



SI Group Recognition Awards of Excellence Category Criteria

The Awards of Excellence Program rewards and reinforces the values and behaviors we seek from all employees. The awards are meant to be exclusive, selective, and very prestigious. The goal of the awards program is to recognize creativity, change in mindset and grassroots thinking, increased value delivery, increased productivity and efficiency, and employees who show tremendous effort and dedication. In addition, all nominees should be models of our Guiding Principles.

Award Names	Criteria
Operational Excellence Award	<p>The Operational Excellence Award recognizes extraordinary contributions towards achieving SI Group’s vision of world-class Operational Excellence. It celebrates achievements that go "above and beyond" to enable sustained world-class performance. Some areas to consider:</p> <ul style="list-style-type: none"> • Changing mindsets and culture • Creating positive financial impact • Rooting out system loss or weaknesses <p>The Operational Excellence Award will recognize significant contributions in process improvement and/or innovation and ingenuity.</p>
Supply Chain Excellence Award	<p>The Supply Chain Excellence Award recognizes extraordinary contributions towards achieving SI Group’s vision of world-class Supply Chain Excellence. It celebrates achievements that go "above and beyond" to enable sustained world-class performance. Some areas to consider:</p> <ul style="list-style-type: none"> • Changing mindsets and culture • Creating positive financial impact • Rooting out system loss or weaknesses <p>Winners of the Supply Chain Excellence Award will demonstrate excellence, innovation, and return on investment in addressing a significant supply chain challenge.</p>
Commercial Excellence Award	<p>The Commercial Excellence Award celebrates ingenuity and perseverance, calculated risk taking, breakthrough strategies/ implementation yielding market penetration, superb sales channel management, and the creation and capture of value through pricing or customer/ market innovation. Potential areas of achievement may include price leak closures, strategic pricing and value creation initiatives, value academy successes and support, knowledge transfer across the company, and increased customer value creation that enhances the Company's position as a solutions provider.</p> <p>Winners must demonstrate a global, financial impact to SI Group and/or the generation of a significant and systemic mindset change in support of a market focused organization.</p>



<p>EHS Excellence Award (Site)</p>	<p>All sites achieving specified EHS criteria for the designated calendar year would receive this award celebrating our "Journey to Zero." The proposed EHS performance criteria includes:</p> <p><i>0 Safety Incidents =</i></p> <ul style="list-style-type: none"> • 0 employee and contractor recordable injuries • 0 Process Safety Incidents - PSI <p><i>0 Environmental Incidents =</i></p> <ul style="list-style-type: none"> • 45 kg spills / 10000MT spill rate at or below target performance <p><i>0 Brand Impacts =</i></p> <ul style="list-style-type: none"> • 0 Tier I, II, or III incidents (refer to Corporate Incident Reporting Procedure)
<p>EHS Excellence Award (Individual/Team)</p>	<p>This EHS Excellence Award recognizes extraordinary contributions towards achieving SI Group's vision of Zero. It celebrates achievements that go "above and beyond" to enable sustained world-class EHS performance. Some areas to consider:</p> <ul style="list-style-type: none"> • Changing mindsets and culture • Rooting out system weaknesses • Risk elimination or reduction
<p>Innovation Excellence Award</p>	<p>The Innovation Award celebrates contributions to the company demonstrated through the use of innovation to solve issues related to production and applications development, leadership or process innovation, and patent development. This award is not limited to technology, but rather celebrates any change that leverages an innovative concept for speed, efficiency, or growth.</p> <p>Winners must demonstrate a positive financial impact to the company and/or have created long-term, significant impact.</p>
<p>Corporate Excellence Award</p>	<p>This award recognizes extraordinary contributions to SI Group. It celebrates achievements that go "above and beyond" and that do not fit into any other award categories.</p> <p>Employees who have made a significant contribution through a particular event during a calendar year should have one or more of the following criteria to be eligible for a nomination:</p> <ul style="list-style-type: none"> • Contributions resulting in significant cost savings • Contributions resulting in the addition of significant profitable revenue • Contributions which significantly improve the impact of a Company initiative (e.g. completing a capital plan well under budget and before established due date) • Significant contributions which are outside of the employees job responsibilities and expectations <p>Also eligible are employees whose performance has consistently produced high impact value to the Company either through their contributions within their job scope and/or through applying their specialty and leadership skills to elevate performance outside their job scope.</p>