

VENATOR

Reflecting upon our collective performance in 2020

Dear Lee Anderson,

Here at Venator's Greatham site, our goal is always to maintain safe and successful operations whilst protecting the health and wellbeing of everyone who work here. Reflecting upon our collective performance and our safety highlights across 2020 and into 2021 we have much to be proud of and I wanted to take this opportunity to thank you and your teams.

The 5 Venator values are our guide through testing times and define the behaviours and decision making necessary to ensure that we take great care of our team members on site and deliver value to our customers, shareholders and various external stakeholders. Our values unite us and form the basis of building a culture that we can be proud of.

2020 was a year like no other, with the global pandemic making life extremely difficult for everyone both in and out of work and presenting new and unique challenges which we had to overcome together. Unquestionably the unfolding situation demanded understanding, flexibility and an appetite for finding alternative ways of working at all levels within our respective organisations.

Integrity: We did not compromise our standards despite external pressures.

ZERO Harm: Our collective ZH performance was remarkable in the face of unprecedented challenges.

Teamwork: We pulled together and looked after each other as we delivered our objectives.

Innovation: We found a way - new ways of working were introduced and alternative paths were discovered.

Performance: Safe operations were maintained throughout.

And so, on behalf of Venator I would like to sincerely thank you for your leadership throughout an incredibly challenging year and I would like to thank your team members for their continued commitment to our values throughout.

Yours faithfully,



Marek Pawlak
Greatham Site Director

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