



Partners in Success

Sustainability Report 2014

Executive Summary

EQUATE Petrochemical Company

Making the Impossible Possible



Letter from the President & CEO



G4-1

For EQUATE Petrochemical Company, Kuwait's first international joint-venture in this industry, sustainability is a core strategic objective. It is applicable to every aspect of the company, and not a mere term or expression.

Since its inception in 1995, EQUATE has realized and continues to realize the importance of sustainability to ensure being "Partners in Success" with our employees, their families, shareholders, NGOs, customers, Kuwait Petroleum Corporation & Subsidiaries (K-Companies), financial institutions, contractors, government bodies, media outlets and other stakeholders who represent individuals, organizations and communities.

For that purpose, our current corporate strategy includes the five strategic objectives of Sustainability, People Excellence, Business Excellence, Growth and Maximize Value.

EQUATE is not only a producer of petrochemicals, it is a fully integrated world-class organization that aspires for sustainable excellence by benefitting from the advantages of combining innovation and industrial expertise with competent human resources, technological breakthroughs, rich feedstock, and valuable infrastructure.

EQUATE is fully committed to ensuring distinguished achievements for the benefit of all relevant stakeholders through sharing and leveraging best practices to guarantee solid partnerships for the optimum benefit in How We Conduct Business, Our Impact on the Economies Where We Operate, Our Community, Environmental Stewardship, Our People and Quality in Our Operations, within and outside Kuwait.

For example, during 2014 EQUATE has set a new world record in maintaining and updating petrochemical plants by finalizing a full-scale Turnaround (TA) within 30 days. With the participation of over 10,000 employees and contractors, EQUATE has realized the first of its kind international achievement by completing all operations within a record-time for petrochemical plants based on global standards. By "Making the Impossible Possible," EQUATE has affirmed its abidance by all laws

and regulations relevant to implementing the strictest guidelines in all fields pertaining to human resources, business conduct, financial discipline, as well as the environment, health and safety (EH&S). The TA 2014 is a key achievement in EQUATE's continuous journey as a Highly Reliable Organization (HRO) within its sustainability efforts.

As you go through our fourth sustainability report, I would like to highlight to you that it has been prepared in accordance with the guidelines of the Global Reporting Initiative (GRI). We are partners in sharing the qualitative and quantitative information included in the report as a tool to reflect EQUATE's economic, environmental and social initiatives. These three areas, which constitute the core of our sustainability efforts, carry several challenging opportunities that require a partnership with all stakeholders to turn them into a fruitful reality for all of us.

In conclusion, thank you for being one of our "Partners in Success" as we hope you will enjoy reading our EQUATE Sustainability Report 2014.

Regards,



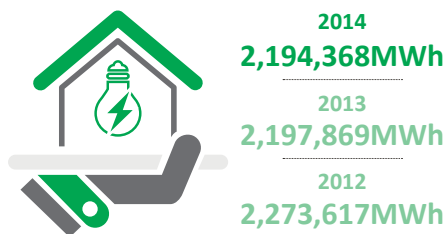
Mohammad Husain
President & CEO

EQUATE in Numbers

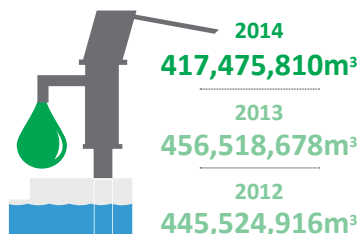
Managing Environmental Impact



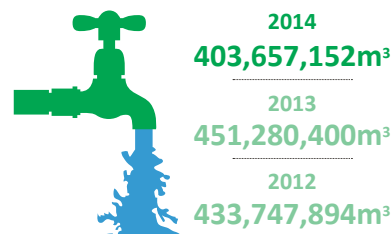
Indirect energy Consumption – Electricity consumption



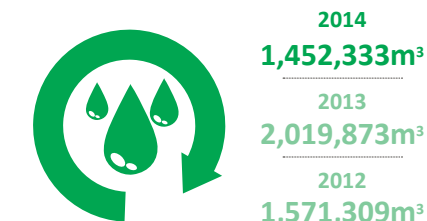
Total water withdrawal



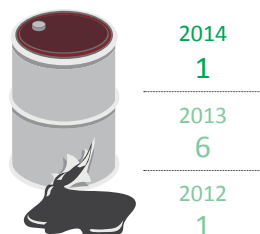
Total water discharge



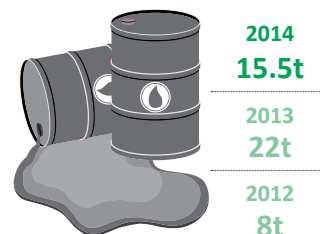
Total volume of water recycled and reused



Number of spills



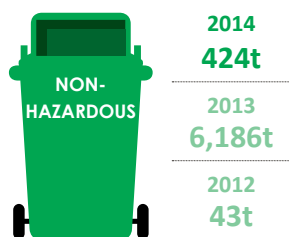
Volume of spills



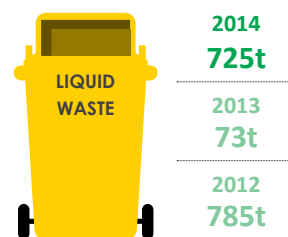
Solid waste (hazardous) to landfill



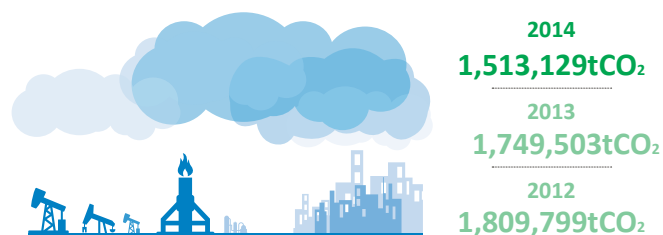
Solid waste (non-hazardous) to landfill



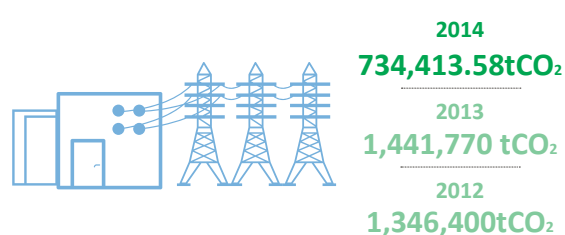
Liquid waste to incineration



Direct CO₂ emissions



Indirect CO₂ emissions



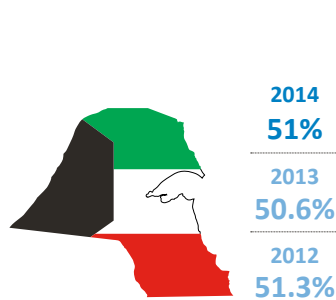
Economic Development



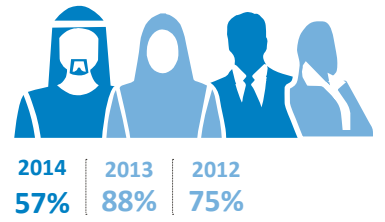
Percentage of goods and supplies purchased locally in Kuwait



Kuwaitization



Percentage of total local workforce in senior management



People



Total full-time employees



Total males

2014	2013	2012
1228	1,252	1,286

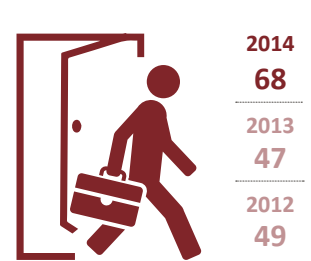
Total Females

2014	2013	2012
84	87	87

Total number of new employees



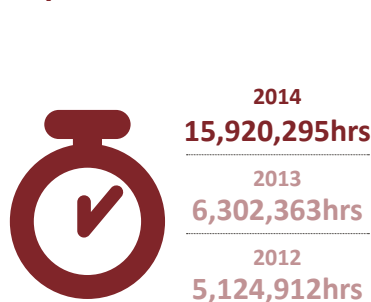
Total number of employees who left



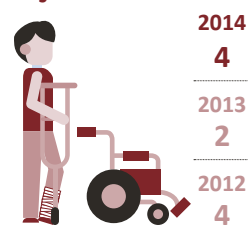
Independent contractors working on-site



Exposure hours



Number of recordable injuries



LTI frequency

2014	0.02
2014	18
2014	1

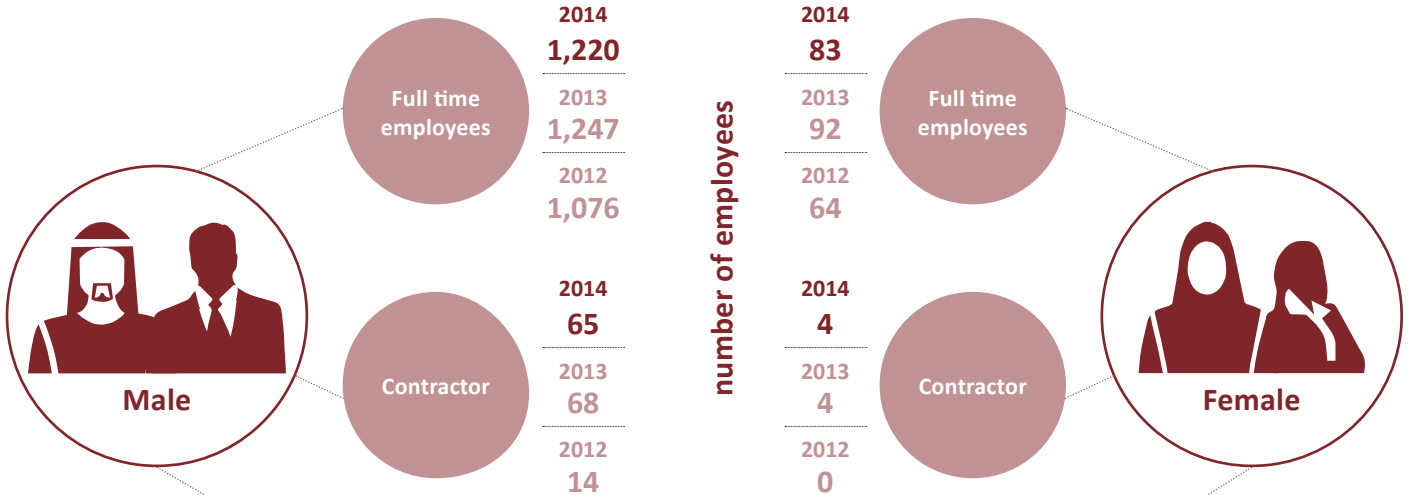
Total recordable incident rate

2014	2013	2012
0.05	0.06	0.12

Number of sickness absence days

2014	2013	2012
6,486	5,877	6,812

People Training



Internal/External trainings



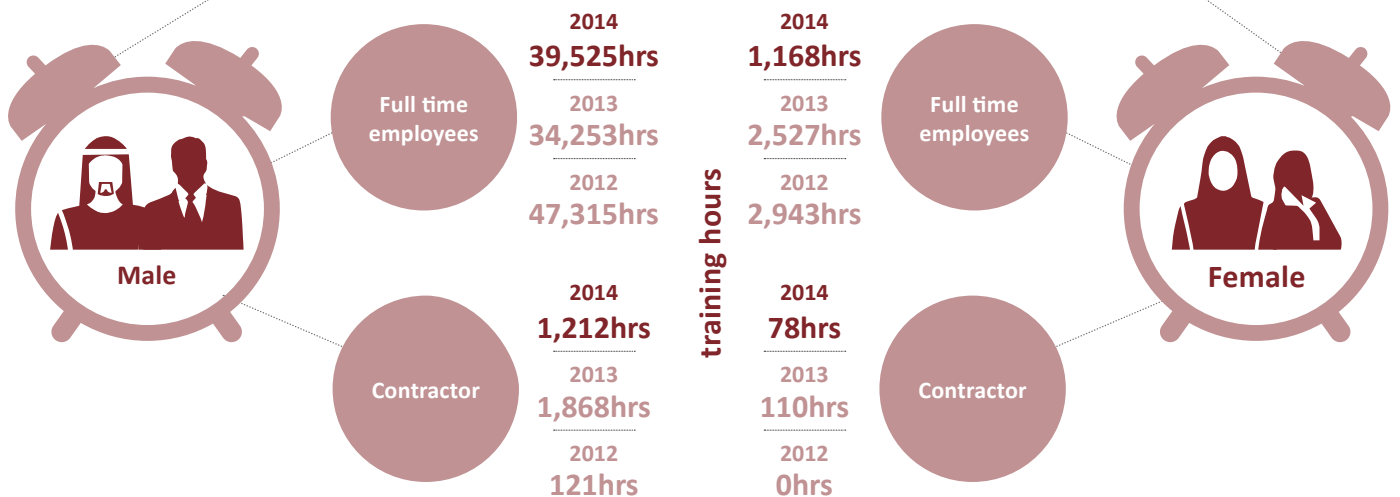
2012	2013	2014
1,140	1,411	1,960



Percentage of total employees who receive a formal career performance review



2012	2013	2014
100%	100%	100%



Product Responsibility



Zero Incidents of Non-Compliance

Concerning the health and safety impacts of products and services

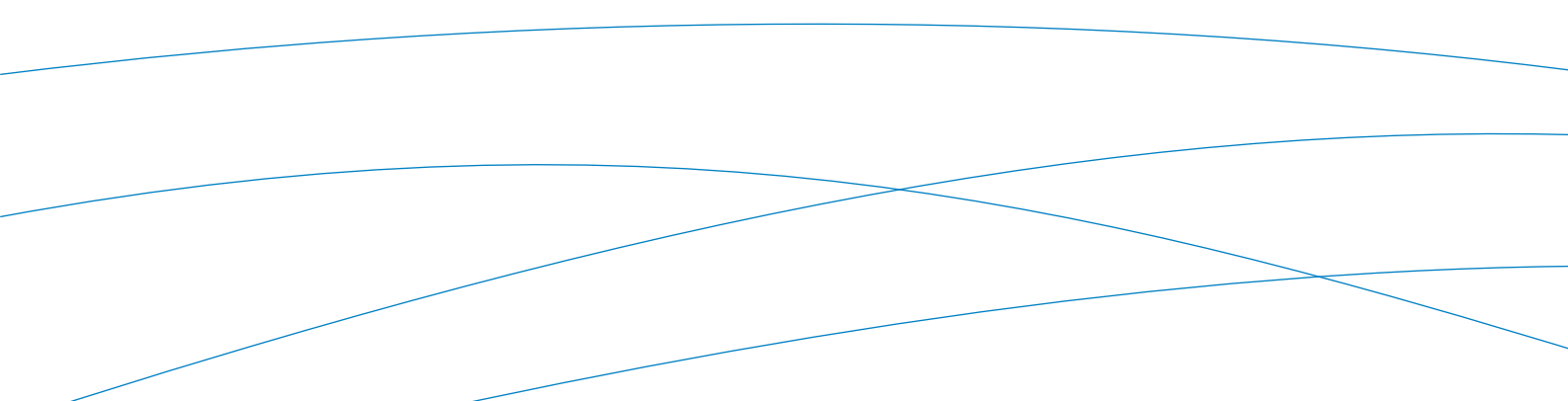
Concerning product and service information and labeling

Society and Local Community



Zero number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices

No significant fines for non-compliance with laws and regulations





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EQUATE Petrochemical Company
www.equate.com