

Directors' report for the year ended 31 December 2020 (continued)

Streamlined Energy and Carbon Reporting (SECR)

Reporting Boundary

The reporting boundary for this Energy and Carbon report includes the emissions related to activities undertaken within the UK and offshore area by INEOS Infrastructure (Grangemouth) Limited.

	2020
Total energy consumption used to calculate emissions in kWh	2,219,833,393
Emissions from combustion of gas (tCO ₂ e) - Scope 1	469,971
Emissions from combustion of fuel from transport purposes (tCO ₂ e) - Scope 1	36
Emissions from business travel in rental cars or employee-owned vehicles where company is responsible for purchasing the fuel (tCO ₂ e) - Scope 3	2
Emissions from purchased electricity (tCO ₂ e) - Scope 2	140
Total gross CO ₂ e based on the above (tCO ₂ e)	470,148
tCO ₂ e per £1m of revenue	2,434

Methodology

We have followed the 2019 UK Government environmental reporting guidance in the production of these figures and have used the 2020 UK Government's Conversion Factors for Company Reporting for the calculation of emissions.

The report covers scope 1, 2 and certain scope 3 emissions for each disclosed reporting year.

Energy Efficiency Action

In the period covered by the report, the Company has carried out several capital investment projects (i.e. upgrade lighting to LEDs and steam trap repairs), which are expected to result in a 70,000 kWh saving in energy consumption each year. These actions were included in our most recent ESOS audit (carried out in November 2019).

Employees

The Company has developed voluntary practices and procedures for employee involvement appropriate to their own circumstances and needs. The Company encourages this approach to provide information and consultation and believes that this promotes a better understanding of the issues facing the individual assets in which the employee works. The Company places considerable value on the involvement of its employees and keeps them informed on matters affecting them as employees and on the various factors affecting the performance of the Company by sharing communications on the company intranet, holding information meetings hosted by the board and operating a bonus scheme linked to business performance. The Company consults employees or their representatives through the works council on a regular basis so that their views can be taken into account in making decisions that are likely to affect their interests.

The Company prohibits acts of discrimination whereby one individual is treated less favourably than another on grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. The Company gives full consideration to applications for employment from disabled persons where the requirements of the job can be adequately fulfilled by a handicapped or disabled person. Where existing employees become disabled, it is the Company's policy wherever practicable to provide continuing employment under normal terms and conditions and to provide training and career development and promotion wherever appropriate.