions from both direct and indirect sources in 2011 amounted to 5,371,006 tons.

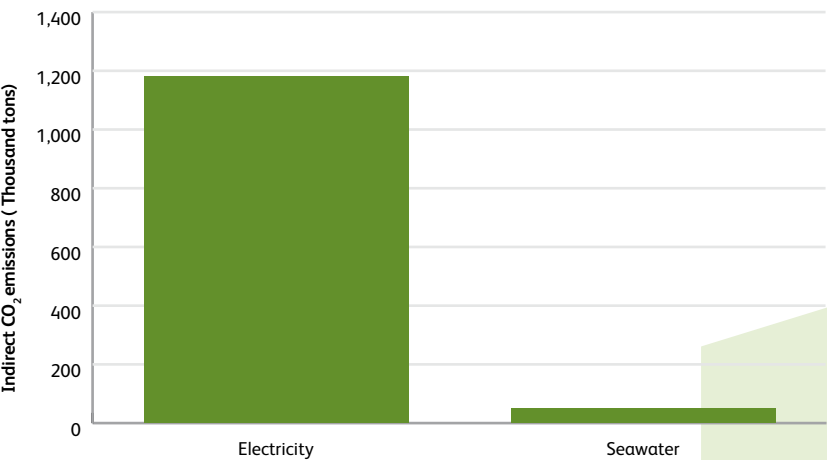
Direct CO₂ emission sources include combustion from utilities units, combustion and flaring from Ethylene, Ethyl Benzene-Styrene Monomer and Aromatics units and flaring from Polyethylene, Polypropylene and Ethylene Glycol units. Indirect CO₂ emission sources include those from electricity and seawater consumption. Our 'Green Carbon Project Initiative', which will export an approximate 150,000 tons of CO₂ for reuse every year, is a great example demonstrating EQUATE's GHG

emissions reduction investments. CO₂ emitted from the manufacturing process will be piped to our neighbouring Green Carbon processing facility, which is a corporate entity located in the Shuaiba Industrial Area that processes the CO₂ emitted from the nearby refineries and petrochemical plants. The piped CO₂ will then be marketed to customers requiring the gas for various uses. This project which prevents the direct release of CO₂ to the atmosphere has already been initiated.

Quantities of Direct CO₂ Emissions from Source



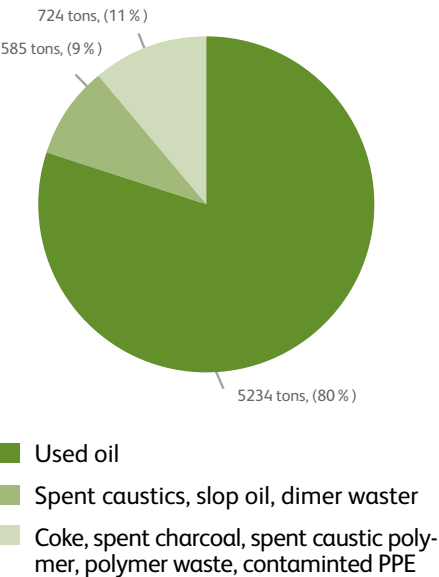
Quantities of Indirect CO₂ Emissions from Source



Waste & Spills

We generate both hazardous and non-hazardous wastes from our plant operations. In 2011, we produced a total of 6,542 tons of hazardous waste. This included used oil, spent caustics, slop oil, dimmer wastes, coke, spent charcoal, spent caustic polymer, process waste and contaminated Personal

Quantities of Hazardous Waste

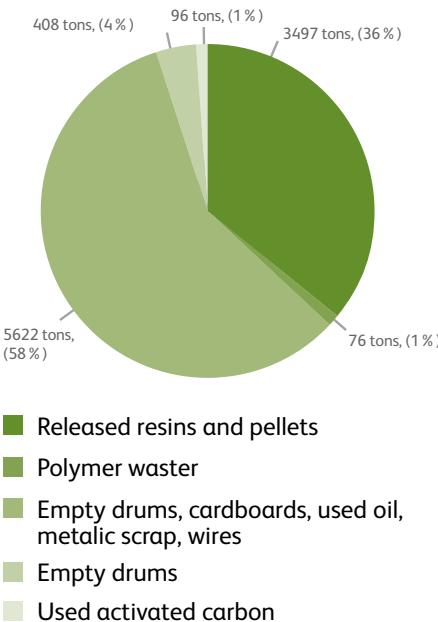


- Used oil
- Spent caustics, slop oil, dimer waster
- Coke, spent charcoal, spent caustic polymer, polymer waste, contaminated PPE

Protective Equipment (PPE). Used oil was recovered, whereas spent caustics, slop oil and dimmer wastes were incinerated.

All the remaining hazardous wastes were sent to landfill for final disposal. Our non-hazardous waste quantities amounted to a total of 9,699 tons which included released resins and pellets, polymer waste, empty drums, cardboards, used non-hazardous oil, wires, metallic scrap

Quantities of Non-hazardous Waste



- Released resins and pellets
- Polymer waster
- Empty drums, cardboards, used oil, metallic scrap, wires
- Empty drums
- Used activated carbon

and used activated carbon. Polymer waste includes mixed Polypropylene and Polyethylene pellets and these were reused back in our operating units. Released resins and pellets were also reused, whereas empty drums recycled and/or recovered. All used activated carbon was sent to landfill for final disposal and the remaining non-hazardous wastes were recycled.

All wastes produced from our operations are disposed of as per the recommendations of our environmental experts and according to the chemicals Material Safety Data Sheets (MSDSs) and no waste materials are stored on-site. In addition, all facilities ensure that the wastes and wastewater produced meet the specifications of the receiving waste treatment, storage or disposal facility, and activities are in compliance with the relevant waste disposal governmental laws and regulations set by the Kuwait EPA.

Did you know?

The incinerators used in EQUATE facilities reduce the solid mass and volume of the original waste by approximately 85 % and 95 %, respectively and ensure that no liquid hydrocarbon waste goes out of EQUATE.

Biodiversity

Under the terms of the international Basel Convention on the control of transboundary movement of hazardous waste and their disposal, no hazardous waste is imported or exported by or on behalf of EQUATE.

Each of EQUATE's facilities complies with the company's pollution prevention guidelines to avoid causing damage to the environment, human health or safety. Our facilities follow the waste management hierarchy of source reduction or elimination, reuse, recycle, energy recovery and disposal, with reduction being the most environmentally favourable option and disposal being the least. For example, commoditizing our off-spec products for consumption in specialised markets instead of disposing them. In addition, using more environmentally favourable disposal methods in disposing of liquid hydrocarbon wastes produced from our process, by operating two waste-to-energy incinerators. The incinerators used in our facilities reduce the solid mass and volume of the original waste by approximately 85 % and 95 %, respectively, depending on the composition and degree of recovery of materials. The use of the two incinerators ensures that no liquid hydrocarbon waste goes out of EQUATE.

At EQUATE, we classify all spills depending on their quantity and severity into: Loss of primary containment (LOPC) category II, LOPC category III, LOPC category IV and process safety incident (PSI) spills. LOPC's categories and PSIs are defined on the basis of the extent of different parameters like human impact, environmental impact,

loss of primary containment, evacuation / sheltering, property damage / loss and media involvement. In particular, LOPC category IV has the lowest severity and is listed within the categories in order to encourage employees to report on all spills, including minor ones.

No spills into the environment occurred during 2011. In addition, all our operational units have a spill prevention plan and procedure, and we provide comprehensive training to our emergency response team for responding to all possible spill scenarios that could potentially occur within our facilities and adversely affect the health and safety of the employees and / or the environment.

EQUATE facilities are located in an industrial area with no areas of high biodiversity or protected habitats identified in the adjacent vicinity.

Therefore, EQUATE operations have no adverse impacts on biodiversity. Water discharges to the Arabian Gulf also meet regulatory allowable limits and no impact assessment studies of water discharges to the Gulf waters has been previously conducted.

Compliance with Environmental Laws

As shown in our environmental goals for the year 2011, we continuously aim to ensure full compliance with all Kuwait EPA environmental laws.

In 2011, no non-compliances have been recorded. This is also shown in our environmental management system requirements which are all addressed to meet those of the EPA at the least. In addition to this, and as part of legal compliance, annual gap assessments are conducted and all our facilities undergo internal and external audits.





Our people

Our People

As an excellence driven organization, EQUATE focuses on employee health, safety and well-being. We continue to seek excellence in all our operations and aim for continuous improvement.

Our culture is characterized by:

- Focused responsiveness – the immediate response to a stakeholder's specific needs with satisfactory level;
- Disciplined and efficient teamwork – individuals/ teams are in compliance with EQUATE systems and norms, and proactively evaluate and improve work/ business processes leveraging its best practices;
- Proactive innovation – Individuals / teams are encouraged to generate value adding ideas that will positively contribute to work performance.

Our greatest asset and the reason for our success are our people. EQUATE has an enabling work environment with more than 25 nationalities providing diverse thinking in all businesses and functions. Such workplace diversity is coupled with a strong blend of multi-national expertise in management, production, markets, logistics and customer service among others

EQUATE pays great attention to investing in human assets to safeguard its overall sustainability. As part of our eye on people philosophy, we continuously strive to boost our human resources by implementing the best motivation and training tools, which include:

- Training and development activities;
- Knowledge transfer;
- Benchmarking world class standards;
- Benefits and development programs;
- Participation in various career fairs to attract qualified employees.

EQUATE has also forged a solid partnership with the Manpower and Government Restructuring Program (MGRP) to recruit qualified Kuwaitis interested in starting their own private sector career. EQUATE has an especially designed internship program for Kuwaiti nationals aspiring to boost their academic aspirations with solid professional experience.

In addition, we ensure our compliance with all Ministry of Labour laws and regulations in Kuwait by conducting annual self-assessments and internal and external audits.

Did you know?

EQUATE has a highly qualified workforce, with Kuwaiti nationals comprising an average of over 52 %. At the same time, EQUATE has become quite a diversified melting pot as its world-class workforce include more than 25 nationalities from around the world.

Kuwait University College of Engineering & Petroleum Recruitment Exhibition

Since employment of Kuwaiti youth is an important objective of EQUATE's social responsibility, we participated in the recruitment exhibitions at Kuwait University and other local universities, as well as MGRP exhibitions to employ local youth and pave the way for a bright future.



Employment Condition

At the end of 2011, EQUATE employed a direct workforce of over 1,300 employees. All EQUATE employees are employed on full-time basis.

In 2011, 68 employees left the company, representing an overall attrition rate of 5.3 %. The highest attrition rate was

among employees over 50 years old as retirement. The table below presents the turnover rate of EQUATE employees during the year 2011.

At EQUATE, we provide employees with exceptional compensation and benefits packages to ensure that they are properly recognized for their role in the company's success. Our compensation and benefits packages are benchmarked periodically

against other companies to ensure competitiveness.

As a private Kuwaiti company, EQUATE's Kuwaiti employees are granted social allowance through the Manpower & Government Restructuring Program. We do offer a saving scheme plan to our employees. It is applicable to all regular and special contract employees. Each employee will pay a monthly contribution (2.5 % or 5 %) and EQUATE will also contribute (5 %). The participation rate of this 'saving scheme plan' is 88 % and indicates that the scheme is successful within the company.

Turnover in 2011

Category	No. of employees who left	Turnover rate
Male	65	5 %
Female	3	3 %
<30 years old	29	9 %
30-50 years old	28	3 %
>50 years old	11	13 %

EQUATE Honours Educational Achievement of Employee's Children

EQUATE pays attention to socially interacting with employees and their families in appreciation of their role in the company's success. To honour the educational achievements of our employees' children, EQUATE hosted a recognition ceremony. EQUATE also hosts numerous activities for its employees and their families, which include Open Days, *Gergean, Ghabga*, athletic competitions and others.



Protecting our Employees

Regarding employee health and safety, EQUATE internally adopts a ‘Managing Implementation’ Plan. The objectives of this plan are derived from the core

strategic committee and are based on the company’s vision and values.

Depending on these objectives, departmental specific goals and objectives are developed for the entire year. Teams known as Environment, Health and Safety

(EH&S) focus teams are setup as a part of the process and all employee and contractors’ representatives are part of these teams.

Other than department level EH&S focus teams, there are site-based EH&S committees, and safety officers for various facilities, summarised in the table below.

Summary of EH&S Committees, Number of Representatives and Level of Operation

Committee Name	Number of Representatives	% of Workers	Frequency of Meeting	Level of Operation
Site EH&S committee	10	0	Monthly	Site level (headed by VP Operations)
Department EH&S focus team	10-15 (each)	50-60	Weekly	Department level
Safety officers	20-25	80 (approx)	Weekly	Multi facilities

Safety

The safety of our employees is our first priority and exceeds all other concerns. We are committed to preventing incidents – such as spills, fires and accidents – that place our people, our neighbours and our facilities at risk.

EQUATE has witnessed one Lost Time Injury (LTI) involving a company employee in 2011 which has resulted in 12 lost days, and there have been four recordable injuries, of which two involved employees and the other two were contractor related. There have been no fatalities, occupational illness cases or recordable illnesses in the past year. The table to the right refers to the summary of safety statistics for the year 2011. Analysis of the Recordable Injury Rate (RIR) during the last five-year period (2007-2011) reveals that there is a slight improvement in the RIR since last year (2010).

As per EQUATE's EH&S Policy, Section 3.2 on 'Injury and Illness reporting', all injuries are being reported, classified and investigated by EH&S experts. Root causes are identified with corrective and preventive actions assigned and tracked for appropriate close-outs and sharing

Safety Statistics for the year 2011

Indicator	Company Employees	Contractor	Total
Exposure hours	2,307,659	3,929,256	6,236,915
Number of work-related fatalities	0	0	0
Fatal accident rate	0	0	0
Number LTIs	1	0	1
Lost-time injury frequency (LTIF)	0.43	0	0.16
Number of lost days from LTIs	12	0	12
Injury Lost Day Rate	5.20	0	1.92
Number of recordable injuries	2	2	4
Total recordable incident rate	0.86	0.51	0.64
Number of sickness absence days	5,352	Not Available	5,352

of the lessons learnt. In addition, EH&S compliance audits, behaviour-based programs, root cause investigation (RCI) actions, Learning Experience Reporting (LER), Safe Job Plan (SJP) for each task, housekeeping audits and safety time outs are undertaken within the organization.

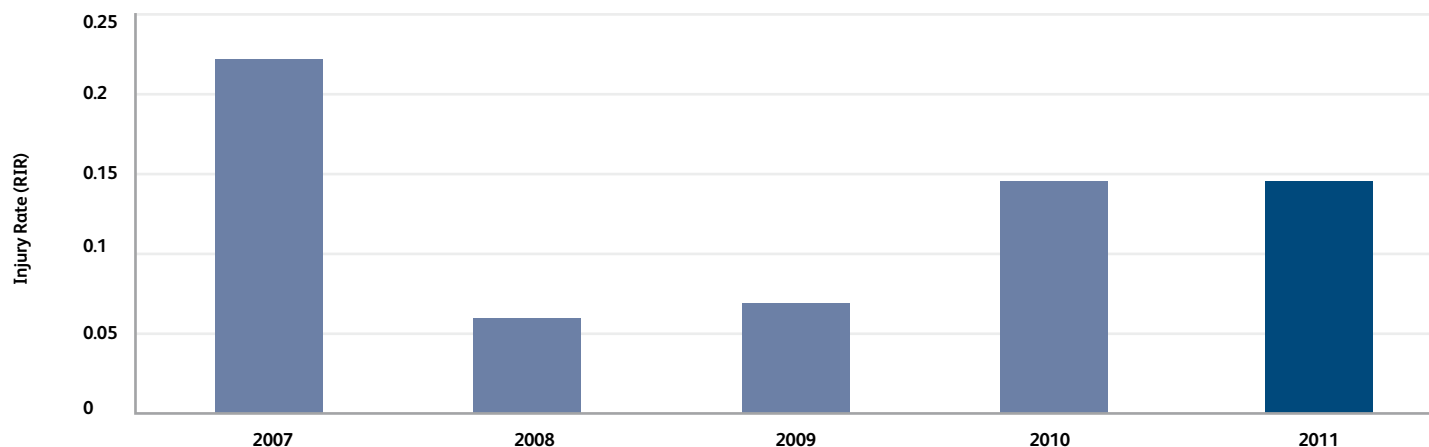
Worker Safety

In manufacturing we ensure that the raw materials we use do not compromise

the health and safety of workers. In 2011, we eliminated powder and dusty substances by substituting them with non-dust blends. Using industrial hygiene principles, operators are monitored for exposure to chemicals through the tests of Badges using Gas Chromatography (GC) Equipment. The physical form of some additives were changed in order to avoid reaching the Minimum Ignition Energy (MIE) of the additive hopper and also to eliminate chances of dust explosion.



The Recordable Injury Rate (RIR) during the last 5 years (2007-2011)



The Second International Fire & Safety Conference & Exhibition

EQUATE regularly conducts safety exhibitions to update knowledge, share expertise and create awareness in safety issues. We ensure that the outtakes of these conferences are acted upon to the benefit of our people.

EQUATE Sponsors International Industrial Conference

EQUATE sponsored the 6th International Health, Safety, Security and Environmental (HSSE) & Loss Prevention 2011 Conference and Exhibition. As the proud owner and single operator of one of the world's safest operational complexes, EQUATE's HSSE practices reflect the company's overall commitment to operational excellence and business innovation.



Health

EQUATE follows very strict EH&S procedures that ensure the good health of all employees and those who work for or on behalf of our company. EH&S processes include a mandatory medical check for all employees and contractors.

All employees undergo periodic medical assessments and are not allowed to work if not considered to be completely fit. In addition, all works conducted undergo a risk assessment process under the Qualitative Exposure assessments. Periodic

ergonomic assessments are also being performed.

In 2011, we have organized a series of health-related training programs and awareness campaigns. Examples of such campaigns are set out below:

- Ergonomic campaign for employees by sending awareness messages periodically;
- Health education through periodic medical newsletters 'E-med ECHO', and a 'Smoking cessation campaign';
- Cross-sectional medical survey was undertaken for workers at the Shuaiba plant during the months of July and August. Three hundred employees participated in the survey, which also included follow up measures taken for high risk cases;

- 'Stay Normal' campaign was initiated on 4th July 2011 and ended on 5th August 2011. It was a success with a huge participation of 450 employees;
- Weight loss campaign with a theme of "Lose Big and Win Big" was undertaken with a total of 192 participant employees;
- Flu vaccine campaign was conducted where 360 EQUATE employees and 40 family members of workers actively took part;
- Community initiatives including:
 - A blood donation campaign, where a total of 119 EQUATE employees donated blood. In support of Kuwait Central Blood Bank, EQUATE annually organizes a number of blood drives where employees can contribute to this noble cause. Such events have been a success in terms of participants, as well as blood donations provided to the Bank, which has expressed considerable admiration for such a commitment to giving and sharing with others.
 - 'Stay Normal' campaign was conducted and was a huge success with 4,000 people participating in it.

EQUATE Sponsors Gulf Occupational Health Conference

EQUATE's participation in the 4th Gulf Occupational Health & Safety Conference is one of its ongoing CSR initiatives aimed at overall sustainability in Kuwait and beyond.

World Anti-Drug Day Celebration

EQUATE sponsored the World Anti-Drug Day Celebration. During the celebration, EQUATE was recognized for its support of the committee's various anti-drug efforts, and its outstanding role as a petrochemical organization in ensuring overall sustainability throughout Kuwait.

Stay Normal Campaign

Further to EQUATE's 2010 campaign of 'Stay Normal for Hypertension', 'Stay Normal 2 for Diabetes' is aimed at creating overall community awareness on diabetes, which affects over 33 % of Kuwait's society. In association with the Ministry of Health (MoH), EQUATE assisted with the promotional awareness campaign and covered methods for properly managing diabetes through healthy diet, regular exercise and check-ups. In doing this, EQUATE helped host activities at malls, social gatherings (*Dewaneyas*) and other venues throughout Kuwait. Furthermore, EQUATE's participation in the '7th Conference on Insulin Pump and Diabetes' was also a fulfilment of their commitment to fight diabetes and to achieve their corporate social responsibility strategy.



Keep Your Life Rosy

With a realisation for the need to tackle serious health issues, EQUATE launched its own Breast Cancer Awareness Program which was themed "Keep Your Life Rosy". The program was a collaborative initiative with the Ministry of Health and Kuwait Society for Oncology, with the aim to promote breast cancer self-examination and early detection through direct involvement with the public. The campaign representatives toured 20 schools and held a number of events at shopping centers, which entailed interacting with over 4,000 females who were informed about the dangers of such a disease that poses a threat to the lives of many women throughout the world.



Talent Development

To ensure employee development, training needs are continuously identified here at EQUATE.

All development initiatives are mapped and aligned with the three competency groups

- **Cultural Capabilities** that are based on the desired organization culture and individual gaps, if any, against the 3 competencies - Proactive Innovation, Disciplined and Efficient Teamwork and Focused Responsiveness.
- **Core Technical Competencies** that include Environment, health & safety training, Technical fundamentals for fresh recruits, Job certification / qualifications and Mentoring programs



- **Leadership Code** which includes high-potential technical program, EQUATE Excellence Leadership program, Deliberate Leadership program, Executive Development program, etc.

At EQUATE, we conduct classroom-based trainings for all employees and contractors based on their employment profile. There is a minimum level of EH&S training provided to all employees and contractors, and all training requirement are included in our EH&S policies and procedures.

Our training approach includes on-the-job training, specifically for technical disciplines, in addition to instructor led sessions, e-learning, internship programs, international relocation and field visits. For impact and training effectiveness analysis, we have been applying the 'Kirkpatrick model' (level 1 in all programs and levels 2 & 3 are applied in certain interventions).

In the year 2011, all the employees received a minimum of two trainings. The average training hours per employee is 24 hours for professionals and administrators and 21 hours for leadership teams. The average cost of training per program for the former is 6,030 KWD and 9,402 KWD for the latter.

EQUATE maintains a formal performance and development review process where all employees receive a formal appraisal and feedback on an annual basis.



EQUATE Sponsors Kuwait Institute for Scientific Research's Summer Training

For the fourth consecutive year running, EQUATE sponsored the Kuwait Institute for Scientific Research (KISR) summer training program for high school and university students. EQUATE reported that the 34th training course entitled "Chemistry in Our Lives" included the participation of over 100 high school and university students who participated in various scientific activities across the disciplines of biological sciences, chemistry, genetics and water resources.

Diversity & Equal Opportunity

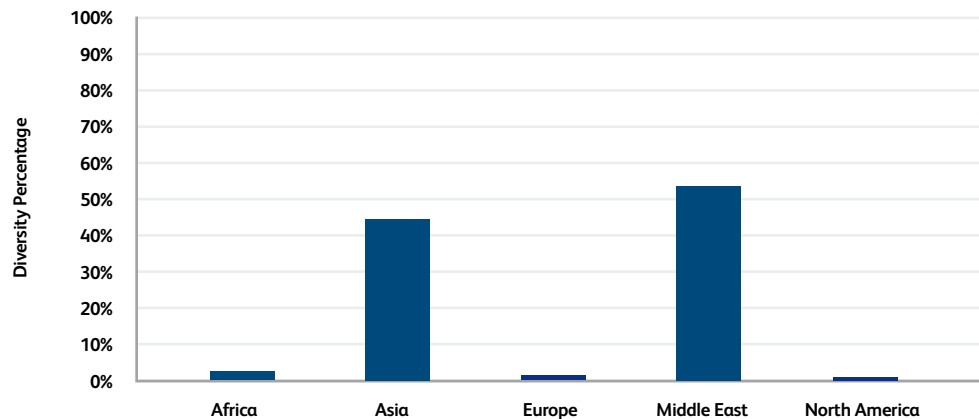
EQUATE's HR Department is governed by our Code of Business Conduct (COBC) and HR policies. The COBC governs how employees must treat each other; whereas the HR policies provide benefits and clear information to the employees as and when they need to protect their rights and the business.

At EQUATE, we believe that recognizing value through our employee diversity is a competitive advantage. We therefore encourage a culture of mutual respect and recognize those of our employees, customers, communities and other stakeholders. We continuously work to provide an atmosphere that encourages positive interaction and creativity among all employees.

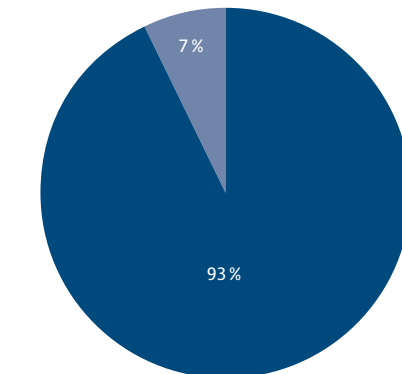
EQUATE attracts and hires talented and motivated people who are determined to excel in their career.

Though employees are predominantly from the Middle East (53 %) and Asia (44 %), there are employees from Europe, North America and Africa who are also working within our organization.

Diversity of EQUATE Employee Nationalities

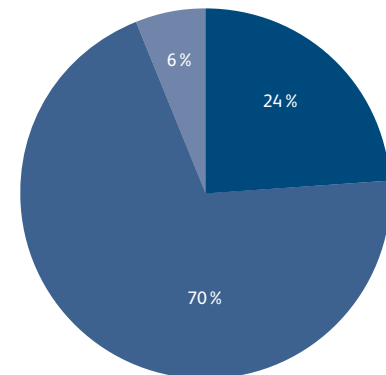


Percentage of males and females employed by EQUATE



■ Male
■ Female

Diversity of EQUATE employee age groups



■ <30 years old
■ 30-50 years old
■ > 50 years old







Product Stewardship

Product Stewardship

EQUATE implements a comprehensive ‘Product Stewardship Program’ in line with EQUATE’s Management System’s Section on product stewardship, which states, “Businesses shall establish Product Stewardship Programs to ensure that health, safety, and environmental protection is an integral part of designing, manufacturing, marketing, distributing, using, recycling and disposing of our products”.

The product stewardship program is a process that evaluates the product hazards and exposure using state-of-the-art hazard identification tools. Product risk characterization and risk management are also carried out to minimize all product related risks.

Through the product stewardship program, EQUATE aims at the safe and responsible handling of products at its own manufacturing sites, as well as working closely with suppliers, carriers, distributors and customers to help them maintain exemplary safety and environmental standards. EQUATE provides product technical assistance, training, HSE advice, as well as product guidance and

information through a range of value added services that include:

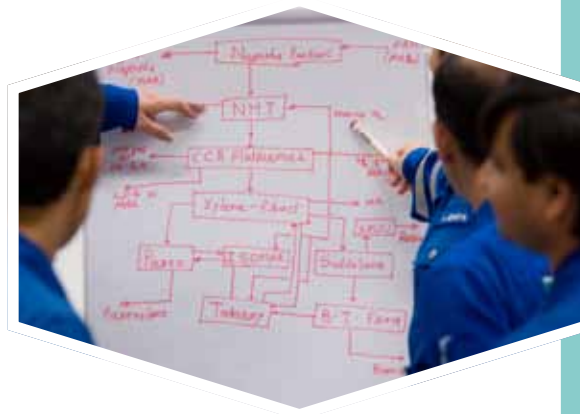
- Material Safety Data Sheets (MSDSs);
- Product-specific safety training;
- Storage and Handling Guidelines;
- Regulatory information where appropriate;
- Advice on clean-up procedures and accidental spills.



Customer Health & Safety

Internal and external audits, such as the RC 14001 audit which covers the Responsible Care Management System and ISO 14001, are carried out at regular intervals to fulfil EQUATE's principles of product stewardship. The product lifecycle stages EQUATE follows include:

- **Development of Product concept.** The health and safety aspect of any product is considered during the product development stage. Product research & development (R&D) is a process driven by a set of customer needs and target product specifications. Often, in-house study, plant experimental run and customer evaluation and trials are conducted to help with the final selections. In 2011, all our products were designed to meet the new 'EU Regulation on Food Contact'. Assessment of products for Substances of Very High Concentration (SVHC) is also undertaken. Absence of Polychloro-hydrocarbons, phthalates and bisphenols are checked and a certificate is issued to customers thereafter.



- **Research & Development (R&D).** In the past year, during the product R&D stages, the raw materials were selected on the basis that they do not exceed the specific migration limit specified in applicable regulations.
- **Certification.** We use external laboratories for certifications of our products to meet EU regulations on food contact, testing of heavy metals and the EU Registration, Evaluation, Authorisation and Restriction of Chemical Substances (REACH) regulations. This data is used to issue certificates to our customers. Manufacturing and Production. In manufacturing we ensure that the raw materials we use do not compromise

Product Safety Data Sheets (SDSs)

SDS are prepared or updated based on guidelines provided by the European Union (Reference: EU directive 91/155/EEC), which consist of the following 16 headings:

- Chemical Product and Company Identification;
- Composition/Information on Ingredients;
- Hazards Identification;
- First Aid Measures;
- Fire Fighting Measures;
- Accidental Release Measures;
- Handling and Storage;
- Exposure Controls/Personal Protection;
- Physical and Chemical Properties;
- Stability and Reactivity;
- Toxicological Information;
- Ecological Information;
- Disposal Considerations;
- Transport Information;
- Regulatory Information;
- Other Information.

The SDSs are also made to comply with the new REACH regulations. Product risk management is done by an effective product stewardship program. Product risk management and risk characterization audits are also conducted. We always provide our customers with Product Risk Profile documents, safe handling guidelines and recommended uses.

the health and safety of workers. In 2011, we eliminated powder and dusty substances by substituting them with non-dust blends. Using industrial hygiene principles, operators are monitored for exposure to chemicals through the tests of Badges using Gas Chromatography (GC) Equipment.

- **Marketing and Promotion.**

Product Safety Data Sheets (SDSs) are continuously revised to meet international regulations and accompany our products when they are issued to our customers. The product risk profiles and recommended applications are also shared with the customers. EQUATE adheres to global labelling practice and labelling is conducted by EQUATE approved vendors. The vendors are evaluated by EQUATE regarding their commitment to health and safety. A customer satisfaction survey by an external independent agency is conducted by EQUATE, every two years to ensure we take into account our customer's feedback to enable us to continually improve.

- **Storage distribution and supply.**

Safety data sheets are also updated on the aspect of 'storage and handling', and we provide separate storage and handling guidelines to all our customers.

- **Use and service.** Through our 'Product Stewardship' program, the safe use of products in recommended applications is provided to all our customers. Applications which are not recommended, such as medical use, are given in the product data sheet. Customers and distributors are educated on product safety through modules during customer gatherings or visits.

- **Disposal, reuse or recycling.**

Guidelines on waste handling, reuse and recycling are provided to the customers during customer gatherings and visits. For example, customers are made aware of recommendations on how much percentage of the regrind material needs to be added to prime material without altering the product properties. Details on our 'Product Stewardship Program' and the '3R principles on waste handling of reduce, reuse and recycle' are also given to customers to meet life cycle requirements.



EQUATE sponsors the Technological Innovation Exhibition & Conference

EQUATE sponsored the Technological Innovation Exhibition & Conference which was organized by the Tamil Nadu Engineers Forum in Kuwait. Stemming from its sustainability driven efforts, EQUATE's sponsorship of this event is a manifestation of its CSR strategy. EQUATE, being an avid supporter of innovation and technological advancement, also devotes great attention to supporting and investing in scientific, educational, health and environmental initiatives through partnerships with several entities. We here at EQUATE are committed to sharing our success with our workforce, partners, customers, contractors and local communities at all time and in all relevant fields.

Provision of Product-specific Information to Customers

One of our Polyethylene grades undergoes a Blow Moulding application wherein plastic bottles are produced for packing household and industrial chemicals. We provide our customers the right product that meets their requirements and also the national and international requirements. During the Blow Moulding process, large quantities of wastes are generated. We therefore recommend the customer to use the waste material up to 30 % without any reduction in bottle properties. We also provide guidance to customers on how to use the commercial polymer waste (also known as post consumer waste) effectively in non-critical application. This covers the entire product life cycle process.







Corporate Social Responsibility

Corporate Social Responsibility

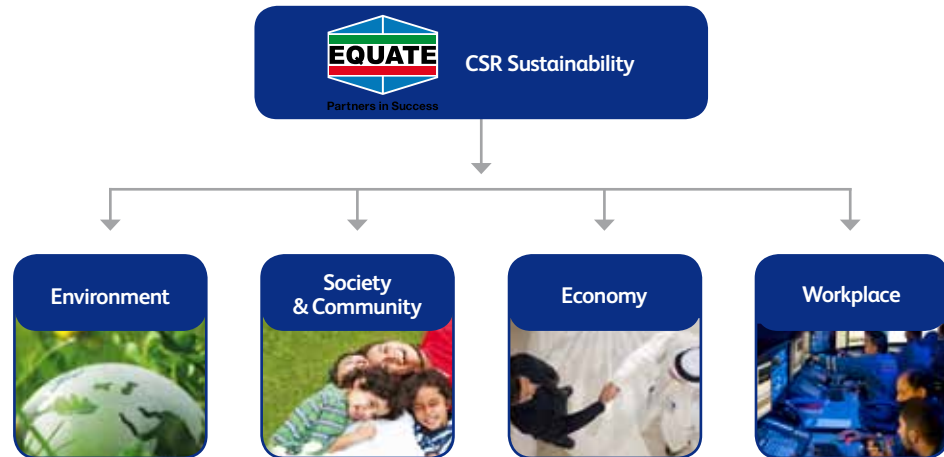
EQUATE pays attention to sustainability issues, and notably those of education, healthcare and environmental affairs.

Since establishing the EQUATE Corporate Social Responsibility (CSR) Program in 2005, EQUATE has launched several world class initiatives, including the Middle East's first plant water recycle project, Kuwait's first CO₂ recovery project and Kuwait's first seawater cooling towers.

EQUATE has established ongoing partnerships with several bodies within and outside of Kuwait, resulting in the adoption of various CSR initiatives including health awareness campaigns, accords with scientific organizations and relief efforts.

The EQUATE CSR Framework is designed primarily to align the company's goals and strategies to the corporate social

EQUATE's CSR Framework



responsibility programs and associated activities. As a foundation for decision-making it enables better planning, project management and measurement. In essence, it is the roadmap for the company's sustainability with a clear

medium to long term vision, and is divided into four distinct areas:

- Environment;
- Society and Community;
- Economy;
- Workplace.



EQUATE CSR Strategy

EQUATE CSR is a core part of the business strategy, which is in line with our Corporate Vision to be recognized as a 'World class corporation using best practices in all aspects of our business, striving for the highest level of safety and clean environment' and our Corporate Value of 'being a valued neighbour to the communities in which we operate'. This strategy, based on social commitment, sound values and a long-term approach, shall offer clear long term business benefits to EQUATE while making a positive

contribution to the development of society and the sustainability of the environment.

CSR Strategy Objective – Enhance sustainable economic and social benefits to EQUATE and to the greater community by adapting a leading CSR strategy in line with industry best practice and global standards.

CSR Strategy Goal – 'Achieve success and share success'. The goal of CSR is to embrace responsibility for the company's

actions and encourage a positive impact through its activities on the environment, consumers, employees, communities, stakeholders and all other members of the public sphere who may also be considered as stakeholders.

During the year 2011, company-wide goals and targets were also set with regard to society performance, and various strategies were adopted to achieve them, as shown below.

Society Aspect	Description of Goal	Strategies to Achieve Goal
Compliance	To become Responsible Care compliant and obtain the Responsible Care certification.	EQUATE worked closely with the relevant authorities and audit agencies to become the first company in Kuwait to be certified under the Responsible Care global initiative.
Education	To provide added value contribution to education by working with both the private and public sectors as well as initiating our proprietary programs.	EQUATE continues to work with numerous educational authorities and organizations to provide support through financing facilities, courses and other means.
Community Development	To provide the public with knowledge and assistance on health and safety related issues.	EQUATE launched numerous activities and events to provide awareness on key health related matters. Additionally, EQUATE has made contributions to hospitals in order to further enhance and update their facilities.
Environmental	To fulfil our values as a responsibility to our business partners, our community and the environment.	EQUATE's environmental initiatives include projects that look to reduce carbon emissions, recycle water and conserve energy.

Organization

Our social and environmentally responsible actions are managed by the CSR Committee. This committee is responsible for monitoring current initiatives and shaping the way forward for the CSR program across the organization. The committee groups members from across various functions in the company, and is headed by an executive member of EQUATE's management team. All matters pertaining to CSR are routed via this committee who meet monthly and on an *ad-hoc* basis.



Plastic... Fantastic

As a manufacturer of a basic material used in plastic products, EQUATE took upon itself the task of enlightening people about the benefits, proper use, recycling and production of plastics.

"*Plastic...Fantastic*" was the slogan employed for the company's Plastic Awareness Program. The program utilized seminars, presentations and multimedia tools to achieve its objective. The campaign took place at shopping malls, universities, schools and other venues to show people the diverse uses and great benefits of plastic as a potentially environmentally friendly product.



Events & Conferences

As previously mentioned, EQUATE participates in various CSR awareness events and conferences to share and learn more about other companies' and sectors' best practices.

Furthermore, an internal CSR awareness program exists whereby employees are made aware of EQUATE's general sustainability initiatives using internal communication channels. An example of such an internal initiative is Plastic... Fantastic.



Scientific Research & Studies

- **Kuwait Institute for Scientific Research (KISR)**

EQUATE signed a memorandum of understanding with KISR for it to provide research and technical advice to EQUATE. The memorandum aims at encouraging cooperation with high-standard local research partners and diversifying final product usage. The agreement falls in line with our CSR vision of encouraging development and scientific research in Kuwait especially in the field of petrochemicals.

- **Joint Publication and Case Study with Kuwait University**

The Center of Excellence in the College of Business Administration at Kuwait University worked closely with EQUATE, as well as with students and researchers, to put together an analytical study of the strategies and management of total quality and the efficiency of the economic performance of EQUATE Petrochemical Company. The publication and study is now being utilized as guide by students at the university and as an aid to further studies.



Education & Development

To further strengthen collaboration with the College of Business Administration at Kuwait University, EQUATE sponsored the funding and establishing of the faculty's state-of-the-art Center for Management & Marketing Research. In addition, EQUATE launched two annual scholarship programs in cooperation with the Ministry of Higher Education, with one of the programs directed at high school graduates, while the other program targeting qualified EQUATE employees who wish to pursue university degrees.

Furthermore, EQUATE, in association with Honeywell, fully funded and sponsored Kuwait University's College of Engineering & Petroleum "EQUATE's Chemical Engineering Design Labs," which are the first of their kind at Kuwaiti universities. The two labs (one for males and the other for females), aim to offer students and faculty members the facility to develop and conduct chemical engineering designs through specialized software applications.



EQUATE Sponsors NUKS USA 2011

EQUATE sponsored the 28th annual conference of the National Union of the Kuwaiti Students (NUKS) – USA Branch, which was held under patronage of His Highness the Prime Minister. As an avid supporter of Kuwaiti human resources, EQUATE's sponsorship of this event was aimed at attracting the most distinguished national human resources who have the desire and competency to be part of Kuwait's emerging private sector. With Kuwaitis forming over 50 % of its workforce, EQUATE's strategy of

recruiting competent Kuwaiti human resources plays a role in supporting the nation's development plan of ensuring the growth and development of the private sector, which is only possible through the efforts of dedicated Kuwaitis.

To support Kuwaiti youth, EQUATE has forged strong ties with Kuwait University, the Public Authority for Applied Education & Training (PAAET), the Manpower and Government

Restructuring Program (MGRP), as well as other organizations to ensure attracting Kuwait's human resources to join EQUATE as a main component of Kuwait's private sector.



Contributions

EQUATE & Honeywell Sponsor College of Engineering Computer Lab

EQUATE, Honeywell and Kuwait University's College of Engineering & Petroleum inaugurated the faculty's EQUATE's Chemical Engineering Design Labs, which are the first of their kind at Kuwaiti universities. The two labs (one for males and the other for females), fully funded and sponsored by EQUATE and Honeywell, aim to offer valued students and faculty members the facility to develop and conduct chemical engineering designs through specialized software applications. Students will receive training in this regard, which will serve as an important resource based on their academic requirements. These labs are an extension of a partnership and ongoing strong collaboration between EQUATE and other academic institutes, such as the college which has been playing a major role in Kuwait's educational and scientific research development.



Spirit of Giving

Societal partnerships are effective means for community organizations and companies to achieve a common set of benefits. Through that, EQUATE assumed a leading role in improving the quality of life in local communities, and has established a Corporate Contributions Program based on a clearly defined policy in accordance with EQUATE's Mission, Vision & Values.

An example is EQUATE's contribution to the activities of the Kuwait Foundation for the Advancement of Science (KFAS), where 1 % of our annual profits are allocated to enable KFAS to promote technological, scientific, and intellectual development within and outside Kuwait. Examples of other projects and institutions that EQUATE has made a contribution to include:

- Al-Adan Hospital;
- Al-Noor School;
- American Women's League;
- Center for Child Evaluation and Teaching;
- Himam Consortium (Collective Effort to Invest in Youth);

- Ibn Sina Hospital;
- Kuwait Association for the Care of Children in Hospital;
- Kuwait Chemical Society;
- Kuwait Center for Autism;
- Kuwait Dental Association;
- Kuwait Medical Association;
- Kuwait Ports Authority;
- Kuwait Red Crescent Society;
- Kuwait Society for Communication and Leadership Skills;
- Kuwait Society of Engineers (KSE);
- Kuwait University;
- Kuwait Voluntary Work Center;
- Ministry of Interior;
- Mubarak Al-Kabeer Hospital;
- National Union of Kuwait Students (NUKS);
- Palliative Care for Cancer Patients and Anti-smoking;
- Hospital Project;
- Public Authority for Applied Education & Training;
- Pakistan relief efforts;
- Supporting nationalization initiatives in private sector;
- Tsunami relief efforts.





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GRI Index

The content of this report is guided by the Global Reporting Initiative (GRI) 3rd Generation (G3) Sustainability Reporting Guidelines 2006. The table below cross-references the sections of this report with GRI indicators.

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Abbreviation List

BOD	Biological Oxygen Demand	KSE	Kuwait Society of Engineers	SVHC	Substances of Very High Concentration
BPC	Boubyan Petrochemical Company	KWD	Kuwaiti Dinars	TKOC	The Kuwait Olefins Company
CO₂	Carbon dioxide	LDAR	Leak Detection and Repair	TKSC	The Kuwait Styrene Company
COBC	Code of Business Conduct	LER	Learning Experience Reporting	TOC	Total Organic Carbon
COD	Chemical Oxygen Demand	LOPC	Loss of primary containment	TSS	Total Suspended Solids
Dow	The Dow Chemical Company	LTi	Lost time injury	VP	Vice President
EH&S	Environment, Health and Safety	LTIF	Lost Time Injury Frequency	yr	Year
EPA	Environment Public Authority	m³	Cubic meters		
EU	European Union	MECW	Middle East Chemical Week		
G3	3rd generation	MEW	Ministry of Electricity and Water		
GHG	Greenhouse Gas	MoH	Ministry of Health		
GJ	Gigajoule	MSDS	Material Safety Data Sheet		
GPCA	Gulf Petrochemicals and Chemicals Association	MWh	Megawatt hour		
GRI	Global Reporting Initiative	NUKS	National Union of the Kuwaiti Students		
hr	Hour	O&G	Oil and Gas		
HR	Human Resources	PAI	Public Authority of Industries		
HSE	Health, Safety and Environment	PIC	Petrochemical Industries Company		
HSSE	Health, Safety, Security and Environment	PPE	Personal Protective Equipment		
IPO	Initial Public Offering	PSI	Process Safety Incident		
ISO	International Organization for Standardization	QPIC	Qurain Petrochemical Industries Company		
KFAS	Kuwait Foundation for the Advancement of Science	R&D	Research and Development		
KISR	Kuwait Institute for Scientific Research	RC	Responsible Care		
KNPC	Kuwait National Petroleum Company	RCI	Root Cause Investigation		
KOC	Kuwait Oil Company	REACH	Registration, Evaluation, Authorisation and Restriction of Chemical Substances		
KPC	Kuwait Petroleum Corporation	RIR	Recordable Injury Rate		
KPPC	Kuwait Paraxylene Production Company	SDS	Safety Data Sheets		
		SJP	Safe Job Plan		
		SO₂	Sulphur dioxide		

Glossary of Terms

Aromatics - relating to, or containing one or more six-carbon rings characteristic of the benzene series and related organic groups.

Benzene - Benzene is a colourless, flammable liquid with a sweet odour.

Biological Oxygen Demand (BOD) - is the amount of dissolved oxygen needed by aerobic biological organisms in a body of water to break down organic material present in a given water sample at certain temperature over a specific time period.

Chemical Oxygen Demand - this test is commonly used to indirectly measure the amount of organic compounds in water making COD a useful measure of water quality.

Diethylene Glycol - Diethylene glycol (DEG) is a valuable chemical intermediate used in the production of unsaturated polyester resins (UPR), plasticizers, acrylate and methacrylate resins and urethanes.

Ethylene Glycol - a thick liquid used primarily as antifreeze and in making polyester fibers.

Greenhouse Gas - is a gas in an atmosphere that absorbs and emits radiation within the thermal infrared range. The primary greenhouse gases in the Earth's atmosphere are water vapour, carbon dioxide, methane, nitrous oxide, and ozone.

Meteor© Process - The METEOR© Process is a revolutionary technology that integrates process simplicity, inherent safety and superior catalyst technology in the production of ethylene glycol.

Monoethylene Glycol - Monoethylene glycol (MEG) is an important raw material for industrial applications. A primary use of MEG is in the manufacture of polyester (PET) resins, films and fibers. In addition, MEG is important in the production of antifreezes, coolants, aircraft anti-icer and deicers and solvents.

Paraxylene - is an aromatic hydrocarbon, based on benzene with two methyl substituents.

Polyethylene - a thermoplastic material composed of polymers of ethylene.

Polypropylene - also known as polypropene, is a thermoplastic polymer used in a wide variety of applications.

Product hazards - intrinsic characteristics with the potential to cause harm, such as flammability, corrosiveness, toxicity and non-biodegradability.

Styrene Monomer - a liquid raw material used as a foundation for producing styrenic plastics.

Total Organic Carbon - is the amount of carbon bound in an organic compound and is often used as a non-specific indicator of water quality.

Total Suspended Solids - is a water quality measurement usually abbreviated as TSS and is a term that refers to the identical measurement: the dry-weight of particles trapped by a filter, typically of a specified pore size.

UNIPOL© Technology - The sophisticated UNIPOL© technology is used by EQUATE for Polyethylene (PE) to produce a number of PE product grades for a wide variety of applications, including packaging materials, blow moulded bottles and containers.

Publications & References

EQUATE Publications:

Our other publications include:

Corporate Social Responsibility 2011



Environment Booklet



The Green Carbon Project Booklet



Plant Water Recycle Project Booklet



References:

EQUATE:

www.equate.com

Petrochemical Industries Company:

<http://www.pic.com.kw>

The Dow Chemical Company:

<http://www.dow.com>

Boubyan Petrochemical Company:

<http://www.boubyan.com>

Qurain Petrochemical Industries Company:

<http://www.qpic-kw.com>

Responsible Care®:

www.responsiblecare.org

REACH:

http://ec.europa.eu/environment/chemicals/reach/reach_intro.htm

Gulf Petrochemicals and Chemicals Association:

www.gpca.org.ae

Global Reporting Initiative:

www.globalreporting.org

Environment Public Authority, Kuwait:

www.epa.org.kw

Kuwait Society of Engineers:

<http://www.kse.org.kw/>

Kuwait Institute for Scientific Research:

<http://www.kisr.edu.kw/>

Ministry of Health: Kuwait:

www.moh.gov.kw/all.htm

Green Carbon:

www.greencarbon-me.com

Aquatech:

www.aquatech.com

EQUATE's head office:

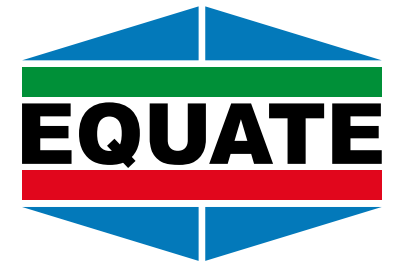
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