



Celebration of Success

Showcasing winning examples
of good practice from the

**2023 Chemical
Industry Awards**

CIA

CHEMICAL
INDUSTRIES
ASSOCIATION



About the Awards



Once again this year's Awards were made by Year 10 students at Bridgewater High School, Warrington as part of their GCSE Design course. This was made possible through the generous sponsorship of Solvay.

The Chemical Industry Awards are the premier accolades for the UK chemical industry. This year we held the event at the Kimpton Clocktower Hotel in Manchester with over 300 nominees and guests present.

The case studies contained within this "Celebration of Success" brochure are all from winning entries and showcase excellent examples of good practice from the UK chemical and pharmaceutical industry, across a wide range of areas.



Photographs used in this booklet are for illustrative purposes only and may not relate to the winning entry or sponsor.



Celebrating the best of UK Chemical and Pharmaceutical Businesses

Over the past year UK chemical businesses have had to confront record energy prices, double digit inflation and unprecedented labour market pressures in terms of retention, recruitment and reward. In the face of all these obstacles, the level of resilience shown by chemical companies is astonishing and amply demonstrated by the large number of excellent award entries in all categories.

This year saw a particularly high number of entries for the Innovation and Manufacturing and Resource Efficiency awards, sponsored by GSK and SLR Consulting respectively. There was a strong net zero theme within the Innovation category, with CO2 capture and utilisation being particularly well represented, as well as innovations aimed at reducing the carbon footprint of products and processes. It is innovative solutions such as these that will help ensure that it is not only our sector that is on track to meet its 2050 commitments but also others dependent on our chemistry. An equally strong theme in the Manufacturing and Resource Efficiency award was a focus on improving efficiency and productivity with minimal capital spend. I know this reflects current economic uncertainty, but it also demonstrates that commitment to be as efficient and competitive as possible, ready to take advantage of more favourable commercial conditions.

The winning entry case studies showcased here are representative of many other success stories stretching across our industry. We can all be proud of the innovative way in which new products and processes are developed and how manufacturing is carried out to the most stringent health, safety and environmental standards, as well as the huge amount of competence and talent shown by those relatively new to the industry.

I would like to thank all our sponsors and judges for their generous support for these Awards. They are recognised experts in the topics they sponsor and judge and have freely given their expertise and experience during the judging process to ensure the competition is fair and challenging.

Apart from showcasing the best of UK chemical and pharmaceutical businesses, I hope these case studies will inspire your own work and encourage you to apply for the 2024 Awards which will take place at the Hilton Hotel Newcastle on 20 June.

For further information on the Awards see www.ciaawards.co.uk

Steve Elliott | Chief Executive, CIA



Company of the Year Award

Winner: GSK, Brentford
Sponsor: Chemical Industries Association

This Award is given to the most outstanding CIA member company of the year, which has demonstrated growth to its business and sustained contribution to the UK chemical industry.

2022 was one of the most important years in GSK's history. With strong operational performance and the successful demerger of the consumer healthcare business to form Haleon, they are now a fully focused biopharma company.

GSK prioritises innovation in vaccines and speciality medicines, maximising the increasing opportunities to prevent and treat disease as well as delivering a general medicines portfolio to stimulate the company's growth.

- Vaccines turnover was up 17% at AER, 11% at CER in total, and up 24% at AER, 17% at CER excluding pandemic adjuvant sales. The performance reflected a favourable comparator, which was impacted by COVID-19-related disruptions in several markets primarily in H1 2021, and strong commercial execution of Shingrix, particularly in the US and Europe.
- Specialty Medicines were up 37% at AER, 29% at CER, driven by consistent double-digit growth in all therapy areas. The performance benefited from strong patient demand for the new HIV medicines, which contributed approximately three quarters of the growth.
- General Medicines sales in 2022 were up 5% at AER, 1% at CER, with the impact of generic competition in US, Europe and Japan offset by growth in newer respiratory medicines and the post-pandemic rebound of the antibiotic market since H2 2021.

GSK delivered the following major capital investment programmes in UK manufacturing sites over the last two years:

- Respiratory medicine expansion - £67m capital investment at Montrose to ensure secure and robust supply of a globally medically critical respiratory Active Pharmaceutical Ingredient (API) for the next 15 years.
- Small Molecule Development - £66m capital investment at Ware with the aim of accelerating the development and launch of small molecule, oral dose products.
- Biopharma Aseptic Facility - £94m capital investment at Barnard Castle in a new Biopharma Medical Facility
- Power Purchase Agreement (PPA) - £45m PPA investment at Irvine in partnership with third party Farm Energy. Installation was completed in 2023, installing a 20mW solar farm and 3rd & 4th wind turbines (8Mw). This saves 10,000mT CO₂ per annum and takes the site to 85% self-generation of energy.

With industry-leading diversity and inclusion goals, 42% of women held VP-and-above roles globally in 2022, compared with 40% in 2021. Women made up 47% of all employees in 2022, and 50% of all management roles. The gender pay gap for all permanent UK-based GSK employees is -1.36%, compared to the national average of 13.9%. The ethnicity pay gap for all permanent UK-based GSK employees is 0.06% (at this time there is no national average comparator).

GSK is committed to a net zero, nature positive, healthier planet, with ambitious goals set for 2030 and 2045. In 2022, scope 1 and 2 carbon emissions reduced by 6% compared with 2021. This was primarily through increasing use of renewable electricity and continued delivery of energy efficiency across sites, such as the installation of new solar panels, upgraded lighting and replacing chillers to reduce the use of ozone depleting refrigerant. As a member of RE100, GSK has committed to source 100% renewable electricity by 2025. In 2022, they reached 73%, an increase of 6% since 2021 and 28% since 2020.

In 2022, overall water use in operations was reduced by 5% since 2021 and by 1% in sites in high water stress regions. This is a decrease of 23% for overall water use and 6% for sites in high water stress regions against 2020 baseline.



The Chemical Industries Association (CIA) is the organisation that represents chemical and pharmaceutical businesses throughout the UK. Our activities are split between lobbying and provision of advice and services. Our policy agenda stretches across the economy and competitiveness; our products and the way we work; health, safety & environment and employment issues.

We represent all sizes of chemical and pharmaceutical businesses, of which approximately 70% are overseas headquartered. This illustrates the increasingly international nature of the industry.

Skills Award

Winner: Vynova Runcorn Ltd, Runcorn
Sponsor: Cogent Skills



This Award is to recognise the employer that has undertaken the most to contribute to the acquisition of skills by the company's workforce through working towards the Cogent Gold Standard.

Vynova is a leading European manufacturer of chlor-alkali products and PVC resins. With a network of production sites in five countries and over 1,275 employees, the Runcorn Site, with its 85 employees, is situated on the banks of the River Mersey. The site produces chlorine (Cl₂), sodium hydroxide (NaOH) and ethylene dichloride (EDC), an essential intermediate for the production of PVC.

Vynova firmly believes that how they act is just as important as what they do. One of the pillars of their core values is IMPROVE and they are an organisation where continuous improvement is key.

In recognising the need for continuous improvement, Vynova has developed and delivered an inclusive training strategy to support a multi million pound investment to bring the Runcorn site operation in line with new environmental legislation. The investment in the long term future of the site has enabled them to involve every one of the 85 employees in this strategy therefore enhancing and diversifying their skills.

The business strategy for Vynova Runcorn supported by the wider Vynova Board, is to construct and operate a modern facility that meets the needs for both environmental improvement and efficient production for many years to come. The focus was to ensure that a skills programme was implemented that would similarly develop the workforce with skills and competencies to take them forwards for the future – ensuring that this was built on a fundamental understanding of the processes, and then with building blocks to enable everyone in the organisation, current and future, to use this skills programme. The main focus for the skills programme was to also align training and competency process for this jump forward in technology, and ensure that this had a similar state of the art approach requiring a different set of skills, knowledge and level of competency.

Investment into the site, establishing an operating asset for the next 20-30 years, is a critical part of the company's strategy but will also fulfil their strategic direction and values for assets and people. The training programme embodies the company's values of Connect, Commit, Improve and Respect, ensuring that employees are at the very heart of the process throughout. The site leadership team's support and strategic vision throughout this process has been key, ensuring opportunities to identify development for future goals has been incorporated including ongoing succession planning.

Securing the long term future of the Vynova Runcorn site has ensured the whole local community benefits through levels of employment directly and indirectly via the supply chain. Delivery of a high level training and competence plan that supports this investment, alongside additional skills formation within the workforce, will ensure that the asset has a high calibre resource pool for the immediate but also for this long term future.



Cogent Skills is a charitable organisation with a family of commercially focused companies, re-investing our surplus to promote training and education for the science industries. We offer a diverse range of market-leading skills services including process safety and competency solutions in high-hazard industries, to end-to-end apprenticeship and graduate services for some of the world's leading science companies.



GSK Innovation Award

Winner: Croda International Plc, Snaith
Sponsor: GSK

This Award acknowledges the successful use and application of innovation within a business or across a supply chain to achieve tangible business results with clear societal impact.

Established in 1925, Croda is the name behind sustainable, high performance ingredients and technologies in some of the world's most successful brands. Croda has committed to be the most sustainable supplier of innovative ingredients, becoming Climate, Land and People Positive by 2030.

Croda is committed to sustainability and the innovation required to deliver it. For a number of years the process innovation team has been focusing on developing novel technologies to bring about change in manufacturing methodologies. Traditionally, many of Croda's products have been made in large batch reactors, and increasing capacity to meet the market demand often requires costly expansion of infrastructure.

With the requirement to decarbonise and develop more efficient processes, a multidisciplinary team set out to develop a novel continuous process to produce some key products at one of the organisation's manufacturing sites. To do this, the team looked at technologies available outside of Croda which has resulted in successfully converting the batch production of one of Croda's key Consumer Care products into continuous production.

The initial part of the project, from laboratory through pilot demonstration, was part funded by Innovate UK and involved partners from CPI, NiTech Solutions and Cambridge University to develop the technology and gain a greater understanding of the value chain that could be enabled. Croda and NiTech then continued the pilot and design work required to define the specification for the full-scale plant.

This process utilises NiTech's patented technology to streamline the reaction process, bringing cycle times down from 10 hours to 2 minutes. The final continuous production plant has a 66% smaller footprint relative to a batch reactor, meaning less steel and concrete is used, contributing to a smaller construction carbon footprint. The plant itself has delivered a saving of 360 tonnes of water and 580 tonnes per year of steam relative to the batch process. This has resulted in an annual 86 tCO₂e/year reduction, equivalent to around 9,000 electric car charges and a water reduction equivalent to approximately 4,500 bathtubs.

There were significant benefits derived from developing this new manufacturing process for Croda, but it was also important to identify how the business models of all organisations could adapt to exploit this novel technology. With the help of Cambridge University's Institute for Manufacturing, the team was able to develop a framework to understand these and other opportunities to completely change business models through adoption of novel technologies.

Small, modular units can produce commercially relevant quantities of products, meaning that capital investment can be phased to match market growth and new modules added when required. Further, the implementation of a "distributed manufacturing" model becomes possible, building small, yet competitive units in different parts of the world to meet local demand, reducing shipping and reducing environmental impacts.

As manufacturing products continuously means greener (less energy), faster (fewer side reactions, increased atom efficiency) and safer operations (smaller inventories of in-process materials), Croda has realised the strategic importance of continuous processing and expanded trials in other chemistries within its business.

These benefits will be available to others as they see the value of adopting such technologies, thus opening up the possibility of wider societal benefits through lower environmental impacts and safer operations occupying smaller operating sites.

GSK GSK is a global biopharma company with a purpose to unite science, technology and talent to get ahead of disease together. We aim to positively impact the health of 2.5 billion people by the end of 2030. Our bold ambitions for patients are reflected in new commitments to growth and a step-change in performance.

We are a company where outstanding people can thrive.

Diversity and Inclusivity Award

Winner: Solenis UK Industries Limited, Bradford
Sponsor: Dow



This Award is for the company or operating unit that can best demonstrate that it embraces the principals of diversity and inclusivity in all aspects of its business. This Award is designed to promote good practice in diversity and inclusivity and recognise the business benefits of having a diverse and inclusive workforce.

The team at Solenis continues to embrace diversity and inclusion, and it is proud of what has been achieved so far. A disproportionate number of employees at the Bradford site are white males over 50 therefore attraction, recruitment and retention are central to the activities to ensure that the workforce represents the wonderfully diverse communities of Bradford. This is key for the future success of the Solenis business and there is full commitment of the Solenis team to deliver on this. In 2022, a Diversity and Inclusion team was formed with the main aim to increase underrepresented groups by 50% across the business, including manufacturing, by 2030.

A review took place on how Solenis attracts and recruits, specifically looking at entry level operational roles with the aim of removing barriers including how and where to advertise. A workforce planning process has been introduced to support succession and early identification of gaps in operations to support proactive bulk recruitment. In selection, a mandatory diverse slate policy was implemented to enhance the chances of selecting diverse talent. Here, following feedback and ongoing dialogue with internal and external stakeholders, Solenis embarked on an entry level skills-based recruitment campaign. This is the first time Solenis has recruited solely on skills without the need for qualifications or experience. Solenis was able to attract more female applicants and successfully hire two women into production operator roles. This process was a huge learning curve and will help with future campaigns.

In addition, activities have been expanded to reach out to the wider Bradford communities in educational outreach engaging new schools (both senior and primary) that are representative of the broader ethnic and gender mix of Bradford. As an example, as part of International Women's Day, Solenis led a Women in STEM event where female students could meet inspirational women through panel and careers events.

For retention, two employee resource groups for young people and women have been established. The first group has initially focused on career development and the latter on the needs of women at Solenis sites. In addition, improved PPE, welfare facilities, as well as rolling out a menopause policy to all employees and managers have been introduced.

To draw on the knowledge, experience and tools they possess, Solenis has engaged with Business in the Community (BITC). Their network of employers is helping Solenis learn and grow after having gone through a similar journey themselves. Solenis has a dedicated adviser whose specialism is in gender diversity which has helped analyse the demographic data, develop specific measurable targets and carry out unconscious bias training covering all employees. In 2022, Solenis managers also attended BITC Allyship training to support women at Solenis and understand more about the challenges they face. Solenis also signed the BITC Race Charter, committing to actions which supports our D&I activities.

It took quite a bit of time and effort to get the women's network up and running. And even though at times it felt quite uncomfortable, and some experiences were hard to talk about and certainly hard to hear, the results have been so worthwhile. The important thing Solenis found was to have some structure to the networking sessions and give space to the participants so they could feel safe and comfortable to be open and honest.



In the United Kingdom, we share Dow's global ambition to become the most innovative, customer centric, inclusive and sustainable materials science company. Our portfolio of plastics, industrial intermediates, coatings and silicones businesses delivers a broad range of differentiated, science-based products and solutions for its customers in high-growth market segments, such as packaging, infrastructure, mobility and consumer applications from our sites in Barry and Manchester.

Chemical Industry Service Provider Award

Winner: Altrad Environmental Services
Onshore Ltd, Bridgend
Sponsor: Chemical Search International



This Award is to recognise the contribution service providers make to the success of the UK chemical industry. The Award will recognise innovation and outstanding delivery of services, for example, engineering, IT, legal and training to the chemical or pharmaceutical sectors.

Altrad UK, Ireland and Nordic's Environmental Services business, part of the Altrad Group, is a leading specialist cleaning organisation in the UK. With a team of over 600 skilled technicians, they have a reputation for ingenuity and pioneering new technological solutions to support their clients' diverse and complex maintenance requirements both onshore and offshore.

Altrad's range of services includes chemical cleaning, high-pressure water jetting, vacuumation, exchanger/boiler/storage tank, and drain/pit cleaning activities. Their contribution begins upfront, even before the client brings a plant down for maintenance. They install pipework to a temporary scrubber tank with caustic solution to knock-out acidic gases vented during the shutdown process. Once the plant is depressurised, de-inventoried, and purged, their team works closely with other Altrad Group companies including scaffolding, insulation, rope access, mechanical, and electrical and instrumentation, to prepare the plant equipment for cleaning.

One of their key innovations is the use of specialist high-pressure water jetting equipment for cleaning heat exchanger tubes remotely, reducing risks to operators and improving task efficiency. Tanks/vessels, boilers, drains, and large pits are also cleaned using remote semi-automated technology from specialist suppliers, enhancing safety and reducing cleaning time. Some reactors are chemically cleaned upfront using temporary pipework, pumps, filters and tanks to circulate and test caustic solutions until a plateau is reached, followed by final hydroblast cleaning using tank cleaning heads.

Whilst automation has improved efficiency, it has not reduced manpower but rather re-directed it. Their team includes banksmen for heavy equipment movements, patrolling barriered work/lifting areas and liaison with simultaneous operations. Portable shields are moved to protect personnel/equipment from cleaning debris/spray and environmental monitoring is conducted during the work scope.

Altrad also place a strong emphasis on waste management. All waste from cleaning activities is closely monitored, and berms and sandbags are used to direct and store effluent for removal by vacuum tanker. Temporary pipework, hired pumps and open-topped collection tanks are used to collect waste from vessel and tank cleans, and the waste is either removed onsite via a vacuum tanker to the waste water treatment plant or transported offsite to a designated licensed disposal site by a specialist supplier.

Furthermore, Altrad has the capability to bring onsite portable hired waste water treatment equipment for removal of solids, oils, pH control, decolourisation, sludge removal and treatment.

Altrad's approach allows them to assist clients with upfront planning, preparation and delivery of all required cleaning works, as well as the collection and treatment of waste - whether onsite or offsite. Innovative use of technology, commitment to safety and robust waste management practices demonstrate their expertise as a leading chemical industry service provider.



Founded in 2000, we specialise exclusively in executive search, talent acquisition and management consulting services for the global chemicals value chain and related sectors, including materials, green energy, biotechnology and the circular economy. Our international consulting team are all highly experienced sector professionals. This guarantees we will understand your business and be able to deliver more relevant talent, faster. We also offer career enabling services including executive coaching, human capital consulting, professional networking and specialist management consulting via unique partnerships.

Manufacturing and Resource Efficiency Award

Winner: Carbogen Amcis Ltd UK, Manchester
Sponsor: SLR Consulting



This Award is to recognise the company or individual operating unit that can demonstrate world class manufacturing performance or the most successful improvement to its manufacturing performance involving demonstrable excellence and/or significant improvements to resource efficiency within the manufacturing process.

Carbogen Amcis Manchester is home to appropriate-GMP technologies that support the pharmaceutical, cosmetic and fine chemical industries. The facility focuses on the development of robust, efficient and safe processes for the manufacture of commercial quantities of high quality goods.

The team at Carbogen Amcis Manchester started a programme of efficiency improvement in May 2021. The aim of the project, through education on tools and techniques for continuous improvement, was to deliver sustainable outcomes in resource use, improve productivity and profitability of the enterprise and to design a roadmap for expansion.

The site had a challenge with management of solvent waste which was taking up valuable space and was costly to dispose of. Management of daily activities missed the data to guide performance. Turnover of staff was high making it difficult to get traction on initiatives.

The site leadership team developed strategies to improve employee retention, establishing technical training programmes to provide employee development and business tools to facilitate continuous improvement.

An accredited Chartered Chemist Training scheme was established with the Royal Society of Chemistry and specific manufacturing improvement modules run using CIA training courses, coupled with internal resource with expertise on continuous improvement techniques. Topics included Process Value Stream Mapping, Root cause/5WHY and Tier Board visual performance management. Cross functional teams were established to study site expansion, waste management and recycling and debottlenecking of two 'runner' commercial products.

A close collaboration was formed with Tradebe Chemicals to support solvent recycling projects and with local company Recon Packaging Ltd to support recycling of IBC containers used to ship liquid waste. Capacity was expanded with zero capital by moving from a 24/5 operating model to 24/7. Significant losses of utilities were investigated and plant changes made to remedy. Yield and raw material use optimisation was emphasised and tools such as statistical process control introduced to track performance.

In quality control testing, expensive purchased helium was replaced with generated hydrogen from water to support gas chromatography equipment. Use of data with performance targets was established as an operating norm to drive targeted improvement. Targets were set using marginal gains principal to facilitate a winning mentality with significant overall achievement.

These initiatives combined to deliver the following results by March 2023:

- Plant capacity increased by 50% with zero capital investment,
- Productivity increased by 75%,
- Staff turnover reduced from 30% to 12% (industry average 16.5%),
- Waste inventory reduced by 84%,
- Solvent waste recycling improved from 0% up to 61% and is increasing.

There are increasing opportunities to apply recycling and adopt circular economy principals in chemical manufacturing. Building this into the process flow of activities and identifying the right specialist partners to work with helps integrate this approach into a new way of doing business without difficulty. Applying in practice requires some logistical planning but the rewards in terms of sustainability improvement and economic productivity are significant.

In the strategic plan for the site, productivity benefit was reinvested back into both the business and the people. A vacant basement area was converted to a new gym facility to support employee health and wellness, for example. This helped to improve profitability and employee retention, the latter of which was perpetual in building stability and knowledge, enabling further projects to be deployed with great success.



SLR are global leaders in full-spectrum sustainability solutions: providing clients with strategic advice and on the ground support, partnering with them in Making Sustainability Happen.





Health Leadership Award

Winner: SABIC UK Petrochemicals Ltd, Redcar
Sponsor: Macnaughton McGregor

This Award is for recognition of the company that has achieved excellence in health leadership demonstrated by improved or optimum sustained health programme performance and a healthy workforce and workplace.

SABIC has achieved the Maintaining Excellence Level status, as an Ambassador for the Better Health at Work Award, for the eighth consecutive year. The desire to continue to engage and inspire its employees led SABIC to undertake employee roadshows on a global scale at the end of last year, called U MATTER 22. The local U MATTER events were held over three separate dates, to enable shift workers to attend. Employees had the opportunity to connect with each other and local leaders in a relaxed setting, whilst learning about opportunities for their personal growth and development as well as corporate topics such as SABIC's ESG principles.

At the health & wellbeing stand, employees had the chance to try on 'beer goggles' which simulate the effects of being drunk and then asked to walk along a straight line. There was also a bar area to sample an array of non-alcoholic drinks such as gin, lager, wine, cider and prosecco. Colleagues were asked to make suggestions for initiatives that would improve their personal health and wellbeing and write their wishes for 2023 on a huge U23 model.

SABIC also wanted to understand how best to refine and implement the Health and Wellbeing Strategy for 2023 in a way which would offer the most positive impact to its employees and their families. They undertook a confidential health survey amongst its staff, the results of which not only provided the company with a report on how employees could best be supported but also provided employees with a personal lifestyle report and their 'vitality' age. SABIC's Senior Manager, HR, Nicola Duffey said: "Following a tumultuous few years at the site with business re-structuring and the COVID pandemic, we noticed a steady increase in our sickness absence rates, particularly due to mental health and musculoskeletal issues. This was the main driver for conducting the organisational health survey so that we could take a more proactive approach to improving the health and wellbeing of our employees.

"We used the results of the survey and the feedback from our UMATTER days to formulate SABIC's re-vamped health and wellbeing strategy. We not only looked at the main causes for absence and how we could better support employees with health issues, we are also using a group of volunteers from across the site, our 'health advocates' to look at the survey results and the UMATTER feedback to help develop a short, medium and long-term health and wellbeing programme. Undertaking work in the community is also good for mental health, so we are also promoting our volunteering scheme, education liaison work, charity committee and organising a calendar of events to encourage employees to get involved and be part of our SABIC community."

Last year, a team of 40 colleagues climbed Roseberry Topping in the dark, for a sponsored headlight walk in aid of the Russ Devereux Headlight Project. The seven-mile walk raised £3,000 for the charity through SABIC's CSR fund. A European-wide Step Challenge takes place annually, whereby SABIC employees compete either against each other or in teams, for a period of 21 days. The winning team and individual winner are able to give a donation to a charity of their choice, with the donation sponsored by SABIC. This year, Teesside employees will also participate in a SABIC European cycle race for charity, which will take place in the Netherlands. Teams from Teesside have also taken part in the SABIC annual football tournament, also held in the Netherlands.

More locally, there are also plans to form running and walking groups. However, it is not just about sport, other activities planned include book clubs and painting sessions. Jos Visser, who joined the Teesside site in June last year as Site Director, emboldens the importance of personal health and wellbeing. The Dutch national encourages colleagues to lead a healthy work/life balance, and sets a good example by leaving his desk to run up the Eston hills, when the need takes him, and to make time for family and hobbies outside of work. Jos has recently joined the Wilton Centre gym, and is supportive of colleagues to use flexible working to take in a walk, yoga or fitness class whilst at work. On his arrival in the UK, Jos joined Yarm Running Club and also enjoys cycling, walking, tennis and skiing. Jos also understands the importance of employee engagement to keep people connected, engaged and motivated. Jos explains more here: "It has been a difficult few years for the Teesside site but as we progress now with the Teesside Improvement Project, we must keep the emphasis on health and safety and remaining alert. Health and safety is a top priority for SABIC which runs hand in hand with health and wellbeing - being motivated and looking out for one another. "We enjoyed a record-breaking health & safety record for 2022 and I'm sure with the wide range of initiatives being progressed so far, we will have a record-breaking health and wellbeing record too."



Macnaughton McGregor If simply telling people how we want them to behave worked, we would invest in a few posters or a video and every safety culture would be healthy and robust. The truth is that building a sustainable safety culture is a complex blend of behaviours, attitudes and environmental factors, that's where our expertise come in. Macnaughton McGregor is the UK's leading specialist in the design and delivery of practical, drama-based behavioural safety training. Everything we do is focused on making a positive difference to our clients, enabling people to contribute more and building strong businesses. Macnaughton McGregor has worked all over the world, designing and delivering behavioural training programmes for some of the leading organisations in business and industry.

INEOS Responsible Care Award

Winner: SABIC UK Petrochemicals Ltd, Redcar
Sponsor: INEOS



This Award goes to the company or site which has excelled in Responsible Care by demonstrating leadership and a creative approach.

SABIC UK Petrochemicals Limited is a key employer in the Teesside region. SABIC creates permanent employment for 300 direct employees and hundreds more in the supply chain. Their mature manufacturing assets have, for decades, converted hydrocarbon feedstocks into products that are important to a variety of industries. More recently, processes have been streamlined to convert a single feedstock - ethane - into a single product, low density polyethylene. This has required both asset base and workforce restructuring. Diligent change management processes were deployed to control the associated risks.

All activities are managed to deliver high levels of protection for employees, contractors, external stakeholders and the environment. SABIC's systems are maintained to ensure the Plan, Do, Check, Act cycle is followed to improve Responsible Care performance and minimise risks to people, the environment, assets and reputation. The company prides itself on being a learning organisation; promoting an open reporting culture to enable them to identify, and learn from, site incidents.

SABIC recognises that it can only achieve success in Responsible Care through active engagement of SABIC staff and contracted service providers. This engagement is visible in a number of programs:

Their cultural safety program, SAFETEES, underpins the wide range of management systems and procedures in place to meet all compliance obligations. Activities that positively reinforce routines and rituals in support of the four pillars of the SAFETEES program (Felt Leadership; Making standards and expectations clear; Empowerment and Engagement) are supported in all manufacturing areas.

SABIC's Health and Wellbeing strategy has been reinvigorated under the banner of UMATTER to respond to increased absenteeism and mental health challenges, typical of the industry in a post-pandemic environment. The general economic downturn has created challenging business conditions for the chemical sector and job security is a legitimate concern for many workers. SABIC has implemented a significant organisational change, which adds to those concerns. They have deployed various methods to gather employee opinions on leadership, working arrangements and general mood. They have balanced business communications with a focus on positive actions that can be controlled, including improving workforce's health and wellbeing. By introducing a range of healthier lifestyle choices and activities, it has generated great enthusiasm and engagement in the program. SABIC received the Health Leadership Award in the 2023 Chemical Industry Awards in recognition of its work in this area.

As a key player in the region, SABIC also works in partnership with local groups to support community initiatives. SABIC follows a global Corporate Social Responsibility policy based on four themes - Education, Health & Wellbeing, Social Support and Environmental Protection. The company also encourages its employees to volunteer for community and charitable causes.



INEOS INEOS is a global petrochemicals manufacturer, comprising 26 individual businesses. We operate 186 facilities in 29 countries throughout the world, employing 25,000 people. INEOS makes the raw materials and energy used for everyday life. Its products make an indispensable contribution to society by providing the most sustainable options for a wide range of societal needs. For example, preservation of food and clean water; construction of wind turbines, solar panels and other renewable technologies; for construction of lighter and more fuel-efficient vehicles and aircraft; for medical devices and applications; for clothing and apparel; and for insulation and other industrial and home applications.



Responsible care: continuously improving health, safety and environmental performance



Special Responsible Care Award for Process Safety Leadership

Winner: GSK, Ulverston
Sponsor: Axiom Engineering Associates Ltd



Responsible care: continuously
improving health, safety and
environmental performance

The Award is for the company or site that can demonstrate excellence in Process Safety Leadership performance.

The GSK Zinnat Pharmaceutical Supply Chain (ZSC) API manufacturing facility at Ulverston exited Lower Tier COMAH status in June 2019. Despite that, the company recognised the need to continually improve the standards expected of high hazard sites. The site undertook an ambitious and committed root and branch review of the whole Process Safety Management System via active sponsorship and governance from the leadership team. The objective was to provide real risk reduction in order to protect the people, the environment, the community, the assets and crucially the patients that rely on the vital medicines they manufacture.

In November 2019, the Leadership Team combined Ulverston Primary manufacture with the Secondary formulations, tablet and bottle filling facility at Barnard Castle to form one Supply Chain.

The Leadership Team recognised that the Secondary facility would benefit hugely from the process safety knowledge and capability at Ulverston. So, the improvement programme was extended to include Secondary and thus make a significant step change improvement in the Secondary facility's process safety dust explosion risk profile.

To add to the complexity, Ulverston started a large-scale decontamination, deconstruction and demolition programme (34 buildings) whilst remaining operational.

To navigate through a complex programme and the potential hazardous interactions between demolition and operation, ZSC committed to providing significant ring-fenced resource (5 Full Time Equivalents) to manage the programme, deliver projects and provide the cross-functional expertise.

The programme was far-ranging and left no stone unturned in ensuring Ulverston reduced its risks whilst also accelerating Barnard Castle's process safety capability and management. Activities included:

- Redesign of the management system encompassing all process safety knowledge
- Additional process safety training for senior leaders, operators and other applicable roles
- Review and refresh of all critical hazard studies and standards:
 - HAZOPs
 - Process Hazard Reviews
 - Hazardous Area Classification and Mechanical Ignition Risk Assessments
 - Consequence Modelling
 - Pressure Relief Studies
 - Major Accident Hazard Studies
 - Occupied Buildings Risk Assessments
 - Engineering Standards Gap Analysis
 - Safety Critical Task Analysis
 - Chemical Hazard Analysis

At Ulverston, all this work generated over two thousand actions ranging from procedural changes to large capital projects. At the time of writing, the number of open actions had reduced to less than 50.

The process safety improvement programme at the ZSC Secondary facility continues at pace following the same model. Risk reduction projects are being implemented and the process safety capability of the whole team continues to grow.

The whole improvement programme has further assured internal and external stakeholders that the process safety risks across the supply chain are well controlled and contribute massively to the ongoing success of the business during a period of increased demand for their medicine, Zinnat.



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Young Ambassador Award

Winner: Amy Summerton,
SABIC UK Petrochemicals Ltd, Redcar
Sponsor: Scientific Update



This Award is to recognise an outstanding young person who is demonstrating communication skills and leadership associated with the chemical industry and contributing to its success.

Currently Amy is based at SABIC Teesside working with a team based across Europe as a Research Chemist. Within the team, known as the Feedstock & Cracker group, she works on various projects supporting process chemistry, problem solving and improvement, and also on one of SABIC's initiatives called TRUCIRCLE (plastic recycling). Alongside this, Amy is also completing a Chemical Engineering BEng part-time on day release at Teesside University, which is supporting her previous eight years' experience in the industry with further technical knowledge.

Back in 2015 Amy joined SABIC as a Laboratory Technician Apprentice upon leaving secondary school as the only female on the shift rotation on various manufacturing assets across Teesside. This has helped drive and create her passion for inspiring the next generation and involvement in SABIC's Woman's Network. During her time as an apprentice, she realised what not only her passions and interests were in her technical role but also in the industry itself. She decided to take on a HNC Chemical Engineering to switch from Chemistry to the Engineering side back in 2017 – at this time she found herself running the 24hr operations laboratory for the Olefins 6 plant.

Since then she has taken every opportunity, using her experience and resources available as a platform for promoting STEM. Post the pandemic she has reinstated SABIC Teesside's Education Liaison which she now chairs with her previous experience as a STEM Ambassador and also her own journey. In the past year, the group has reached 100s of students from primary school age to University promoting the industry and all the fantastic things it has to offer alongside the different routes to take.

Currently Amy is on the European Board for SABIC's Women's Network (SHE) for Europe as the Events Co-coordinator – she organises and presents webinars with special guests from across the business to colleagues across the globe in different functions. The idea of the webinars is to inform and connect with members on the latest innovations and initiatives such as this year's theme, ESG. She is currently representing Teesside for SABIC's Young Professionals group and is also arranging a European development event later in the year.

Amy is aware how early she is within her career but feels like she has used the current platform to raise the profile and inspire the next generation into the industry. With the position of Young Ambassador 2023, for ChemTalent Amy has the opportunity of yet an even bigger platform and the chance to support and be supported by likeminded young professionals within the sector. This year she wants to reach out, support and develop other people, like herself, that will exist in different member companies across the nation to join the group to create an even bigger voice. She is aware of the current challenges the industry faces and with skills shortages being one of those, now is a time no better than ever to promote and encourage the younger generation to join ChemTalent; it has an exciting year ahead!



Scientific Update delivers professional conferences and training courses for industrial chemists and chemical engineers in chemical development, scale-up and many other specialist topics in organic chemistry. Aimed at graduates starting a career in the chemical industry or experienced chemists who wish to develop new skills and keep up-to-date with the latest scientific developments, we deliver quality knowledge and expertise to support professional development in a welcoming and inclusive manner.



Nick Sturgeon Unsung Hero Award

Winner: Mark Hodgson, GSK Ulverston
Sponsor: CIA

This Award is in remembrance of CIA's Nick Sturgeon and is designed to honour an Unsung Hero who works in or is closely connected to the chemical industry. The Award will be given to an individual who has made a significant contribution to the industry over a number years.

Mark was very surprised, humbled and honoured not only to be nominated by his peers but to win this prestigious CIA award.

During his 40+ years at GSK his aim has always been to ensure the supply of critical medicines to the people at the end of the supply chain but also to help, support and mentor staff and share his passion for the pharmaceutical industry with others.

Mark started working for GSK in September 1983, joining the company on the mechanical apprentice training scheme. He was born 200 metres away from the Ulverston site in an old rope makers cottage. To work for a pharmaceutical leader like GSK and live, in his opinion, in one of the most beautiful places in the UK, Mark has never needed or desired to work anywhere else. He joined GSK for the reason which became one of the companies' mission statements, they made life saving medicines that enabled people to do more, feel better, live longer. Coming home from work each day knowing that your actions have produced medicines that save peoples lives, and being in a role which provides personal pride and satisfaction in what has been achieved, is very hard to beat. It is safe to say that during his working life, the Ulverston site has helped more than a billion people.

Development is often seen as progressing upwards. In Mark's experience there are many opportunities to develop within your current field of expertise. Although he does not come from an academic background, the management at Ulverston has always supported him in his desire to learn and expand his skills. The transition to his current role has allowed Mark to share via STEM forums what can be achieved if the academic route is not for you. Simply work hard, be the best you can but strive to learn as much as you can from others around you. Do not be afraid to work outside your comfort zone or to ask questions.

Mark has been influenced over the years by many great colleagues, mentors, managers and friends. As previous winners have said, "the proud results we have achieved is not solely down to me, I couldn't have done it without being part of a team. There are many amazing people with whom I have worked with in the past and who I currently work with who are just as worthy of this accolade and I would like to pay tribute to them and say thank you".



The chemical and pharmaceutical industry is fundamental to modern society. Innovation for finding new products and services is crucial for the industry to satisfy the demanding and environmentally conscious consumers. With an immense variety of products, from vital medicines and foods, the construction of buildings, to transport and leisure, the industry truly does have an impact on virtually every aspect of our daily lives.

The industry is unique, linking critical parts of the supply chain – from energy and feedstocks, to advanced materials, fine chemicals, life sciences and consumer products. It is the 'industry for industries', being both its own biggest customer and a provider of materials and technologies to other important sectors such as aerospace, automotive and construction.

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