

# CIAmatters

ESSENTIAL  
INFORMATION FOR  
YOUR INDUSTRY

NO. 143  
SUMMER 2025  
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## The Chemical Industry Awards 2025

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Meet  
**ELISH CHAMBERS**  
winner of the Future  
Leader Award and  
ChemTalent's  
new chair  
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The CIA's  
Sustainability  
Conference returns  
to Leeds  
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MEET THE NEW CIA  
MEMBERS  
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 Chemical Industries Association

 Chemical Industries Association

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CIAmatters SUMMER 2025

## Policy, People and Progress

**Welcome to the latest edition of *CIAmatters*. This is a special issue spotlighting the CIA Awards, which took place this summer in Leeds, and welcoming Elish Chambers from GSK as the new chair of the CIA's ChemTalent network. Alongside these celebrations, we take a look at the Labour government's first year in office and look ahead as we continue to navigate the challenges facing our industry.**

The CIA's policy work remains focused on three key demands: reducing cost, creating certainty and deploying creativity. From government we have seen a raft of measures and commitments announced, most notably through the Industrial Strategy, the IS-8 sector plans and the Spending Review. With critical decisions expected in the months ahead, our Policy Director Nishma Patel considers where progress has been made and where urgent action is still required to secure the future of UK chemical manufacturing. [See page 4.](#)

July marked one year since Sir Keir Starmer entered Downing Street

with a decisive majority and a pledge to 'change' Britain. The past twelve months have brought ambition, new policy frameworks and the reality of economic headwinds. For the chemical industry, the return of an Industrial Strategy after a six-year absence is a welcome step, though questions remain about how it will be delivered in practice.

The recognition of chemicals as 'at the core of Advanced Manufacturing underpinning all domestic manufacturing' represents a major achievement for our sector. This recognition followed months of engagement with government and was reinforced by a high-level meeting between business leaders and the Secretary of State for Business and Trade, Jonathan Reynolds, to discuss how our industry can continue to contribute to national growth. Turn to [page 40](#) to read more about this important milestone.

This edition also looks back on a landmark moment for our community as we gathered in Leeds for the Chemical Industry Awards. The event was a sold-out success with record

entries, and it carried particular significance as we marked the CIA's 60th anniversary. It was a chance not only to celebrate excellence but also to recognise the contribution of every individual working in and for the chemical sector, an industry often described as the 'industry of industries.' [See page 12](#) for highlights from Leeds.

As we look to the year ahead, we do so with a sense of both urgency and optimism. We will continue to work with government to ensure the Industrial Strategy translates into real-world competitiveness and growth. And we look forward to coming together again in Manchester on 18 June 2026 for next year's awards. Keep an eye on our social channels for the launch video and details of what promises to be another inspiring event.



**Steve Elliott**  
Chief Executive

## From the CEO's Desk

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The recognition of chemicals as 'at the core of Advanced Manufacturing underpinning all domestic manufacturing' represents a major achievement for our sector.



Policy Director’s overview

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During the last quarter, across our policy work we have continued to drive forward three central demands; reduce cost, create certainty and deploy creativity. From Government we saw a raft of policy measures and commitment announced, namely through the Industrial Strategy and related IS-8 sector plans as well as the Spending Review. So, what’s in it for us? Has it moved the competitiveness dial enough? Somewhat, but as one member company put it – time is of the essence, with much of it needing urgent delivery and a lot more to do in order to deliver on competitiveness.

Starting with some of our biggest competitiveness challenges (cost of energy and carbon), there has been some positive movement in addressing electricity prices. However, whilst prices might have somewhat stabilised, UK businesses are still paying a significant premium opposite their competitors in other countries like the US, China and the Middle East. In the last few editions, I’ve referred to our work on both gas and electricity prices and possible levers Government can pull to help ease the burden for UK businesses. With this in mind and whilst it’s not a perfect match to our key asks, the strengthening of supercharger, retaining the indirect costs compensation scheme and the new wider industrial competitiveness scheme announced as part of the Industrial Strategy are welcome. However, the work on delivery must come at pace and more importantly given the sectors use of gas for both fuel and feedstock, as a bare minimum, our work continues in ensuring that costs must not be transferred to gas and gas prices themselves must be addressed. In the meantime, the summary table below, illustrates the key schemes announced to support electricity costs and constraints.

Energy cost interventions – what we know so far					CIA
	Indirect cost compensation	Supercharger package	Industrial Competitiveness scheme	Corporate Power Purchase Agreements	
Scheme details	Compensation for the indirect costs of the UK ETS/CPS:	100% exemption from levies (FIT, CfD, RO) + capacity market remains. Increase network charge discount (from 60% to 90%).	Exemption from levies (FIT, RO plus capacity markets)	To be developed	<strong>Key implications / actions:</strong> <ul style="list-style-type: none"><li>• Supercharger retained and strengthened</li><li>• Industrial comp scheme to include chemicals</li><li>• No indication of cost being redistributed on to gas...yet!</li></ul> <strong>Seek clarity and inform development of new schemes:</strong> <ul style="list-style-type: none"><li>• Eligibility criteria</li><li>• Funding mechanism (support costed at £2bn?)</li><li>• Implication (if any) for gas intensives</li><li>• Benefits of CPPA</li></ul> <strong>Other points to raise / consider?</strong>
Eligibility	Current ICC sector and business level test	Current EII sector and business level tests	TBA	-	
Price impact	-	-	-	-	
Funding mechanism	HMT	Redistribution	Reforms to the energy system	-	
Timing	To be reviewed by end of 2025 3-year funding commitment (2026 – 2029)	From 2026 (backdated to 2025)	Consultation expected 'shortly' From 2027	Call for evidence 'in due course'	

And on net zero, whilst there have been some headline announcements relating to hydrogen production support (via HAR2) and CCS (maximising storage capacity in the East Coast and HyNet Clusters, development funding for Acorn and Viking clusters), we expect the all-important policy details to surface later this year, most likely in the upcoming Carbon Budget Delivery Plan. Our message on net zero is clear in that, “net zero itself is not the problem but the current trajectory to get there does not reflect well-known transition facts actively resulting in deindustrialisation instead or decarbonisation.” In particular, with the UK ETS Authority now thinking about the ETS scheme beyond 2030, we have called for a rethink rather than BAU on the future of the scheme with the need for a sector level evaluation to determine if the scheme has been effective at decarbonising and not deindustrialising. The output of such as review should primarily dictate any future extension of the scheme. In the meantime, we are also continuing to push for immediate clarity on some longstanding issues, such as:

- Carbon leakage including free allocation (2027-2030).
- Treatment of biomethane, CCUS and other key tech under ETS that are key to unlocking net zero investment for the sector.
- A new funding scheme for industrial decarbonisation given IETF has been scrapped.

Over the coming weeks and months, our work in this area becomes even more so important as we expect key decisions to take place on a number of outstanding issues.

And finally, as many of you tell us, the cumulative regulatory burden has increasingly become a competitive threat within itself. As a high hazard industry we are rightly regulated. However, we are now witnessing significant cost increases that are doing very little in meeting stated policy objectives. The most recent example of this is proposals relating to increasing landfill tax. Two proposals in particular bring a significant cost with the cost impact for just a handful of CIA members alone already at £50 million/year. Alongside responding to the consultation, we have also registered our concerns with ministers across HMG, including Treasury, calling for an immediate rethink on proposals and identify options that would (i) target waste streams where both alternative capability and capacity exist as well as (ii) alternative measures to address waste crime.

Alongside our continued advocacy measures, our website now hosts a range on one-pager position documents on a range of policy issues we are working on behalf of membership. We hope these are useful in both our collective and individual advocacy efforts and as ever, please do get in touch with any feedback.



Energy

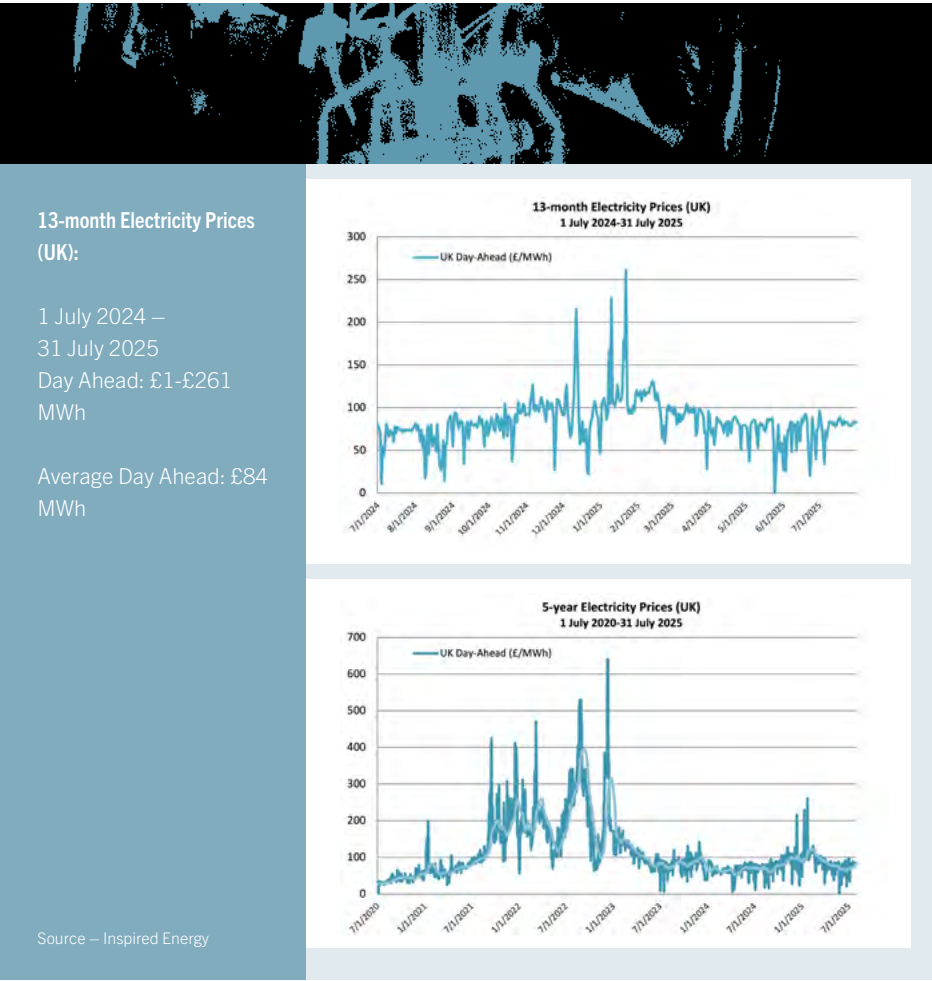
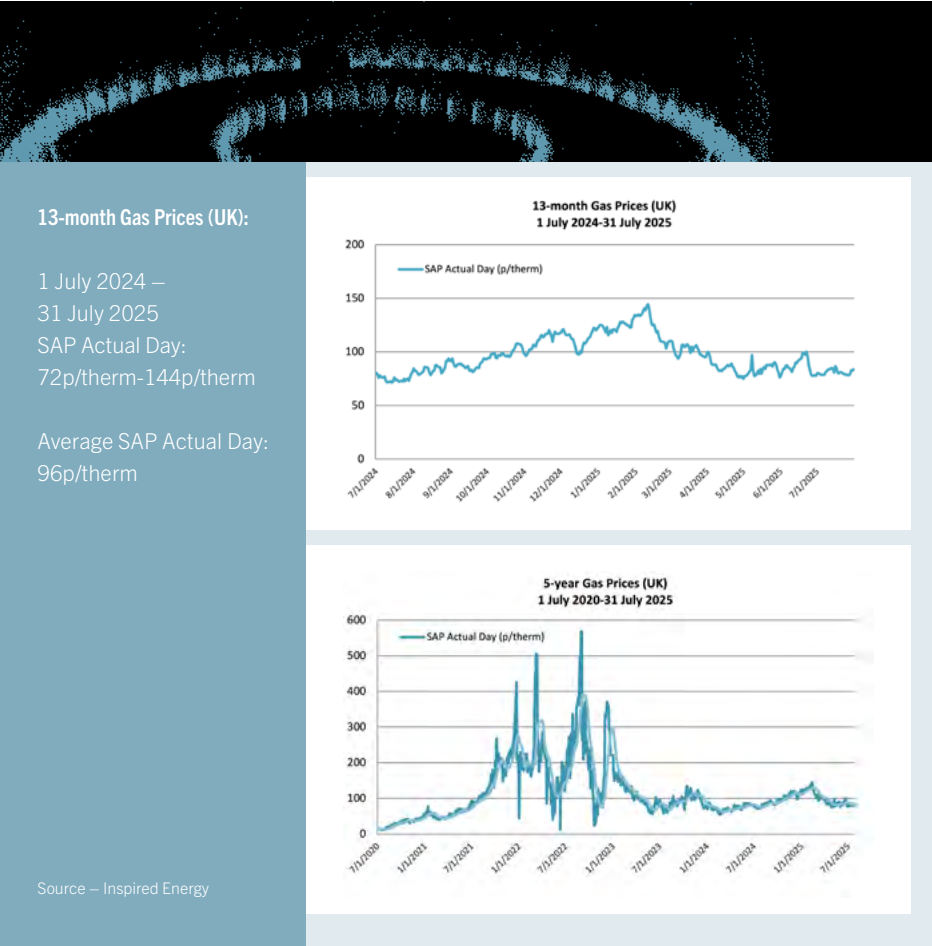
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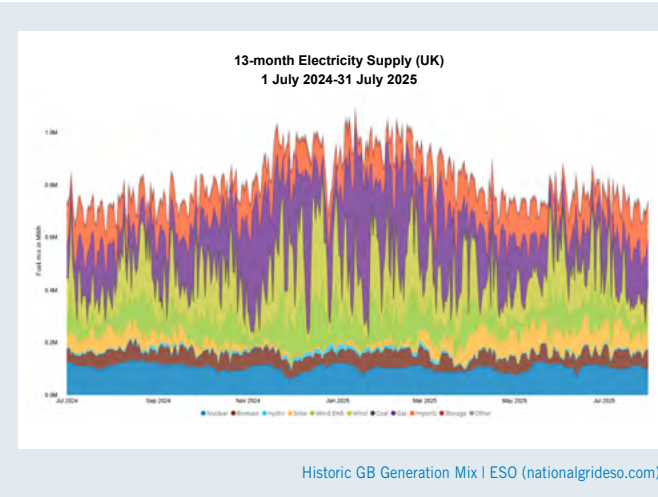
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Energy and Climate Change

After a protracted period of extreme and volatile energy prices, over the last 12 months the wholesale cost of natural gas in the GB market has settled into a more stable and predictable trading pattern. Whilst some volatility has remained in the prompt market, driven by weather and operational production issues triggering short term deficits and surpluses, reactions to global markets and political events have been less evident and emerged more slowly reflecting greater certainty in the underlying supply / demand positions of individual economies and the global availability of both pipeline and liquefied gas. In the last 12-month period, prices increased steadily from around 80p therm to around 140p by late 2024, to then revert steadily and consistently to around 80p by late summer. GB electricity prices have largely followed suit, given gas remains the marginal fuel and sets the clearing prices in the formally traded and financially cleared wholesale markets. That said, electricity has seen much greater levels of volatility than previous periods, driven largely by the ongoing rollout of renewables and its direct impact on very short-term wholesale and balancing markets where surpluses drive localised and national constraints and on very many occasions, negative prices. With Government’s July 2025 announcements regarding REMA, we now have certainty that

DESNZ do not intend to pursue location markets as an alternative to the current unified wholesale markets as a direct measure to tackle the costs of resolving Transmission constraints and the now routine occurrence of paying renewable generators to reduce or cease productions with counter balancing actions to increase gas fired generation!





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## ANNUAL SUSTAINABILITY CONFERENCE 2025

SHAPING A SUSTAINABLE FUTURE FOR THE CHEMICAL INDUSTRY

### Our sponsors



Be part of the conversation at the Chemical Industries Association's Annual Sustainability Conference, taking place on **14 October 2025** in Leeds. This event offers a platform to explore the latest trends, technologies and innovations driving sustainability across the chemical sector.

Discover cutting-edge solutions and best practices from industry leaders, innovators and policymakers. Hear from a diverse line-up of expert speakers on how strategic collaboration and innovation are transforming the industry for a greener tomorrow.

Join us and play your part in shaping a more sustainable future for our industry.

**Register now**

[www.cia.org.uk/events](http://www.cia.org.uk/events)

## Chemicals Management

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**CIAMatters** SUMMER 2025

### PRODUCTS AND CONSUMER HEALTH

#### CHEMICALS MANAGEMENT — UK

##### HSE consults on UK Chemicals Legislative Reform

On 23 June, the Health and Safety Executive (HSE) launched the long-awaited consultation on their Chemicals Legislative Reform proposals. The reform proposals focus on three GB-based legislative areas where HSE hold the policy leads – in Classification, Labelling & Packaging Regulation (GB CLP), the Biocidal Products Regulation (GB BPR), and the Prior Informed Consent Regulation (GB PIC).

Lasting for eight weeks, the aim of this consultation is to examine the chemicals regulatory framework that was transposed from EU Law onto the UK statute books following Brexit, and to assess where reforms can be implemented in line with the Government's Regulatory Action Plan (RAP) published in March 2025, which states that “reforms must support growth, be targeted and proportionate, transparent and predictable, and adaptive to keep pace with innovation”.

Potential changes to legislation in these areas are enabled via powers granted by the Retained EU Law (Revocation and Reform) Act 2023, also known colloquially as the ‘REUL Act’. These powers expire in June 2026, and so, the evaluation of the consultation, agreement on the progress, and any subsequent changes must be made in less than a year's time.

CIA has consulted with our members to form and submit a response that highlights not only the current issues facing industry in all three pieces of legislation, but the positive changes that can be made. Following the consultation, it is critical that regulators use the submitted stakeholder views to quickly and effectively shape a chemicals reform package that maintains high levels of protection of human health & the environment, provides stability and certainty for industry, and upholds the UK's commitment to working within international frameworks such as the GHS (Globally Harmonised System of classification and labelling of chemicals, underpinning CLP) and the Rotterdam Convention (underpinning PIC).

##### UK's Approach on Persistent, Mobile, Toxic substances in context of PFAS



In early June, the Department for Environment, Food and Rural Affairs (DEFRA) published the Policy Paper ‘Interim Approach to the PMT concept to support UK REACH risk management of PFAS’. Defra believes that a precautionary approach to Persistent, Mobile and Toxic (PMT) substances is needed to “address a regulatory gap between risk management of chemicals under UK REACH and objectives to protect water resources”. In the Policy Paper, DEFRA states that the application of the PMT concept provides “a prioritisation tool for identifying substances for further assessment to guard against widespread continued and potentially irreversible contamination”. In the context of UK REACH, DEFRA sees this PMT concept being used to prepare restriction dossiers for PFAS and a non-threshold approach, i.e. an acceptable concentration cannot be established, being applied in general due to “their high persistence and high mobility potential” and “the risk that toxic thresholds may be breached in future”. The Policy Paper states that this enables control of emissions to the environment since they will “need to be minimised to be as low as possible”, as well as reducing “environmental and human exposures”. The Paper does also state that “the use of a non-threshold approach to prevent emissions to the environment in general does not discount the possibility of determining thresholds relating to risk management interventions for other purposes”. This can be found on the [gov.uk](http://gov.uk) website.



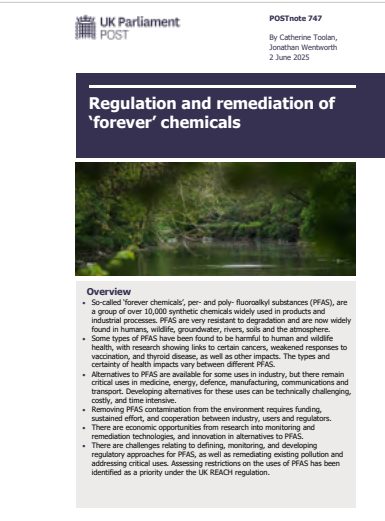
UK Parliament’s EAC Inquiry into Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS)

The UK Parliament’s Environmental Audit Committee held its first oral evidence hearing on 25 June at which MPs heard from speakers over two sessions, one with invited NGOs and academia and the other with industry representatives. The Committee is seeking to understand:

- the threats and benefits from using Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS);
- how PFAS are made and then used in terms of product ranges, and geographical and socioeconomic distribution;
- the status of measures to address PFAS;
- whether the current regulatory regime for PFAS is fit for purpose; and
- if the UK can learn lessons from other countries on how they monitor and treat PFAS.

Prior to this, the Committee had invited written evidence to be submitted (this closed on 26 May). In July, written evidence submissions were published on the UK Parliament’s website – this includes CIA’s. In CIA’s written submission, we encourage a balanced informed science-led debate and highlight the importance of where PFAS materials are utilised in plant materials of construction to maintaining good production plant safety and integrity in harsh operating conditions on member sites. Published written evidence and the transcript from the first oral evidence hearing can be found [here](#). The Inquiry is expected to run until the end of Spring 2026.

UK Parliament’s Office for Science & Technology publishes briefing Note on PFAS



The Parliamentary Office for Science and Technology (POST) published in June a briefing Note titled ‘Regulation and remediation of ‘forever’ chemicals – POST. This can be found on the [Parliament’s website](#).

UK Parliament’s EFRAC Inquiry into Waste and Circular Economy

UK Parliament’s Environment, Food & Rural Affairs Committee (EFRAC) has an ongoing Inquiry into ‘Preventing Waste and Enabling a Circular Economy’. According to the Parliament’s website the Inquiry is long-term and “will scrutinise the progress of UK government in bring about a more circular economy, and the work of key regulators to ensure that waste is sustainably managed”. Written evidence closed on 18 June and the first oral evidence hearing on 8 July focussed on the upcoming final United Nations negotiations in August at which adoption of a Global Plastics Treaty is being sought. Published written evidence and the transcript from the first oral evidence hearing can be found [here](#).

Environment Agency publishes flame retardant scoping review



In June, the Environment Agency published their Scoping Review on Flame Retardants. According to the summary the objective of the scoping exercise was to “identify flame retardant (FR) substances manufactured and used in Great Britain (GB), and assess their market size, known or suspected dangerous properties (hazards), potential risks and regulatory status”. The summary also states that its “findings will help the Environment Agency to establish priorities for further assessment and help Government develop a strategic approach for flame retardant

substances on the market”. The summary and report can be found on the [gov.uk website](#).

EU

EU Chemical sector omnibus and Chemical Industry Action Plan

On 8 July the European Commission published its Chemicals sector omnibus together with a Chemical Industry Action Plan; the omnibus covered simplifying certain rules set under the CLP Regulation, the Cosmetics Products Regulation and the Fertilising Products Regulation and establishing ‘The ECHA Basic Regulation’ that would regulate ECHA’s structure, governance, and operations – details on EU-REACH are expected later in the year. Further information is available on the [European Commission’s website](#).

INTERNATIONAL

Negotiations to agree the Global Plastics Treaty recontinue in August



Signatory countries to the United Nations (UN) resume their negotiations 5-14 August in Geneva to try and resolve the deadlock for agreement on establishing a UN Global Plastics Treaty (International Legally Binding Instrument, ILBI). This is the second part of the fifth International Negotiating Committee (referred to as INC-5.2). Further information can be found on the [United Nations Environment Programme’s website](#).

UN’s GFC holds first OEWG meeting

Following its adoption in 2023, the first Open Ended Working Group (OEWG-1) meeting of the United Nations Global Framework on Chemicals (GFC) for a Planet Free of Harm from Chemicals and Waste took place from 24-27 June in Uruguay. The GFC is a global multistakeholder voluntary initiative that aims to “reduce harmful chemical impacts,

promote safer alternatives, and protect human and environmental health across industries and supply chains”. The GFC’s website reports that over 600 global attendees from government ministries, industry leaders, trade unions, NGOs, academia, and youth, met to discuss how to progress next steps. The outcomes of OEWG-1 are expected to help shape preparations for the first International Conference on Chemicals Management that is scheduled for 2026. The draft report from the meeting can be found on the [GFC’s website](#).

REACH



Defra announces consultation on extending UK REACH transitional deadlines

Defra has announced a [consultation to seek stakeholder views on various proposals to extend the UK REACH transitional deadlines](#), currently set to expire in October 2026/2028/2030.

The consultation sets out three options:

- **Option 1** – deadlines would be extended to October 2029 / 2030 / 2031; a 3-year extension to the first deadline, 2-year extension to the second, and 1-year extension to the third, reducing the gap in between each deadline to 1 year.
- **Option 2** – deadlines would be extended to April 2029 / 2031 / 2033; a 2.5-year extension to each deadline, maintaining a 2-year gap between each deadline.
- **Option 3** – deadlines would be extended to April 2029 / 2030 / 2031; a 2.5-year extension to each deadline, reducing the gap in between each deadline to 1 year.

This consultation is also seeking views on the government’s proposal to extend the dates for the requirement on HSE to carry out compliance checks on 20% of registration dossiers received. This applies under Article 41(5) of the UK REACH Regulation. At present this duty aligns with the current submission deadlines. CIA is in the process of finalising its response with the support of members companies via the CIA Chemicals Management Network. The consultation closes on **8 September**.

First UK-REACH Restriction published

On 10 July, Defra published a UK-REACH restriction for Lead in Ammunition. This is the first restriction published since leaving the EU. This can be found along with a draft amendment on the [gov.uk website](#).

UK REACH: 2025-2026 work programme, RAP, technical reports and rationale for prioritisation published

HSE has published the [UK REACH Work Programme for 2025-2026](#), outlining the relevant activities for the year ahead that HSE, supported by other government bodies such as the Environment Agency and Defra, will carry out to operate UK REACH. This has been published alongside the UK Rolling Action Plan (RAP) for substance evaluation, and the UK REACH Technical Reports for a number of substances already undergoing evaluation. In addition, Defra has published their [rationale for prioritising substances in the UK REACH work programme](#). As set out in the UK government’s ‘New approach to ensure regulators and regulation support growth’ action plan, regulators are seeking to draw more from regulatory decision-making in other jurisdictions.



EU SVHC Candidate List gains three new entries

On 25 June 2025, ECHA has [added three new chemicals to the Candidate List of Substances of Very High Concern \(SVHC\)](#) under EU REACH, with two of those entries being added on the basis of being vPvB (very persistent, very bioaccumulative), and one on the basis of toxicity to reproduction.

- **1,1,1,3,5,5,5-Heptamethyl-3-[(trimethylsilyl)oxy]trisiloxane** (CAS: 17928-28-8; EC: 241-867-7): vPvB; used as a laboratory reagent and in cosmetics, personal care products, and perfumes & fragrances.
- **Decamethyltetrasiloxane** (CAS: 141-62-8; EC: 205-491-7): vPvB; found in cosmetics, personal care, lubricants, greases, and automotive care products.
- **Reactive Brown 51** (CAS: -; EC: 466-490-7): Toxic for reproduction; applied in textile treatment and dyes.

The Candidate List now contains 250 entries. Under REACH, companies have legal obligations when their substance is included – either on its own, in mixtures or in articles – in the Candidate List.

EU-REACH Proposed PFAS restriction

In June the European Chemicals Agency (ECHA) announced ‘highlights’ from the work of their committees, the Risk Assessment Committee (RAC) and Socio-economic Assessment Committee (SEAC), on the proposed EU-REACH restriction of Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS). Preliminary conclusions had been reached by both committees on PFAS uses in medical devices, and the RAC had reached provisional conclusions for lubricants and SEAC for transport. Going forward, ECHA reported from September the intention is for both committees to evaluate uses in electronics & semiconductors, PFAS manufacturing, and horizontal issues whilst SEAC will also continue with its evaluation of uses in the energy and lubricant sectors. The announcement can be found on ECHA’s website.

BIOCIDES



EU biocides fees rise to account for inflation

The European Commission has adopted the [revised Biocides Fee Regulation](#) to account for inflation. Standard fees for companies related to active substance approvals, Union authorisations and other tasks, such as technical equivalence checks, will increase by 19.5%. The rise in fees reflects the average annual inflation rate in Europe between 2021 and 2023 and is the first fee adjustment since the Biocidal Products Regulation entered into force in 2013. Reduced fees for micro, small and medium-sized companies (SMEs), along with the eligibility criteria for these reductions, will apply as before. The fee reductions will continue to be calculated as a percentage of the standard fees. The updated fees will apply from **14 August 2025**.



# Industry's night of celebration

On Thursday, 19th June 2025, industry leaders from across the United Kingdom gathered at the Queens Hotel in Leeds to celebrate the very best of the UK's chemical and pharmaceutical businesses at the Chemical Industries Association's (CIA) Chemical Industry Awards. This year's ceremony held particular significance as it marked the CIA's 60th anniversary.

For six decades, the CIA has represented, advised and supported the UK's chemical industry, championing its role in driving economic growth, innovation and national resilience. This year's celebration not only highlighted the extraordinary achievements of today's businesses and professionals but also reflected on the enduring legacy of an industry that has continued to adapt, evolve and excel for over 150 years.

The 2025 ceremony saw a record number of entries and a sold-out evening, demonstrating the depth of talent across the country. It was also a fitting moment to honour every

individual working in and for the industry playing a crucial role in maintaining what is often called the 'industry of industries.'

Thank you to every company and employee who has entered for our awards, to all of our sponsors and to our judges for giving your time and your commitment. This event would not have been possible without you. We also congratulate the year 10 students at Bridgewater High School, Warrington, who have once again designed our Award trophies, sponsored by Solvay.



## Congratulations to all our Chemical Industry Awards 2025 Winners

Chemical Industry Awards 2025

### Manufacturing & Resource Efficiency Award

Sponsored by: Hynamics, EDF Group

Winner: **Stepan UK LTD**

**Stepan** 

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### Sustainability Award

Sponsored by: On-Site Energy

Winner: **GSK, Irvine**

**GSK**

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### Future Leader Award

Sponsored by: The Salters' Company

Winner: **Elish Chambers**

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### Chemical Industry Service Provider of the Year Award

Sponsored by: SLR Consulting

Winner: **CATCH**

**CATCH**

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### Responsible Care Award

Sponsored by: INEOS Inovyn

Winner: **Lubrizol, Huddersfield**

**Lubrizol**

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### GSK Innovation Award

Sponsored by: GSK

Winner: **Exergy3**

**EXIII**  
EXERGY3

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### Skills Award

Sponsored by: Cogent Skills

Winner: **GSK Zinnat Supply Chain**

**GSK**

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### ED&I Award

Sponsored by: Dow

Winner: **DSV Air and Sea Ltd**

**DSV**

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### CIA Company of the Year

Sponsored by: CIA

Winner: **Victrex**

**victrex**

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### Special Responsible Care Award for Process Safety Leadership

Sponsored by: AXIOM

Winner: **Victrex**

**victrex**

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### Best Workplace Health Initiative Award

Sponsored by: Grain LNG

Winner: **SABIC UK Petrochemicals**

**سابك**  
**sabic**

Chemical Industry Awards 2025

### Nick Sturgeon Unsung Hero Award

Sponsored by: CIA

Winner: **Martin England**

**Meet the 2025 Award Winners**



See you at the  
**CIA Chemical Industry Awards**  
on Thursday 18 June 2026  
at the **Kimpton Clocktower Hotel,**  
**Manchester**





[www.cia.org.uk/ciabata](http://www.cia.org.uk/ciabata)

## Helping members to manage their Climate Change Agreements

Key elements of CIABATA's role include:

- Helping new entrants to join the chemical sector CCA
- Working with participants to support their compliance with CCA obligations including collecting and reporting data on performance against targets to EA
- Negotiating with Department for Energy Security and Net Zero (DESNZ) to agree CCA targets for the sector and its participants
- Helping members to manage their Climate Change Agreements and save on energy tax

CIABATA is the subsidiary company of the Chemical Industries Association, which manages and administers the chemical sector climate change agreement (CCA) with the Department for Energy Security and Net Zero (DESNZ) and the Environment Agency (EA) on behalf of participating members.

## Environment and climate change

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### ENVIRONMENT

#### Landfill Tax Reform (England and Northern Ireland)

The government issued a [Consultation on reform of Landfill Tax](#) in late April. The proposals include elimination of the lower rate (used for inert materials) by 2030 meaning a 30-fold increase in cost. The water discount scheme is also to be removed by 2027 bringing further significant cost for waste streams containing water. The consultation is cited to be driven by a need to reduce waste crime and to improve circular economy.

The additional cost burden for some CIA members is significant (>£10million/year) and is a serious business viability concern and threat. Landfill also remains the best and only option for certain wastes, which cannot be recycled or reused. CIA has urged the government to seriously rethink its proposals in a letter to MP's, with more detail in our formal response (submitted in late July). Other sectors e.g. UK steel, Energy UK, Minerals have expressed similar concerns. Some of the products made by businesses impacted are critical for UK infrastructure and enablers for UK decarbonisation, so much wider implications could result if punitive taxes are pushed through and responsible businesses fold or move elsewhere. The CIA continues to advocate against the proposals with member support.

### UK BAT (BEST AVAILABLE TECHNIQUES)

There are approximately 460 permitted installations in the UK that may be directly impacted by UK BAT. The range of installation locations across the UK are shown in in Table 1 below.

Of these installations it is anticipated that approximately 300 will be impacted by the **Waste Gas treatment in the Chemical sector (WGC) BAT conclusions**.

Country	Permitted installations	Likely number of impacted installations
England	418	Up to 300
Wales	19	~10
Scotland	19	~10
Northern Ireland	4	4

Table 1: Permitted installation and numbers likely to be affected by the UK BATC for WGC

The UK BAT team published an updated (F2) UK Waste Gas Treatment for Chemicals (WGC) BAT conclusions document last September along with an updated 'Interpretation Guidance and Supplementary Information document.

F2 remains unchanged (aside from minor administration changes). F2 contains the new tighter air emission limits (for 28 pollutants) that sites will need to achieve. The limits will mirror those of the EU WGC, which are currently being implemented.

Both F2 and the guidance document were approved by the Standards Council in December. A RIA (Regulatory Impact Assessment) also needs to be completed. The RIA is the responsibility of Government and will capture an estimate for the cost of compliance for operators to meet the tighter air emission limits.

Latest update is that all three documents (BATc, Interpretation Guidance and RIA) await ministerial sign off. They will then go out for a 12-week public consultation (currently planned for autumn 2025). Responses will then be reviewed and final minister sign offs obtained prior to publication, which is being targeted for May 2026. Elections in Scotland and Wales in May 2026 are a potential for further delay if progress does not go as planned. Publication of WGC sets the 4-year clock ticking, with compliance required by summer 2030 although additional time (e.g. 6 months) may be provided due to the substantial number of permits that need to be updated. WGC sites will also need to comply with tighter water limits to surface waters at the same time (CWW).

In the Interim period prior to WGC publication, sites should be undertaking BAT gap assessments (against F2) to assess where additional abatement or upgrades may be needed to meet WGC and CWW BAT limits. The CIA (with UK regulator input and review) drafted and shared a 'CIA CWW handy guide' to help sites impacted to fully assess their water discharge(s) against the new requirements. As members prepare for WGC & CWW, CIA has requested that any queries or uncertainties about how to meet BAT are shared so we can continue to seek further clarity



and ideally examples of ‘how to comply’ from our regulators. This can be built into their ‘cross cutting guidance’ which is a reference document to help UK regulators Implement requirements consistently.

The **UK LVIC** (Large Volume Inorganic Chemicals) BAT is still planned to be in Tranche 2 of UK BAT. An author for LVIC has still to be assigned so the LVIC BATc kick-off seems unlikely to begin this year. When it does start, the EA will be looking for Industry Technical Working Group (TWG) volunteers shortly (which the CIA will help coordinate). The UK is likely to collect its own data for UK LVIC sites so divergence from the EU BAT conclusions and emission limits is a possibility. CIA will be looking to support LVIC members through the BAT process once it begins and will lead our Industry TWG team.

CIA met with DEFRA on 24th April to share our thoughts on **regulatory reform**. DEFRA is planning a consultation this autumn which aims to improve the permitting system in England to support Innovation and UK growth. This is partly driven by [The Corry Review—an independent review of Defra’s regulatory landscape](#): The review presents 29 recommendations to change environmental regulations in a way that delivers growth whilst taking into account the need to conserve and restore nature. Some of DEFRA’s initial proposals include asks from our CIA Position Statement [Modernising UK’s environmental permitting process](#). The statement summarises six guiding principles and desired outcomes to present a vision of how Industry would like UK BAT to evolve in the coming years.

## EU IED and BREF developments

The latest Industrial Emissions Directive (IED) was published in the Official Journal on 15th July 2024, available [here](#). Member States have until 1st July 2026 to transpose the IED into national legislation.

The EC is consulting on the interpretation of the Industrial Emissions Directive this summer and aims to adopt decisions in a Commission Notice in autumn (date tbc). It is proposed that the competent authorities set the strictest achievable limit values; on derogations, reassessments to be carried out by June 2030; Environmental Management Systems (EMS) to be prepared before the permit can be granted. It also confirms that the EMS does not need to be EMAS or ISO 14001 certified.

A ‘cleaner air’ consultation closed in November and is planned for Q4 2025

implementation in Europe [EC public consultation on the National Emission Reduction Commitments \(NEC\) Directive](#). The NEC Directive sets national emission reduction commitments for 2020 and 2030 that need to be implemented by Member States for the EU’s five important air pollutants: nitrogen oxides (NOx), non-methane volatile organic compounds (NMVOCs), sulphur dioxide (SO2), ammonia (NH3) and fine particulate matter (PM2.5). The directive might have indirect impacts on permitting as Member States may choose to set stricter requirements for IED sectors to contribute to national emission ceilings.



On **PFAS**, it maintains the Drinking Water Directive limits for 20 PFAS and a separate limit for the sum of 4 PFAS for groundwater; no change to the EQS for surface water. The European Commission has proposed a PFAS in drinking water monitoring plan. SCHEER issued a final opinion “Draft Environmental Quality Standards for PFAS total under the Water Framework Directive” on April 7th 2025 and it is available [here](#).

The EU Council and Parliament reached an agreement on the **Soil Monitoring Law** in April. See [Council](#) and [European Parliament](#) press releases. The provisional agreement maintains the aspirational, non-binding



goal of achieving healthy soils by 2050. An indicative watch list of emerging substances that could pose a significant risk to soil health, human health or the environment, and for which data is needed, will be drawn up 18 months after the law enters into force. This list will include relevant PFAS and pesticides.

## Resources and Waste Strategy

**PackUK** has been launched to deliver the UK’s Extended Producer Responsibility for Packaging (**pEPR**). [PackUK – pEPR scheme administrator launched](#). PackUK will set pEPR’s fees, raise the fees from obligated producers and make packaging waste disposal payments to local authorities in return for the delivery of better collection and recycling services. [PackUK Advisory Group](#).



In July PackUK published [the 2025 base fees](#) for the Extended Producer Responsibility for packaging (pEPR) scheme, providing crucial certainty to producers ahead of the first invoices in October 2025. The fees for aluminium packaging have dropped by 39%, from £435 per tonne to £266 per tonne, while the fees for plastic have declined by 13% from £485 to £423. The only fee to increase is for fibre-based composite fees, which has increased by 1% from £455 to £461.

Last August the Government consulted on plans to include waste in the UK Emission Trading Scheme. Read [full consultation](#) [here](#) and [CIA Brief](#). They intend to put measures in place to try to pass the cost of the carbon price paid on waste combustion back to the ‘customer’ via pEPR. Following member input, we submitted an ETS with Waste CIA Response. The government has issued a [UK ETS scope expansion to waste: interim response](#). CIA has issued a brief to our networks.

## PFAS and PFOA in firefighting foams

CIA hosted monthly PFOA firefighting foam information share meetings from September 2024 with the final one held this June to help our members prepare for the ‘all uses banned’ of PFOA (Perfluorooctanoic acid (PFOA), its salts and PFOA-related compounds) in firefighting foams by 4 July 2025. Active and interested members have access to information on our share point. A final updated regulator guidance and FAQ document is now available on the SEPA website. [Guidance | Scottish Environment](#)

**Protection Agency (SEPA)** – under POPs waste guidance.

Some sites have switched from the banned C8 based PFOA foams to C6. The C6 foams are not banned, although they are likely to be a few years. With this in mind a lot of C6 foam manufacturers have ceased production already meaning that C6 foams will be hard/expensive to source. Members with C6 foams should therefore be considering contingency plans or further transition plans to fluorine free firefighting foams as a matter of urgency.

## UK REGULATOR UPDATES

The CIA meets routinely with regulators. The most recent updates are as follows:



### Environment Agency (EA)

The Agency has a 2025 Chemical Sector Plan which is focussing on those sites which feature at the top of annual emission tables for NMVOC’s, NOx, N2O, Lead, CFC’s, PFC’s, HFC’s and Toluene. A number of CIA member sites either have or will receive additional attention this year. The CIA has raised awareness with individual members potentially impacted to offer support.

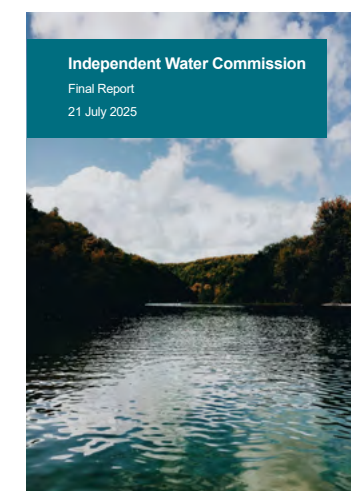
The Environment Agency increased permitting resources by 30% in the last 2 years. Resource levels are being sustained. Feedback from the EA was that performance improvements made in 2023 were sustained in 2024. Permit queue times are slowly reducing. Where operators still have concerns or need help, please contact CIA or you can contact the National Permitting Service directly via [matthew.williamson@environment-agency.gov.uk](mailto:matthew.williamson@environment-agency.gov.uk). Operators are encouraged to make use of the EA pre-application service to reduce rework or missing application requirements. Link here: [Get advice before you apply for an environmental permit](#). The EA also has a new digital platform which will be used for applications.

The government’s [Regulatory Action Plan](#) sets out an intention to reduce regulatory burdens by cutting the administrative costs of regulation for business by 25% by the end of this Parliament. Where new regulation is necessary, cost should be minimised and alternatives to regulation championed. Unnecessary regulatory barriers should be removed to open opportunities for innovation. CIA is referencing these plans when we need to push back on anti-growth proposals such as the landfill tax reform.

Industry needs to remove from use all items of equipment that contain polychlorinated biphenyls (**PCBs**) by end of 2025. Sites with any PCB containing transformers should discuss them with their regulator. Transformers with a concentration of PCB oil greater than 50ppm (but less than 500ppm), or a total volume of PCBs greater than 0.05 litres (50ml) can be used until 31 December 2025. They must then be either decontaminated or disposed of as soon as possible. The EA has a helpline [pcb-enquiries@environment-agency.gov.uk](mailto:pcb-enquiries@environment-agency.gov.uk).

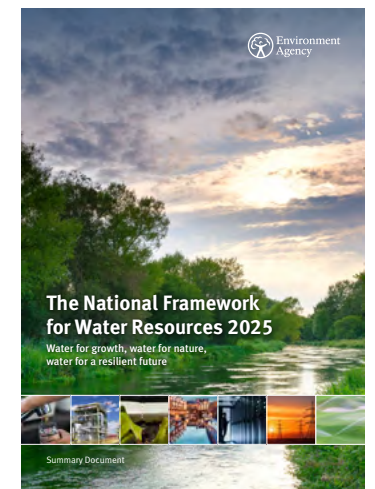


The **Environment Agency waste charges consultation** closed in January. The consultation proposes to bring in charges for waste exemptions and to recover costs from suspected illegal waste activities (e.g. breach of an EPR permit – £100/hr investigation cost planned). The EA also proposed a substantial increase in **COMAH fees from £161/hr to £264/hr**. This generated concern for some members. CIA responded highlighting that the significant price increase was not value for money and was disproportionate. The response has been issued (1 July) and charges will go ahead from July 2025 as planned: [Response document summary](#). Aside from increased COMAH rates there is fixed charges for medium combustion plant and waste exemption registration and compliance charges.



The [Independent Water Commission review of the water sector](#) final report (444 pages) issued in July sets out recommendations for reform to improve the water sector regulatory system in

England and Wales. It includes a review of the chemical supply chain related to water quality. It also intends to establish whether an Extended Producer Responsibility scheme is needed for the water sector to fund necessary improvements. CIA is developing a strategic action plan to support our sector. Linked to this the Environment Agency launched their National Framework for Water Resources



in June ([National Framework for Water Resources 2025: water for growth, nature and a resilient future](#)). They also uploaded information on their Water Hub ([The National Framework for Water Resources – Join Our Community | Engage Environment Agency](#)). The CIA provided input to try to help protect members who abstract water, but sites need to be aware that the EA may look to modify abstraction licences (as part of increased powers in 2028). To proactively prepare CIA suggests joining a local abstractor group. Contact CIA for help or further information.



All COMAH and EPR sites should have **climate change adaption risk assessments** incorporated into their management systems by now. Sites are not expected to submit their CCA risk assessments but should be ready to show inspectors who may ask to see them. The HSE and EA has updated their



draft delivery guide for inspectors to use when auditing sites and issued it on the SEPA website in May: [Operational Delivery Guide: Inspection of COMAH Operator Natech and climate change adaptation](#). This guide is useful for members who may wish to self-audit their plans ahead of a regulator audit. Feedback suggested quite a lot of sites were unaware of the latest flood risk document which can help them with climate change risk assessments. [National assessment of flood and coastal erosion risk in England 2024 – GOV.UK](#).

[Hydrogen combustion: comply with emission limit values](#). The EA published guidance on gov.uk on behalf of the UK environmental regulators on how to comply with emission limits for combustion of hydrogen as a fuel. This is important guidance in enabling decarbonisation, as it provides regulatory certainty for those considering decarbonising their combustion activities by switching to hydrogen fuel.

In March the EA [published](#) new standard rules for **low-risk research and development activities** to be used in conjunction with permitted installations. [SR2024 No 1: research and development at a Part A\(1\) installation – GOV.UK](#). The standard rules allow operators to undertake research and development at a permitted installation on a time-limited basis, where potential risks from emissions to air, water or land are screened out from requiring detailed assessment using the H1 risk assessment tool, or an equivalent alternative.

The rules are applied to an existing permit by way of variation. Once the variation has been determined by Permitting, the new rules will allow an operator to notify lead site officers of individual research and development activities during the life of the permit, without the need for permit variations but with each requiring specific written agreement.

The Environment Agency published new guidance on production of hydrogen from water using electrolysis. [Environment Agency publishes guidance on production of green hydrogen](#).

The EA operates an active **Definition of Waste** Service (DoW) service. Check their guidance online to [Check if your material is waste](#). They have an expert panel that may be able to help you reclassify your waste as a byproduct or to help you find UK recovery options. Please contact the team at [dowservices@environment-agency.gov.uk](mailto:dowservices@environment-agency.gov.uk).



**Natural Resources Wales (NRW)** [Wales' new Environment Bill](#) was Issued in June. The bill is intended to fill the environmental governance gap in Wales that has existed since the UK left the EU. The Bill has three focuses. These are the establishment of a new environmental watchdog, the requirement for ministers to set legally-binding nature targets, and the requirement of environmental principles to be applied to new policy-making.

NRW had a resource freeze for most of 2024 and Q1 2025, which was lifted. Attrition has seen some loss in resource levels with knock on impacts to permit processing times. CIA suggests operators make use of their [naturalresources.wales environmental permits pre-application advice](#) to support better quality applications to help minimise any delay potential. The first 2 hours of advice is free.

NRW Operations teams sent out Regulation 61s (a legal notice) to all installations. They received >95% response rate for their online Climate Change Adaptation survey. NRW timeline requirements are that CCA work, risk assessments and conclusions are embedded into the site's management systems by 31/12/2026 (to align with the EA (nuclear) and other regulators).



**Scottish Environment Protection Agency (SEPA).** SEPA consulted on [proposed changes to our Environmental Authorisations \(Scotland\) Regulations guidance on Public Participation and Fit and Proper Person Test](#). Closed 30th March 2025. The main points in CIA's response included:

- Concern that the proposed additional/early public consultation step will delay permit application processing further. Additional delays and cost go against regulator requests to support UK growth.
- SEPA must consider issues raised by third parties. We have suggested that they screen issues so that only credible issues are taken forward for review and only ones with significant environmental interest / impact.
- Several questions were raised regarding Fit and Proper Person proposals. Is there an appeals process? Clarification

of 'Person', which we believe can be a company. We also requested that SEPA share their own process for ensuring their regulators are Fit and Proper.

SEPA issued their response in late July, [SEPA consultation digest](#). Only minor changes were made and none based on CIA/member comments. The updated [Public Participation Statement](#) and guidance [On Who Can Hold an Authorisation: In Control and Fit and Proper Person](#) have been published.

**SEPA** consulted on a proposed **Environmental Performance Assessment Scheme (EPAS)**. The [consultation](#) closed on 30th June 2025. EPAS is a new way to report the environmental performance of the authorised individuals, businesses and organisations that SEPA regulate with respect to their legal environmental requirements. EPAS will replace the existing [2009-2019 Compliance Assessment Scheme](#). CIA responded and highlighted several concerns raised by members. We stressed that 30 days is often too short a timeframe to resolve a compliance issue. The scheme uses negative terminology and provides no incentive other than a stick approach for improvement. It is likely to consume significant additional resources to administer for both regulator and operator. A response is due in the autumn.

## CLIMATE CHANGE

### Industrial Strategy

The Industrial Strategy was published in June. As well as numerous mentions of the importance of chemicals throughout the Strategy and accompanying Action Plans, the Strategy contained a few positive developments in the energy space.

Under the British Industry Supercharger, the government is increasing support for the most energy-intensive firms by reducing their exposure to their electricity network charges. Eligible businesses currently get a 60% discount on those charges but from April 2026 that will increase to 90%. It is CIA's understanding that businesses will be able to back-date the 90% relief to April 2025 once the scheme starts in April 2026. The Department for Business and Trade have since published their consultation on the proposal and CIA have responded in support.

Another development was an announcement about a new scheme altogether... From 2027, a new British Industrial Competitiveness Scheme will exempt over 7,000 electricity-intensive businesses in manufacturing sectors from paying levies such as the Renewables

Obligation, Feed-in Tariffs and the Capacity Market. This is the same as the relief provided by the British Industry Supercharger but with two important differences: 1) it covers a larger cohort of businesses and; 2) it does not include Network Cost Compensation (i.e. relief on electricity network charges). The scheme is expected to reduce the electricity cost of eligible firms by approximately £35-40 per megawatt hour up to 2030. Eligibility and other details will be determined by consultation shortly, with a review point in 2030.

CIA understands that the British Industrial Competitiveness Scheme will sit alongside, rather than replace, the British Industry Supercharger. Businesses in chemical sectors not eligible for support under the British Industry Supercharger may want to push for inclusion in the British Industrial Competitiveness Scheme and CIA will support their efforts.

### A new Climate Change Agreement scheme

At the start of this year, the Department for Energy Security and Net Zero (DESNZ) launched a data collection exercise to gather performance data for the final target period of the old scheme, as well as a baseline and target setting exercise for the new scheme. The deadline for the submissions of baseline data was 17 April but this was extended until the end of April owing to an acknowledgement by Government of the tight turnaround time for industry.

CIABATA, CIA's subsidiary company which administers the chemical sector agreement, helped participants to collate their data and submit ahead of the deadline. In mid-July we received our sector's initial target proposal of 12% energy efficiency improvement by 2030, from a baseline of 2022. This target represents an increase in ambition for the sector at a difficult time, and does not reflect the data participants provided to Government.

CIA have written to Secretary of State Miliband and submitted written evidence outlining why a 12% target is not realistic. In our written submission we make a counterproposal for a 5% target, which is the average improvement submitted by our sites in the data collection process. The Government will consider our evidence and confirm our final sector target in September.

If you would like to be involved or have any questions about the new scheme, please get in touch with [ciabata@cia.org.uk](mailto:ciabata@cia.org.uk). CIA and CIABATA will continue to follow the progress

of scheme development and will notify members and chemical sector participants of any impending deadlines.

### UK ETS Scheme Evaluation – Phase 2

In May the Authority began the second phase of an evaluation of the UK ETS, launching a stakeholder survey to collect evidence from scheme participants and relevant sector associations. CIA were interviewed by CAG Consultants working on behalf of the Department of Energy Security and Net Zero.

We explained that in our sector, we can point to significant emission reductions since the start of the UK scheme in 2021; Chemical sector emissions have decreased 38% between the 2021 and 2024 reporting years. Disappointingly, none of this emission reduction was as a result of switching away from the use of natural gas for heat (i.e. to electricity, biomass or hydrogen); rather it was as a result mainly of closure, and then of decreased activity levels. These figures do not account for more recent closures.

This reduced production signals a decrease in the UK's industrial competitiveness, owing to the high cost of energy and climate-related policy. We made it clear that a key outcome of the review should be to determine whether the scheme has been effective in decarbonising sites or simply shutting them. Our view is that if it is shown that the UK ETS has not delivered for certain sectors (e.g. chemicals) then the reasons must be found out, and other approaches must be considered. Once the review conclusions are made public we will circulate the outcome to members.

### Dynamic allocation in the UK ETS

In July, CIA's Energy & Climate Change Policy Network met with the UK ETS Authority to discuss concerns we have regarding the amount of free allocation that might be available to participants during the second allocation period, 2026-2030.

Between April and June of this year, the UK ETS Authority carried out a baseline data collection exercise to gather historic activity level (HAL) data from UK ETS participant sites, for the period 2019-2023. The average historic activity level (i.e. the average level of production) during this baseline period will be used to set the rate of free allocation a site will receive in the second free allocation period (2027-2030).

This is problematic because the period in

question (2019-2023) contains anomalous production levels relating to first COVID-19 and then the energy price crisis that accompanied the start of the Russia-Ukraine conflict. As things stand, UK ETS participants that were negatively impacted by these crises can expect a lower level of free allocation during the period 2027-2030, at a point in time when the UK sector should be on the path to recovery and aiming to increase its production. The result would be a mismatch of production and free allocation that could harm the competitiveness of UK sites and act as a break on growth.

The Government consulted on introducing a more dynamic approach to free allocation in their 2023 consultation UK ETS Free Allocation Review (pages 13-15). The proposed approach would see free allocation adjusted after the end of each scheme year to reflect actual activity at sites.

As a sector, we fully support the Government's proposal to introduce dynamic allocation as a much fairer and more competitive form of free allocation. Such an approach would mitigate the issues associated with historic crises, ensure a site's allocation more closely aligns to its production, and reduce the drag that lagging free allocation levels can have on growth. We asked the UK ETS Authority to respond to its consultation, taking forward this more rational and prudent proposal.

**Linking the UK and EU ETS** – Following the UK-EU 'reset' Summit, hosted by Keir Starmer in London on 19 May, the Government released further details of an agreement between Westminster and Brussels to work towards linking the UK and EU Emissions Trading Schemes (ETS).

CIA were invited to provide input to the negotiations and worked with our Energy & Climate Change Policy Network to develop a position paper which was submitted to Government in July. At a high level, we are asking for Government to ensure negotiations on linking do not reduce the policy certainty needed for sites to invest in decarbonisation here in the UK. We are also asking the Government to retain several proposed changes to the UK ETS scheme that would make it a more effective policy measure, for example dynamic free allocation.

Public information about the negotiation process is still vague but there have been legislative movements in Brussels to open the floor to negotiations and on our side of the Channel, the Department for Energy Security and Net Zero say they remain open to engagement with UK industry.





# Q&A with CIA's Future Leader Award winner — Elish Chambers

Engineering First Line Leader,  
answers questions  
about her role at GSK

“... the shortlist was incredibly strong with talent from across the industry, so I felt proud and humbled to be honoured with the Future Leader award —  
Elish Chambers



## Q — How did it feel when your name was announced?

**A** — I was totally surprised to hear my name announced as winner; the shortlist was incredibly strong with talent from across the industry, so I felt proud and humbled to be honoured with the Future Leader award. I also felt huge gratitude to my colleagues, friends, and family who have helped me reach this point in my career. More than anything, I felt honoured to realise that this award is not just about personal achievement—it is a chance to represent young professionals, advocate for the chemical industry, and contribute to driving meaningful change in the sector. It is a responsibility I am truly privileged to take on.

## Q — Tell us a bit about you and your background.

**A** — I graduated with a master's in chemical engineering from Lancaster University, where I took my first step into the chemical industry completing process engineering internships at GSK and AstraZeneca during my studies. Following graduation, I joined GSK's Future Leader Programme, a rotational scheme through engineering disciplines at different manufacturing sites. In my current rotation as an Engineering First Line Leader, I lead a team of engineering technicians to ensure safety, operational performance, and continuous improvement across liquid inhalations manufacturing, filling and packaging. I've also previously completed rotations as a Project Engineer and Platform Engineer. Alongside my technical role, I am passionate about promoting inclusion and inspiring the next generation to pursue careers in the chemical industry. I serve as a board member for WISE Young Professionals, where I work to drive inclusivity in STEM fields.

## Q — What do you love about your job?

**A** — What I love most about my job is the variety of opportunities it gives me to make a meaningful impact. Being on a graduate scheme, I've valued the opportunity to rotate through different roles and departments, building my foundation as a young engineer. Whether I'm solving technical challenges, supporting my team's growth, or contributing to cultural change, I know the work I do plays a role in delivering life-changing medicines to patients. The fast-paced and ever-evolving nature of the chemical industry means I'm constantly learning, which keeps me motivated and excited about the future.



## Q — What first interested you about the Chemical Industry?

**A** — Initially, I studied medicine, but I discovered my passion for the chemical industry after switching to chemical engineering at university. I was inspired by the sector's ability to create solutions that directly improve lives, from sustainable energy to pharmaceuticals. What excites me most is how dynamic the industry is—constantly evolving to tackle global challenges like sustainability and innovation. The blend of science, collaboration, and creativity captivated me, and I've since been motivated to showcase the breadth of opportunities within the industry and dispel stereotypes that may deter others from exploring it.

## Q — What do you think can be done to attract others to join the industry?

**A** — To attract others to the chemical industry, we need to showcase the diverse career opportunities it offers and emphasise its real-world impact. Many people don't realise the breadth of roles available, from engineering and research to marketing and supply chain. Outreach programmes, hands-on workshops, and insight days are great ways to engage future talent and break down stereotypes. It's also important to create accessible entry points, such as apprenticeships, internships, and mentorship schemes, to make the industry more inclusive. By highlighting how the chemical industry contributes to solving global challenges—like sustainability, healthcare, and innovation—we can inspire the next generation to see it as an exciting and meaningful career choice.

## Q — What do you hope to achieve as Young Ambassador with the ChemTalent Network?

**A** — As Young Ambassador, I hope to achieve three key goals: learn, advocate, and educate. I want to learn from professionals across the chemical industry to better understand the shared challenges we face, as well as the unique opportunities and issues in different sectors. By building this understanding, I aim to advocate for the industry—amplifying the voices of young professionals, influencing policy, and championing innovation and sustainability to help the sector thrive. Finally, I hope to educate the public and future talent about the breadth of roles and opportunities in the industry, from STEM to marketing and beyond, while showcasing its transformative work. I want to inspire more people to see the chemical industry as an exciting and meaningful career choice.

## Q — What do you consider the biggest challenges facing our industry at the moment?

**A** — The industry faces several challenges, including managing sustainability while maintaining growth, addressing skills gaps, and navigating economic pressures like high energy costs. As we transition to greener solutions, innovation in renewable resources and circular economy practices is vital. Additionally, attracting and retaining talent is crucial to support technological integration and maintain competitiveness. These challenges require collaboration, adaptability, and a commitment to fostering a skilled and inclusive workforce.

## Q — Where would you like to see yourself in 10 year's time?

**A** — In ten years, I hope to be in a leadership role where I can contribute to shaping the future of the chemical industry. I aspire to lead initiatives that drive sustainability, foster diversity and inclusion, and support innovation to address the evolving needs of the sector. Mentoring young professionals is also something I'm passionate about, as I want to help others build fulfilling careers and encourage the next generation of talent to see the chemical industry as a force for positive change. Ultimately, I'd like to be part of positioning the industry as a global leader in tackling societal challenges like clean energy, healthcare, and environmental sustainability.

## Q — Finally, there are some exciting plans in place for ChemTalent over the coming year. How can people get involved?

**A** — ChemTalent provides an invaluable platform for young professionals to connect, develop skills, and contribute to the industry's future. People can get involved by attending events, participating in workshops, and sharing their perspectives on key issues. I encourage everyone to sign up for the ChemConnect newsletter and reach out to [chemtalent@cia.org.uk](mailto:chemtalent@cia.org.uk) to join the network. Together, we can inspire, innovate, and transform the industry for the better.



“... I know the work I do plays a role in delivering life-changing medicines to patients.  
Elish Chambers



All information about our upcoming events will be shared on our LinkedIn page, @CIA ChemTalent. You can join the network by emailing [tamayod@cia.org.uk](mailto:tamayod@cia.org.uk), or register an interest in joining the ChemTalent committee and having a greater involvement in our events by emailing [chemtalent@cia.org.uk](mailto:chemtalent@cia.org.uk). We look forward to your participation and engagement as we work together to shape the future of the chemical industry!





## Responsible Care

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### RESPONSIBLE CARE

As we navigate the challenges and opportunities of a rapidly evolving industrial landscape, the chemical sector continues to show resilience, adaptability, and a strong commitment to Responsible Care. From leadership in process safety to adapting to significant regulatory changes, collaborative efforts across CIA's Responsible Care Cells and Networks continue to shape a safer, more sustainable future.

### RESPONSIBLE CARE CELL MEETINGS

#### Completing the Cycle: Insights from the 2024/2025 meetings

The annual cycle of Responsible Care cell meetings and network events has now concluded, bringing with it a wealth of insights and good practices from across the sector. These forums, which are integral to the CIA's experience and knowledge-sharing ethos, provide a valuable platform for members to share experiences, tackle common challenges and reinforce the importance of visible EHS leadership in upholding the core tenets of Responsible Care. Read on for more detail on the key themes emerging from this year's cycle.

#### Process Safety Leadership

Leadership accountability, particularly in proactively managing process safety risks and driving a culture of continuous improvement, was often a topic of discussion. Members shared case studies demonstrating how visible leadership and active engagement at all levels can prevent incidents and enhance operational resilience in high hazard chemical operations. Examples have included a tank farm project to replace ageing plant (resulting in COMAH inventory reduction and improved systems), improved automation of production units and initiatives on process safety risk assessment and alarm management.



Of particular note was the discussion around the need for process safety performance indicators which are visible to the senior leadership team, who themselves have an understanding of the risks and potential impacts of failing to control those risks. It was therefore timely that in July the Institute of Directors publication 'Business Risk Management Competency for Board Members' was issued, facilitated by the Process Safety Forum of which the CIA is a founding member. This standard provides a practical framework for organisations to follow. The full standard can be accessed on the Process Safety Forum website: [IoD PSF Standard – business risk management competency for board members of high hazard industries](#).

Watch this space for more on all aspects of leadership towards the end of this year!

#### Workplace Health & Wellbeing Programmes

Workplace health and wellbeing remained high on CIA members' agenda, with many organisations highlighting the mental health and physical wellbeing of employees as critical elements of sustainable performance.

Programmes promoting psychological safety, return-to-work support, and proactive stress management were among the good practices shared, though there is growing evidence that workplace health and wellbeing programmes are often not based on robust data around sickness absence types and the typical worker demographics affected. Whilst GDPR compliance can often be a barrier to collecting this data, particularly for global organisations, the Responsible Care team will focus on the practical steps that can be taken to enable members in ensuring their workplace health and wellbeing programmes are meaningful, measurable and most importantly effective. The CIA's Sustainable Health Metrics Tool, relaunched in 2024, can help member organisations to 'temperature check' their programmes and health and wellbeing strategy – this is available on the CIA website [Sustainable Health Metrics 2024 | People and Skills | Our focus | Chemical Industries Association](#).

Building on the previous success of the CIA's Leadership Series as well as working with the Chemical & Downstream Oil Industries Forum (CDOIF) Occupational Health Working Group, a range of revised and new guidance documents will be available by the end of 2025. From how to set up workplace health and wellbeing policies to identifying and managing the measures of success, these suites of guidance will provide a great starting point for those setting up a new workplace health and wellbeing management system, or a robust benchmark to audit existing systems against.

#### Cyber Security

Cyber security has emerged as a growing concern across the industry, which in tandem with the 'summer of discontent' involving the high-profile IT and customer data hacks experienced by M&S, The Co-op and Harrods, is increasingly a priority compliance area for high hazard sites.

With OT (operational technology – essentially the computers that run processing and storage plants) and IT systems very much linked, there is an increased emphasis on securing critical infrastructure. The CIA is supporting members in taking steps to implement robust cyber hygiene practices and enhance incident preparedness, recognising that cyber resilience is as vital as physical safety in today's interconnected world.



#### Cyber Assessment Framework 4.0

The CAF is a collection of cyber security guidance for organisations that play a vital role in the day-to-day life of the UK, with a focus on essential functions.



To measure your organisation's resilience against cyber attack, the [Cyber Assessment Framework – NCSC.GOV.UK](#) is an excellent resource against which to do a gap analysis. For high hazard site operators, the HSE's [Cyber Security for Industrial Automation and Control Systems \(IACS\) EDITION 2](#) provides a robust starting point and is the regulatory tool currently in use by the HSE during their inspections.

#### Renewed Focus on Responsible Care Cell & Network Priorities

At each Responsible Care Cell and Network meeting, top three priority topics are agreed and reviewed. The aim is to support CIA members in overcoming whatever challenges they face in relation to these priority discussion areas.

Along with using the CIA members' Indicators of Performance (IoP) data, the CIA's Responsible Care team are collating the discussion themes arising from Cell and Network meetings to identify topical trends, ensure the priority topics remain relevant for members and identify the support required by the CIA – this may be liaising with regulators, connecting fellow CIA members to share good practices or delivering topic-specific webinars, as an example.

The real value will always lie in the discussion and sharing of experiences at the Responsible Care Cell and Network meetings. However, as the new priority topic trends emerge and more focused discussions take place, the outputs coming from these meetings will become even more powerful. An example of this was the recent CIA/HSE Human Factors webinar (see below) which was held in response to an identified need from members.

If you aren't already a member of the CIA or are an existing member that is not currently attending any Responsible Care Cell or Network meetings, please do reach out to a member of the CIA's Responsible Care team to find out how to get involved.



## Countdown to Compliance: PFOA Firefighting Foam Ban Comes into Effect in the UK

A major regulatory milestone for the UK chemicals industry has arrived with the ban on PFOA-containing firefighting foams taking effect on 4th July 2025. This significant change, which is part of broader efforts to phase out persistent organic pollutants (POPs), has far-reaching implications for emergency response preparedness at industrial sites.

To support sites in navigating the transition, SEPA has published a comprehensive FAQs document, shaped significantly by member queries raised during the CIA's PFOA Information Exchange Forum. Although the forum has now closed, the legacy of that dialogue continues to benefit the wider industry. The FAQs document is available on the SEPA website.

The CIA urges all sites to engage proactively with their environmental regulators to ensure a smooth and compliant transition away from PFOA-based systems. Collaboration, transparency, and early planning will be key to minimising disruption and maintaining high safety standards during this period of change.

## Turning Data into Action: Preliminary IoP Results Released

The data set following the Indicators of Performance (IoP) 2024 member survey is now being reviewed, offering valuable insight into the sector's health, safety, and environmental performance and trends against previous years' data.

A heartfelt thanks to all CIA members who contributed their data – your commitment enables the CIA to identify trends, benchmark progress, and target support where it is needed most. Early results highlight areas of strong performance and flag opportunities for further improvement.

The CIA will continue to analyse the findings in greater detail and share thematic insights with members in the coming months.

## GENERAL RESPONSIBLE CARE NEWS

### CIA's Responsible Care Guiding Principles & Member Charter

Formally approved by the CIA's Executive Council – the updated Responsible Care Guiding Principles and Member Charter will be circulated to all member organisations for sign off via Docusign. There is now the option to include the member company logo on the Member Charter document, along with the traditional signature line.

The refreshed Guiding Principles will be available on the CIA's website in due course – keep an eye out for a fresh new look on the CIA's Responsible Care webpages too, we've been working hard behind the scenes to bring our information up to date and make it easily accessible.

There is also a new Responsible Care logo from the International Chemical Councils Association – a note to CIA members if the previous logo is in use, this will need to be replaced with the new logo by December 2025. Please contact a member of the Responsible Care team to request the new logo and brand guidelines.



### Focus on Human Factors

On the 10th of July, and in response to Human Factors being a consistent priority across the CIA's Responsible Care Cells and Networks, the CIA hosted a webinar with Elaine Skilling, HM Principal Specialist Inspector of Human Factors Engineering of the HSE.

The webinar was aimed at those operating COMAH sites and engaged in dealing with Human Factors (HF) considerations in the prevention and mitigation of Major Accident Hazards. Elaine gave a presentation structured around the elements of HSE's Human Factors Delivery Guide, and answering questions on HF topics previously submitted from CIA Members. The webinar attracted over 100 participants and was extremely well-received.

A Q&A session was held at the end of the webinar, with the opportunity to ask further questions post-webinar. An annotated slide deck from the webinar has been distributed to participants as well as the wider CIA community and a FAQ document will also follow soon. The CIA would like to thank attendees for their interest and enthusiasm for this webinar – watch this space for similar online events in the future.

“ I found it very informative and appreciated the insight into current expectations and good practices.”

### Looking Ahead...

As we reflect on the previous year in the Responsible Care Team, the importance of shared learning, strong leadership, and responsive regulation has never been clearer. The CIA remains committed to empowering members through facilitating knowledge and experience sharing, whether at the Responsible Care Cells and Networks, through the CIA's excellent training and events programme or via direct member support from our experienced Responsible Care team. As mentioned elsewhere in this article, if you aren't already a member of the CIA or you are an existing member that is not currently attending any Responsible Care Cell or Network meetings, please do get in touch with a member of the team to find out how to get involved – we hope to see you soon!



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The latest quarter has seen significant progress across the UK chemical sector in sustainability leadership, policy engagement, and regulatory frameworks. From celebrating innovation at the Chemical Industries Association (CIA) Awards to critical government consultations and evolving European standards, this update highlights key developments shaping the future of chemicals in the UK and beyond.

### CIA Awards 2025: Celebrating Excellence

On Thursday, 19th June 2025, industry leaders from across the United Kingdom gathered at the Queens Hotel in Leeds to honour outstanding achievements at the CIA Awards, celebrating excellence, innovation, and leadership within the industry. While winners were recognised across many fields, two projects stood out for their significant sustainability impact. GSK received the Sustainability Award for its solvent optimisation project, which delivered notable reductions in emissions and reliance on virgin raw materials while advancing circularity and biodiversity.

Exergy3 was awarded the Innovation Award for its Electro-Thermal Energy Storage system, a UK-developed solution that supports the industrial decarbonisation journey. A full list of winners and project details is available on the [CIA website](#). Congratulations to all those recognised for their achievements. CIA extends its thanks to all participants and looks forward to celebrating industry leadership again at the 2026 Chemical Industry Awards.

### CIA Sustainability Conference 2025: Final Preparations

Preparations are in the final stages for the CIA Sustainability Conference on 14 October at the Hilton Leeds. The event will bring together senior industry and government representatives to advance the chemical sector's sustainability agenda. The programme aligns with strategic priorities, featuring sessions on data management, supply chain due diligence, regulatory updates, and low-carbon technology innovations. Member-led case studies will share practical insights on decarbonisation initiatives and lessons learned.

The conference will also include a ChemTalent panel, giving early-career professionals a platform to discuss future

challenges and opportunities. The fully booked exhibition will showcase organisations offering solutions to support the sector's net zero transition and other innovations. Through its Sustainability Strategy Group (SSG), CIA continues to engage members to ensure the event reflects sector priorities. Further details on the agenda, speakers, and exhibitors are available on the [Sustainability Conference webpage](#). Members are encouraged to register interest via the [member portal](#), with updates forthcoming as the event approaches.

### Plastic Packaging Tax: TWG Consultation Updates

CIA continues to play a proactive role in HMRC's Plastic Packaging Tax (PPT) Technical Working Group (TWG), which is conducting a comprehensive review ahead of the revised regulatory framework set for implementation in April 2027. The TWG has recently circulated several key consultation proposals addressing important aspects of the PPT framework, including clarifying compliance approaches, defining eligible materials, and establishing robust certification standards to ensure transparency and consistency across the supply chain.

To ensure the chemical sector's interests are well represented, CIA has invited volunteers from its SSG with relevant expertise to join the TWG, with up to two members directly involved in shaping the updated framework. CIA has shared the consultation documents with SSG members and encourages all stakeholders to review and provide feedback. Member input is crucial to making the legislation practical, effective, and supportive of the industry's sustainability goals. Further updates will be shared as the consultation progresses.

### UK Sustainability Reporting Consultations

The UK Government has initiated a series of important consultations that could significantly affect the chemical sector's sustainability reporting and compliance obligations. The Department for Energy Security and Net Zero (DESNZ) has proposed mandating climate-related transition plans for FTSE 100 companies and UK-regulated financial institutions. This requirement aims to improve transparency on how these entities plan to achieve net zero, thereby

supporting the UK's commitment to limiting global warming to 1.5°C in line with the Paris Agreement. The consultation seeks to establish robust frameworks that facilitate a clear, credible, and orderly transition, enhancing investor confidence and enabling businesses to capitalise on emerging low-carbon opportunities.

Meanwhile, the Department for Business and Trade (DBT) has published exposure drafts of the UK Sustainability Reporting Standards (UK SRS). These standards are aligned with the International Sustainability Standards Board's IFRS S1 and S2, incorporating six UK-specific modifications designed primarily to clarify reporting expectations for UK entities. The standards mark a key step toward modernising the UK's corporate reporting framework by embedding sustainability more firmly into mainstream business reporting.

In addition, DBT has launched a consultation on improving the oversight of sustainability assurance providers. This initiative proposes that the newly established Audit, Reporting and Governance Authority (ARGA) introduce a voluntary registration scheme for firms offering third-party assurance of sustainability data. The aim is to enhance the credibility, transparency, and governance of sustainability disclosures, meeting growing stakeholder demands for reliable assurance aligned with evolving reporting requirements.

CIA is carefully reviewing all consultations to understand their implications for members and to advocate for practical, effective policies that support industry sustainability goals. Members are encouraged to provide feedback to help shape the CIA's formal responses. The consultation deadline for all three initiatives is 17 September 2025.

### Nature Markets: Government Initiatives

Two government initiatives aim to strengthen environmental markets and promote private sector investment in nature. The Department for Environment, Food and Rural Affairs' call for evidence explored incentives for businesses to support nature recovery, focusing on clean water, sustainable land management, flood resilience, and nature-based carbon solutions. This consultation closed on 7 August 2025. Simultaneously, DESNZ launched a consultation on Voluntary Carbon and Nature Markets to support UK integrity principles announced at COP29. Although CIA received limited member

feedback and did not submit a formal response, it values the input provided and will integrate these insights into future policy engagement. CIA remains committed to monitoring developments and encourages members to stay informed and engaged.

### EFRAG Consultation on ESRS Simplification

European Financial Reporting Advisory Group has launched a consultation on a simplified version of the European Sustainability Reporting Standards. The proposal aims to reduce mandatory datapoints by 57 percent and total datapoints by 68 percent while maintaining alignment with the Corporate Sustainability Reporting Directive (CSRD) and the EU Green Deal. The consultation is open until 29 September 2025, with final recommendations expected by 30 November. Additionally, the European Commission has introduced a voluntary sustainability reporting standard designed to support small and medium-sized enterprises. CIA is currently assessing these standards and encourages members with EU exposure to review the consultation carefully and submit responses through CIA. Member feedback is invaluable in helping CIA shape its position and advocate effectively on behalf of the sector.

### European Commission Chemical Industry Action Plan

In July 2025, the European Commission unveiled a comprehensive Action Plan to revitalise Europe's chemical industry amid challenges including high energy costs, global competition, and subdued demand. Key measures include creating a Critical Chemical Alliance to safeguard strategic chemical production, targeted fiscal incentives to accelerate clean technology uptake, and regulatory simplification expected to yield annual savings of approximately €363 million. The plan also commits to reducing PFAS emissions and promoting safer chemical alternatives. These measures are expected to impact both EU and global supply chains and could influence future UK regulatory approaches regarding sustainability and innovation. CIA continues to monitor these developments closely and encourages members to stay updated and provide feedback.



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## Sustainability

FOR FURTHER INFORMATION CONTACT:



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# 60 Years of Impact

The voice of the UK chemical industry since 1965

In 2025, the Chemical Industries Association proudly marks 60 years of leading advocacy, advice and support for the chemical and pharmaceutical industry in the UK.

From shaping national policy to driving innovation, sustainability and growth, we have supported members through change, challenge and progress.

As the industry evolves, we remain committed to representing, guiding and championing our sector for the future.

<https://www.cia.org.uk> | #CIA60

## Member company news

FOR FURTHER INFORMATION CONTACT:



Dawn McCaughey  
McCaugheyD@cia.org.uk

Welcome to all our new members

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EUROPEAN OCCUPATIONAL HEALTH NEWS

European Commission Proposes BOELs under CMRD

A new legislative proposal for setting Binding Occupational Exposure Limits (BOELs) for substances under the Carcinogens, Mutagens and Reprotoxins Directive (CMRD) has been put forward by the European Commission. At the time of writing, this was not law, as approval was being sought from both the European Parliament and European Council. The proposal is for a fourth batch of amendments to the CMRD, part of the ongoing process of setting BOELs for CMR substances. The proposed substances with new BOELs are cobalt and its inorganic compounds, polycyclic aromatic hydrocarbons (PAH), and 1,4-dioxane. For both cobalt and its inorganic compounds, and polycyclic aromatic hydrocarbons (PAH), a transition period of six years after entry into force (with transitional limits) has been proposed to enable industry to address difficulties in meeting the final BOEL; in the case of PAHs, the transition period is not industry wide in that it only applies to nine listed sectors. In addition, welding fumes will be added to Annex I 'List of Substances, Mixtures and Processes' (requires employers

to ensure minimal exposure and provision of medical surveillance). Once published in the EU Official Journal of Law, Member States would have two years to implement into their national legislation following its entry into force (twenty days after its publication). Further information can be found in the European Commission's Press Release.

ECHA signs Memorandum of Understanding with EU-OSHA

A Memorandum of Understanding has been signed by the European Chemicals Agency (ECHA) and the European Agency for Safety and Health at Work (EU-OSHA). This states that:

*"The purpose of this Memorandum of Understanding (MoU) is to enhance cooperation between the Agencies in order to develop synergies and share knowledge on matters of mutual interest through increased cooperation and, in particular, through active information exchange."*

Further information can be found at the [EU-OSHA's website](#).

HSE News

The Health and Safety Executive (HSE) has updated the following:

- [Health surveillance for those exposed to respirable crystalline silica \(G404\)](#) – this provides guidance advice for employers and sets out what to expect from a health surveillance provider.
- Working Minds Campaign material – a new [online stress risk assessment module](#) has been added. HSE state that this aims to build on existing knowledge with practical advice on what to include in risk assessment, identifying and addressing the root cause of issues, and shifting focus from individual to organisational solutions. Research reports have also been published:
- [RR1221: Systematic review of the method and frequency for undertaking workplace respiratory health surveillance](#)

- [RR1222: Face fit testing of FFP3 respirators – the impact of sampling port location](#)
  - [RR1223: Noise control in woodworking – review and illustration of control methods](#)
- HSE personnel have co-authored the following publications:
- *Legionella* in Hot Water Heat Pump (HWHP) Systems – article in *Microorganisms* **2025**, 13(5), 1134; <https://doi.org/10.3390/microorganisms13051134>.
  - Review of volatile organic compound (VOC) emissions from desktop 3D printers and associated health implications – article in *Journal of Exposure Science & Environmental Epidemiology* (2025) [www.nature.com/articles/s41370-025-00778-y](https://www.nature.com/articles/s41370-025-00778-y).

A COLLECTIVE EFFORT

Supporting Health at Work: Occupational Health Guidance & Wellbeing Leadership

The CIA's collaboration with the Chemical & Downstream Oil Industries Forum (CDOIF) Occupational Health working group continues to yield impactful resources for members.

Recent efforts have focused on producing practical guidance to support businesses in managing hormonal transitions in the workplace – including menopause and other aspects such as fertility treatment that can affect workers' health and wellbeing at work. This guidance recognises the need for inclusive and supportive working environments, particularly as awareness grows around gender-specific and age-related health issues.

Alongside this, a new suite of musculoskeletal disorder (MSD) guidance is now available, covering critical risk areas such as hand-arm vibration, ergonomics, and manual handling. These resources are designed to help organisations mitigate MSDs, the second highest cause of occupational ill health-related absence, by promoting evidence-based prevention strategies and employee involvement.

Work also continues apace on the Principles of Workplace Health & Wellbeing Leadership in conjunction with the Occupational Health Working Group, borne out of the HSE's Health Prevention Summit in November 2024. It is anticipated that the final publication will be available in autumn 2025, so watch this space!

Health and Wellbeing

FOR FURTHER INFORMATION CONTACT:



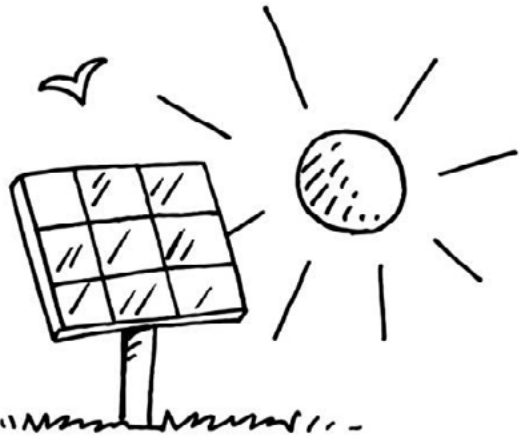
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## Education and Skills

FOR FURTHER INFORMATION CONTACT:



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07951 389197  
MarshS@cia.org.uk

## Education and Employment Conference

On March 17th 2026  
we will be hosting our Education and Employment Conference  
at the Hilton Hotel, Neville Street, Leeds, LS1 4BX

Each full member company will receive three free places.  
We are currently developing the agenda which will feature the latest on  
employment law including our lobbying, our advice on education and  
employment including skills and our work with the trade unions.  
Our Education and Employment Strategy Group will oversee the event.

Our monthly one-hour calls, to all HR colleagues, should be in calendars, but please shout if not. In these sessions there is usually a brief update from CIA before we do a round table on circulated issues with colleagues sharing points. The dates and times for these should be in your calendars, but please shout if not.

### SKILLS SHORTAGE

As many members may know, the UK's Skilled Worker visa Temporary Shortage List is a time-limited list of specific occupations below degree level (RQF levels 3-5) that are considered essential to the UK economy and experiencing shortages. It allows employers to sponsor workers for these roles even though they don't meet the usual higher skill level requirement for the Skilled Worker route. This list is a temporary measure, set to expire at the end of 2026, and is intended to address immediate skill gaps while the UK focuses on increasing domestic training and recruitment. The Temporary Shortage List, as its name suggests, includes occupations which are in long-term shortage, and have been identified by the Department for Business and Trade and the Treasury as being 'important for the UK's Modern Industrial Strategy'. The Treasury – although part of this is because of the joint ownerships of the industrial strategy – is having an increasing say in decisions across Government.

The latest list published on 22 July shows over 50 jobs, several of which apply to our sector (either directly or indirectly) including the following technical roles:

- Managers in logistics
- Laboratory technicians
- Electrical and electronics technicians
- Engineering technicians
- Planning, process and production technicians
- Welding trades
- Pipe fitters
- Metal working production and maintenance fitters
- Electricians and electrical fitters
- Steel erectors
- Energy plant operatives

Plus the following more desk-based jobs:

- IT operations technicians
- IT user support technicians
- Financial and accounting technicians
- Data analysts
- Human resources and industrial relations officers
- Information technology trainers



EMPLOYMENT RIGHTS BILL				
<p>The Department for Business and Trade has – in amongst all of its strategies and other work – almost completed the passage into law of the Employment Rights Bill. The law aims to update and enhance existing employment rights, address pay and conditions in specific sectors, and reform trade union and industrial action regulations. Overall many CIA members have employment policies which are in advance of these changes although some will need to be reviewed. Key areas of focus of the Bill include strengthening flexible working rights, addressing ‘fire and rehire’ practices, and enhancing protections against sexual harassment. This table showing what happens and when has been published by employment lawyers, Travis Perkins:</p>				
Topic	Changes	How the new law will work	Comment and action points	Proposed date
Unfair dismissal	<ul style="list-style-type: none"><li>• The two-year qualifying service requirement for unfair dismissal claims will be removed</li><li>• Employers will be able to operate a probation period during which a modified unfair dismissal test will apply</li></ul>	<ul style="list-style-type: none"><li>• All workers will have unfair dismissal protection from day one of employment. (This protection will not apply where the employee has signed a contract but not yet started.)</li><li>• There will be a statutory probation period during which the employer can terminate the employment or serve up to three months’ notice to terminate the employment, for performance or conduct, following a lighter touch dismissal process.</li><li>• The length of the probation period and the dismissal process will be subject to future consultation but the Government has indicated a preference for a nine month period and a process which at least includes a meeting with the employee.</li><li>• There will also be consultation on whether reduced compensation should apply to unfair dismissal claims during probation.</li></ul>	<ul style="list-style-type: none"><li>• This is a significant change meaning that many more employees will have unfair dismissal rights than was previously the case. It will be important to ensure that all new starters have a probation period in their contracts and that there is a process in place to ensure that the employee’s performance is regularly reviewed during this time.</li><li>• More widely, employers will need to review disciplinary and dismissal policies and processes and ensure that managers are trained on managing conduct and performance issues.</li></ul>	2027
Harassment at work	<ul style="list-style-type: none"><li>• Strengthening of the duty to take reasonable steps to prevent sexual harassment at work</li><li>• Whistleblowing protection for sexual harassment complainants</li><li>• Ban on confidentiality provisions preventing discussions of discrimination or harassment</li><li>• Introducing protection from third party harassment</li></ul>	<ul style="list-style-type: none"><li>• The new duty to take reasonable steps to prevent sexual harassment at work (in force from 26 October 2024) will become a duty to take ‘all’ reasonable steps to prevent sexual harassment. Regulations will specify the steps that employers should take, such as carrying out risk assessments and implementing harassment policies and complaints procedures.</li><li>• A complaint of sexual harassment at work will be treated as a protected disclosure under whistleblowing legislation.</li><li>• Confidentiality provisions and NDAs will not prevent employees from discussing allegations of discrimination or harassment</li><li>• Employers will be liable for harassment (of any kind) by third parties, such as clients or suppliers, unless they take reasonable steps to prevent it.</li></ul>	<ul style="list-style-type: none"><li>• Employers which have put in place reasonable steps to prevent sexual harassment at work in order to comply with the October 2024 duty should be in a good position when this duty is increased, although it is important to review all anti-harassment measures regularly in any event.</li><li>• The new whistleblowing protection for employees who complain of sexual harassment means that if they are dismissed or subjected to a detriment in connection with their complaint they will have a whistleblowing claim in addition to victimisation (and therefore could claim interim relief).</li><li>• The proposed ban on confidentiality provisions may be a disincentive to employers (and potentially also to employees) to enter into settlement agreements.</li><li>• The new third party harassment provision will extend to all types of harassment, and employers will need to ensure that they have measures in place, such as appropriate wording in contracts with clients and suppliers.</li></ul>	October 2026

Topic	Changes	How the new law will work	Comment and action points	Proposed date
Flexible working	<ul style="list-style-type: none"><li>• Strengthening flexible working by making it harder for employers to refuse requests</li></ul>	<ul style="list-style-type: none"><li>• Employers will still be able to refuse flexible working requests on specified business grounds but there will be a new requirement for any refusal to be ‘reasonable’.</li><li>• Employers rejecting a flexible working request will have to state the grounds for refusal and explain why the rejection is reasonable.</li><li>• Employers must consult with the employee before refusing a flexible working request. The Government will, subject to consultation, set out in regulations steps that employers must follow as part of this consultation requirement.</li></ul>	<ul style="list-style-type: none"><li>• The Government pledged to make flexible working the default for all roles with employers required to accommodate this as far as is reasonable.</li><li>• The changes in the Bill stop short of this as employers will continue to be able to refuse flexible working requests on specified business grounds. The new requirement for the refusal to be reasonable may have a limited impact but it remains to be seen how this will be interpreted by tribunals and government guidance.</li><li>• The Government plans to consult on the steps employers will be required to follow in order to comply with the obligation to consult with an employee before refusing a request.</li><li>• Employers will need to review their flexible working policies and practices in the light of the changes, and ensure managers receive training in how to handle flexible working requests.</li></ul>	2027
Family rights	<ul style="list-style-type: none"><li>• Paternity leave and unpaid parental leave will become a day one right</li><li>• Protection from dismissal during pregnancy, or maternity or adoption or shared parental leave or within six months of returning to work</li><li>• New right to bereavement leave</li></ul>	<ul style="list-style-type: none"><li>• The current qualifying periods for paternity leave (26 weeks) and unpaid parental leave (one year) will be removed, so that employees will be able to take leave from day one.</li><li>• Employees will be able to take paternity leave following shared parental leave (currently if an employee takes shared parental leave, they lose the right to take paternity leave)</li><li>• Dismissal of employees during pregnancy, or maternity, adoption or shared parental leave, or within six months of their return to work will be unlawful, except in certain circumstances (to be set out in future regulations).</li><li>• Parental bereavement leave (which was introduced in April 2020) will be extended to cover other family bereavements. This will give employees the right to at least one week of bereavement leave following the death of a family member (the detail of which family members are covered will be set out in regulations). It is intended that this will also cover pregnancy loss.</li></ul>	<ul style="list-style-type: none"><li>• Removal of the qualifying periods for paternity and unpaid parental leave will entitle many more employees to take these types of leave. However, since paternity leave is for a maximum of two weeks, and many employees do not take parental leave because it is unpaid, it seems unlikely that there will be a significant impact on employers from this change.</li><li>• Employers will need to ensure they have appropriate processes and training in place to ensure that they do not unlawfully dismiss employees who are on or recently returned from family leave.</li><li>• Many employers already offer some form of family bereavement leave, and an increasing number have policies covering pregnancy loss. Employers who do not have such policies in place should take steps to introduce these in preparation for the new leave rights.</li></ul>	April 2026 – day one paternity and unpaid parental leave 2027 – dismissal protection and bereavement leave



Topic	Changes	How the new law will work	Comment and action points	Proposed date
Fire and rehire	<ul style="list-style-type: none"> <li>Restricting the use of fire and rehire</li> </ul>	<ul style="list-style-type: none"> <li>It will become automatically unfair to dismiss an employee for refusing to agree changes to their employment contract where the change relates to pay, pension, hours of work, holiday entitlement or anything else set out in regulations.</li> <li>It will also be automatically unfair to dismiss an employee where the main reason is to replace them with someone else, or re-engage them, on new terms relating to pay, pension, hours of work, holiday entitlement or anything else set out in regulations.</li> <li>Dismissing an employee in order to replace them with someone who is not an employee (e.g. an agency worker or self-employed contractor) will also be automatically unfair unless the employer has a reduced need for such employees.</li> <li>There will be a limited exception to all of the above where the change is in response to financial difficulties likely to affect the ability of the business to continue as a going concern and the change could not reasonably have been avoided.</li> </ul>	<ul style="list-style-type: none"> <li>This is a significant change as it means employers will have much less flexibility when seeking to change terms and conditions of employment and a significantly higher onus of showing the need for the change. It may also lead to additional redundancies given the limited scope for employers to force through changes to terms and conditions.</li> <li>The changes will also make it more difficult to replace employees with contractors or agency workers for purely cost reasons</li> <li>Employers should ensure that employment contracts are drafted so that they contain as much in-built flexibility as possible.</li> </ul>	October 2026
Collective redundancy consultation	<ul style="list-style-type: none"> <li>Expanding the collective redundancy consultation requirements and increasing the penalties for non-compliance</li> </ul>	<ul style="list-style-type: none"> <li>The current threshold for collective redundancy consultation is where an employer proposes 20 or more redundancies within a 90-day period at a single site or establishment.</li> <li>This threshold will continue to apply but a new additional threshold will be introduced based on the number of redundancies across the employing entity as a whole. The additional threshold is yet to be determined but could be a percentage of the workforce or a specified number of redundancies. Whatever the case, the threshold will continue to apply per employing entity (rather than across the group).</li> <li>The maximum penalty for breaching the collective redundancy consultation requirements will also increase from 90 days' pay to 180 days' pay per affected employee.</li> </ul>	<ul style="list-style-type: none"> <li>The additional threshold for collective redundancy consultation will mean the collective consultation duty is triggered more easily and more frequently.</li> <li>Employers will need processes in place to track redundancies and changes to terms and conditions, not only on a site-specific basis, but also across the entire business.</li> <li>The increase in the maximum penalty means the costs of failing to inform and consult properly on large scale redundancies will increase significantly.</li> </ul>	April 2026 – increase in protective award  2027 – new collective redundancy threshold

Topic	Changes	How the new law will work	Comment and action points	Proposed date
Equality reporting	<ul style="list-style-type: none"> <li>Requiring large employers to publish menopause and gender pay gap action plans</li> <li>Requiring large employers to publish ethnicity and disability pay gap figures</li> </ul>	<ul style="list-style-type: none"> <li>Employers with 250+ employees will be required to produce a gender pay gap action plan to accompany their gender pay gap reports.</li> <li>Employers with 250+ will also be required to produce action plans on how they support employees through the menopause.</li> <li>Details of the requirements will be set out in regulations.</li> <li>While not contained in the Bill, the Government also plans to require employers with 250+ employees to report on their ethnicity and disability pay gaps.</li> </ul>	<ul style="list-style-type: none"> <li>The devil will be in the detail as the Government plans to set out in regulations the content and form of such action plans and how they are to be published.</li> <li>Employers may wish to consider what narrative they already publish or could publish alongside their gender pay gap figures and how this could form the basis of the gender pay gap action plan.</li> <li>Employers who do not have a menopause policy may consider introducing one.</li> </ul>	April 2026 – voluntary action plans  2027 – compulsory action plans
Zero hours / casual / irregular hours workers	<ul style="list-style-type: none"> <li>Zero/low hours workers will have a right to be offered a contract reflecting regular hours</li> <li>Zero/irregular hours workers will be given a right to notice of shifts and compensation for cancellation</li> </ul>	<ul style="list-style-type: none"> <li>The new right to a contract will apply to workers on a zero hours contract/ arrangement or a contract with minimum guaranteed hours.</li> <li>If the worker's hours regularly exceed the zero/minimum hours over a 12 week reference period, then they will have to be offered a new contract reflecting regular hours.</li> <li>Employers will be required to give zero hours workers and irregular hours workers reasonable notice of shifts which the worker is either required or requested to work, as well as reasonable notice of cancellations or changes.</li> <li>Workers will be entitled to receive a set payment where a shift is cancelled, changed or curtailed, at short notice.</li> <li>These rights will also cover agency workers, with the hirer having responsibility for offering regular hours contracts, and the agency being liable for shift cancellation payments.</li> <li>The thresholds for minimum hours and notice periods, and the amount of the cancellation payment, will all be subject to future consultation.</li> </ul>	<ul style="list-style-type: none"> <li>Zero hours contracts are not being banned (contrary to some previous reports) but the new laws aim to ensure that zero hours or casual workers who in practice work fairly regular hours, can have a contract which reflects this. Also, all such workers will have increased reliability and certainty around their working arrangements.</li> <li>Employers who rely heavily on casual or zero hours workers may wish to review their arrangements to assess which workers may be entitled to a regular hours contract. Also if shifts are usually offered at short notice and/or regularly cancelled or curtailed, then it would be advisable to assess how this may be improved, to reduce the exposure to compensation when the changes come into force.</li> </ul>	2027



Topic	Changes	How the new law will work	Comment and action points	Proposed date
Pay, holiday and sickness	<ul style="list-style-type: none"><li>Statutory sick pay to be available to all workers, with no waiting period and no earnings threshold</li><li>Minimum wage to reflect cost of living and apply from age 18</li><li>New duty on employers to keep holiday records</li></ul>	<ul style="list-style-type: none"><li>The current three-day waiting period for statutory sick pay (SSP) will be removed, so that it is available from day one. The earnings threshold will also be removed so that SSP is available to all workers regardless of their earnings. SSP will be set at 80% of average earnings for workers who earn below the statutory rate of SSP.</li><li>The Low Pay Commission will take into account the cost of living when setting the rates of the National Living Wage and the National Minimum Wage, and the age bands will be removed, so that the same rate applies to all workers aged 18 or above.</li><li>Employers will be required to keep records showing compliance with the rules on statutory holiday entitlement and pay for at least six years. Failure to do so will be a criminal offence.</li></ul>	<ul style="list-style-type: none"><li>There will be an increase in wage bills, in that a greater number of workers will qualify for SSP and the National Living Wage (which itself may increase to reflect the cost of living).</li><li>Employers should also review their sick pay policies and contractual provisions on statutory sick pay.</li><li>Employers should also review their records on holiday and holiday pay to ensure they can demonstrate compliance. Employers will have flexibility in how such records are kept. However, this may be more complex where additional elements such as overtime or commission must be included in holiday pay calculations.</li></ul>	April 2026 – statutory sick pay changes
Enforce-ment	<ul style="list-style-type: none"><li>Increasing time limits for Employment Tribunal claims</li><li>Establishing a new single enforcement body for workers’ rights</li></ul>	<ul style="list-style-type: none"><li>The time limit for workers to bring claims in the Employment Tribunal will increase from three to six months</li><li>A new Fair Work Agency will be established to enforce workers’ rights.</li><li>The Fair Work Agency will bring together the work of existing agencies and enforce rights such as holiday pay, statutory sick pay, national minimum wage, unpaid tribunal awards and other duties such as the new holiday recordkeeping duty (see above).</li><li>The Agency will also have wide-ranging powers, including to require information, enter premises, enforce holiday pay and SSP, issue penalties, bring claims on behalf of workers and recover enforcement costs.</li></ul>	<ul style="list-style-type: none"><li>With the increase in Tribunal time limits, it will be interesting to see if employers face an increase in Tribunal claims – ironically, some employees may be less likely to claim because they have more time to find another job or otherwise move on.</li><li>The Fair Work Agency will make it easier for workers to enforce their rights and will be welcomed by workers and trade unions. It will have significant powers and much will depend on how they are used in practice. The power to enforce holiday pay is potentially significant – this is a complex area and one which is not often litigated currently but this may change under the Agency.</li></ul>	April 2026 – new Fair Work Agency  October 2026 – extension of Tribunal time limits

Topic	Changes	How the new law will work	Comment and action points	Proposed date
Trade unions and strikes	<ul style="list-style-type: none"><li>Strengthening the rights of trade unions</li></ul>	<ul style="list-style-type: none"><li>The strike ballot and notice requirements will be relaxed, and electronic balloting will be introduced.</li><li>Recently introduced legislation on minimum service levels during industrial action will be repealed.</li><li>The trade union recognition process will be simplified and the thresholds reduced.</li><li>Employers will have a new duty to inform workers of their right to join trade union, to be included in the employment contract/statement of particulars.</li><li>Trade unions will be given new rights to request access agreements from employers to allow access to the workplace for recruitment and organising purposes.</li><li>The rights of trade union representatives, learning representatives and equality representatives will be enhanced.</li><li>Sector wide collective bargaining will be introduced in the social care (and possibly other sectors in the longer term) and the School Support Staff Negotiating Body will be re-established.</li><li>Workers will receive stronger protection from blacklisting for trade union activity.</li></ul>	<ul style="list-style-type: none"><li>The Government’s plans are likely to mean trade unions will have a much greater role to play in employee relations. As a minimum, they will mean it is easier for trade unions to call strikes (and other industrial action) and harder for employers to manage strikes. They will also mean it is easier for trade unions to seek recognition.</li><li>If sector wide collective bargaining is introduced in future in sectors beyond social care, this could lead to a real change in the employee relations landscape.</li><li>Employers will need to update employment contracts to refer to the right to join a trade union.</li><li>Employers may also wish to review any employee consultative arrangements they currently have or could put in place, and consider how likely future requests for trade union recognition might be.</li></ul>	Autumn 2025 – ballot and notice requirement changes and repeal of minimum service levels  April 2026 – electronic balloting and simplifying recognition process  October 2026 – duty to inform employees and right of access



GOVERNMENT AND POLITICS

**One year on: Can Labour turn vision into competitiveness?**

July marked one year since Sir Keir Starmer's Labour government entered Downing Street with a decisive majority and a pledge to 'change' Britain. The past twelve months have been a mix of ambition, new policy frameworks and the reality of economic headwinds. For the chemical industry, the return of an Industrial Strategy after a six-year absence is a welcome step, but questions remain on how it will be delivered in practice.

On 5 July it was one year since Sir Keir Starmer's Labour government took office with a thumping majority. That vision to 'change' Britain has on occasion come up against the harsh realities of politics over the past year. Much of the media coverage has focused on the extent to which the Government can blame the Conservative legacy versus the extent to which it can claim credit for any successes.

Although Labour won 411 of 650 seats in last year's general election, the party secured a more modest 33.8 per cent of the national vote on a turnout of just 60 per cent, leading some to describe it as 'the loveless landslide'. Now, a year later, polls from Techne show that only 23 per cent of voters would choose Labour in a general election, marking a 10 per cent drop in its vote share since the election.

Most commentators argue that the Government has been too uncertain too often since taking power, with one remarking that "Labour had a theory for acquiring power, but none for how to wield it". From a business perspective, the pledge to make growth its 'number one mission' was appealing. Yet a year on business optimism remains muted and the economy shrank in April at its fastest

pace since 2023, setting the stage for the slowdown economists expect to follow the 0.7 per cent expansion recorded in the first quarter.

From the outset the Government has delivered the Industrial Strategy and the Trade Strategy. Between taking office and this year's local elections in early May it published three strategies: the UK National Action Plan for Open Government 2024-2025, the Ministry of Justice Climate Change Adaptation Strategy and the Government Project Delivery Function Strategy, alongside the Budget. In the two months since the local elections it has released the Strategic Defence Review, the UK Infrastructure 10-Year Strategy, the Industrial Strategy, the Trade Strategy, the National Security Strategy and the Comprehensive Spending Review.

The most significant development affecting our sector this summer has been the long-awaited publication of the Government's Industrial Strategy. Its return after a six-year absence is a welcome and necessary step for UK manufacturing. With chemicals now formally recognised as being 'at the core of Advanced Manufacturing, underpinning all domestic manufacturing', the Chemical Industries Association (CIA) has continued to highlight the industry's role, most recently through our Project 2035 report. We continue to encourage Government to engage with us in constructive dialogue to ensure this strategy translates into real world competitiveness, sustainable growth and a renewed role for UK chemical manufacturing as an engine of economic resilience.

Beyond the chemical industry the Industrial Strategy identifies eight sectors the Government is backing for growth, referred to as the 'IS 8': advanced manufacturing, creative industries, life sciences, clean energy, defence, digital/tech (AI, semiconductors), financial services and professional/business services. It also highlights four 'Grand Challenges': AI and data, clean growth, mobility and the ageing society. For years we have called out the absence of an industrial strategy. The previous version, which was terminated in 2019, included clean growth as a key principle and now, six years on, it has returned.

In a major step forward, following our engagement with Government we are pleased to see that chemicals have been recognised in the industrial strategy to be 'at the core of Advanced Manufacturing underpinning all domestic manufacturing.'

# Communications

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**The recognition of chemicals as 'at the core of Advanced Manufacturing underpinning all domestic manufacturing' represents a major achievement for our sector.**



Above (left to right): Steve Foots, Jonathan Reynolds and Martin Ashcroft.  
Above right (left to right): Steve Foots, Jonathan Reynolds, and Steve Elliott.  
Right: Industry leaders with the Project 2035 Report.



Following this the Department for Business and Trade announced that the UK and France had launched a 'new industrial strategy partnership' described as the first of its kind in Europe to boost collaboration in high growth sectors. The UK has also negotiated two major trade deals as well as a 'Brexit reset' with the EU. The long-anticipated UK-India trade agreement was signed in May this year representing a £25.5 billion boost to trade according to Government estimates. Meanwhile, as Donald Trump introduced tariffs worldwide, the UK emerged relatively unscathed, a feat largely attributed to Sir Keir's negotiations with his US counterpart.

One month after the launch of the UK's Industrial Strategy the Chemical Industries Association brought together business leaders from across our sector to meet the Secretary of State for Business and Trade Jonathan Reynolds to discuss how the chemical industry can continue to contribute to the growth of the UK economy.

Industry representatives included Steve Foots (Croda), Martin Ashcroft (Tata Chemicals Europe), Liam Condon (Johnson Matthey), Andrew Gardner (INEOS – Britain's largest private company) and Michael Willome (Synthomer) alongside our Chief Executive Steve Elliott. A strong case was

made for an energy future that avoids UK disinvestment, an education and skills framework for people and business and an industrial legislative programme that protects populations, enables growth and supports robust UK-based supply chains. Together they shared the latest sector outlook, the ambitions behind the CIA's Project 2035 initiative and the actions needed to unlock investment and drive sustainable growth.

Steve Elliott and the business leaders were also able to discuss the detail of Project 2035 with the Secretary of State including what we need to help deliver national growth:

- ➔ Competitive energy and raw materials: Identify a take forward options to build a wonder level playing field opposite competitor energy prices (including removal of the UK-only carbon price support levy).
- ➔ Regulation for growth: Carbon policies that fully address carbon and investment leakage and earmark revenue to support industrial decarbonisation. Drive risk-based actions and decisions across regulation to support a 'create' and 'make' environment in the UK.
- ➔ Skills for the future: Skills partnerships between industry, academia, government and trade unions to rewrite the

educational and working life of the UK population. Establish a globally competitive and affordable immigration system.

It was clear from the meeting that the Secretary of State understands both the challenges we face and the contribution our sector can make. There is a shared ambition to strengthen the UK's industrial base and the chemical industry is ready to play a leading role including helping Government fully implement the UK's Industrial Strategy.

This autumn's Party Conferences will provide another opportunity refine the Government's vision for growth, as well as to hear how the Opposition and other parties intend to shape their own economic and industrial agendas. For businesses, including our sector, these gatherings are a chance to engage with decision makers and ensure that industry perspectives help inform policy.

The Chemical Industries Association will be at the Party Conferences this autumn where we hope to continue constructive dialogue with political stakeholders across all parties. Please let us know if your company plans to attend.



MEDIA COVERAGE

In recent weeks the chemical industry has been at the centre of national media attention. Steve Elliott, Chief Executive of the CIA, joined the BBC Today Programme (from 20:05) following *The Telegraph's* coverage of the impact of high energy and carbon costs as a major factor in recent site closures. The piece, titled 'Britain's biggest chemicals plant at risk of closure', reported on the threat to INEOS's manufacturing base amid surging bills and high carbon taxes.

The CIA highlighted that, alongside weak demand, rising regulatory costs and cumulative pressures are making life extremely tough for what the UK's Industrial Strategy recognises as a foundation sector for growth. Commenting to *The Telegraph*, the Association stressed: "Energy costs that are double those in Europe and four times those in America will only drive industry away. Much of that excessive cost has come from Government energy policies."

Speaking on behalf of the wider chemicals sector, Steve underlined the urgent need for support on energy costs and for avoiding further carbon cost increases on an industry already under pressure. The CIA continues to warn that high energy and carbon prices are eroding UK competitiveness and putting domestic manufacturing capacity at risk in favour of overseas production.

This year has already seen closures across chemicals and other energy-intensive industries. With strategic reviews and profit warnings becoming more frequent, our message remains the same: deliver on the Industrial Strategy now. On electricity costs, do not simply shift the burden to gas. On carbon costs, from 2027 to 2030, maintain current allowance levels at a minimum, as tightening them further will only sacrifice the very businesses and sectors that are critical to delivering the UK's net zero transition.

LATEST NEWS

- [A decade of opportunity: A 10-year pathway to secure the future of the UK Chemical Industry](#)
- [The Chemical Industries Association celebrates resilience and innovation at the Chemical Industry Awards in Leeds](#) – 20 June 2025
- [UK Chemical Industries Association statement on the Government's new Industrial Strategy](#) – 23 June 2025
- [Chemical Industry reaction to the UK's first Trade Strategy since leaving the EU](#) – June 27
- [The Chemical Industries Association in joint call for skills and education action](#) – 9 July 2025
- [A necessary extension caused by ongoing uncertainty](#) – 14 July 2025
- [CIA statement on UK-India trade deal](#) – 24 July 2025

LATEST PUBLICATIONS

- [CIA Economic Report: Second Quarter 2025](#)
- [How can chemical life cycle assessments advance chemical organisations sustainability journey?](#)
- [Dynamic allocation in the UK Emissions Trading Scheme](#)
- [Linking the UK and EU Emissions Trading Schemes](#)
- [Electrifying Chemical Production](#)
- [Biogas for Industrial Decarbonisation](#)
- [UK REACH: What's happening and what the Chemical Industry needs now](#)

Economic summary

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An Economic Update

**The UK economy in early to mid-2025 shows modest growth but faces growing headwinds. After a Q1 expansion, GDP fell in Q2 amid US tariffs and higher labour costs. Manufacturing and chemicals remain under pressure from high energy prices and global competition. Inflation has risen to 3.6% in June 2025, but interest rates were cut to 4.0% on August 7th. The labour market is weakening, with higher unemployment, falling vacancies, and real pay declines in some sectors. Our Q2 2025 Business survey reveals falling sales, squeezed margins, and subdued optimism, with energy costs, weak demand, and policy uncertainty weighing on investment and competitiveness.**

Economic activity

In 2024 UK's GDP expanded by 0.8% and then it expanded by a further 0.7% in Q1 2025. This growth was the result of resilient demand for services and widespread optimism in Q1 2025. The introduction of tariffs from the USA increased global uncertainty, decreasing demand and investment. In the first three months of the year, services output grew by 0.7%

thanks to resilient household expenditure and strong international demand. With the increases to Employer National Insurance Contributions and the tariffs announcements in April, consumer and investor confidence plummeted leading to a 0.3% fall in GDP driven by contractions in both services and production output. Tighter domestic fiscal policy coupled with uncertainty over geopolitical relations has strongly impacted the UK growth prospect for 2025. All forecasts for 2025 and 2026 were revised downward, at the beginning of the year we were expecting annual GDP growth between 1.5% and 2.0%, now the consensus is around 0.8% for 2025.

The uncertain environment is expected to further weaken production output. Since the cost of energy crisis in 2022, the UK and European production sector has been particularly struggling due to high energy costs, international uncompetitive government policies, and fierce third-market competition. Despite some initial signs of rebound in the first half of 2025, the announcements around US tariffs and worsening of geopolitical relations have strongly impacted the sector which saw its output contract in the first few months of Q2 2025. The worse affected sectors were Automotive, due to the high tariffs imposed, Pharmaceuticals, due to the increased uncertainty around tariffs, and intermediate goods, which are facing strong competition from Asia and are impacted by destocking trends.

The **below graph** shows chemical sales in Euros from 2010 to 2024 for the UK, Germany, France, the EU27, the US, and China.

In the UK, both inflation and a rebound in chemical production made 2021 and 2022 the best years on record for sales in monetary terms. However, when the energy cost crisis hit, in the second half of 2022, British

chemical manufacturers began to struggle due to high energy costs and suppressed demand. These difficult conditions continued through 2023 and 2024. By November 2024, chemical production in the UK had dropped to its lowest level in 11 years. Even with high inflation, sales fell below 2021 levels – showing that both output and revenue had fallen sharply. In Q1 2025 we saw an initial rebound in chemical production levels as demand from both the EU and US increased, but with the announcements around tariffs creating uncertainty around future consumption, in Q2 production levels fell.

For the EU27, high inflation also drove a peak in sales in 2022. Since then, sales have declined between 2023 and 2024, but the drop has been smaller than in the UK.

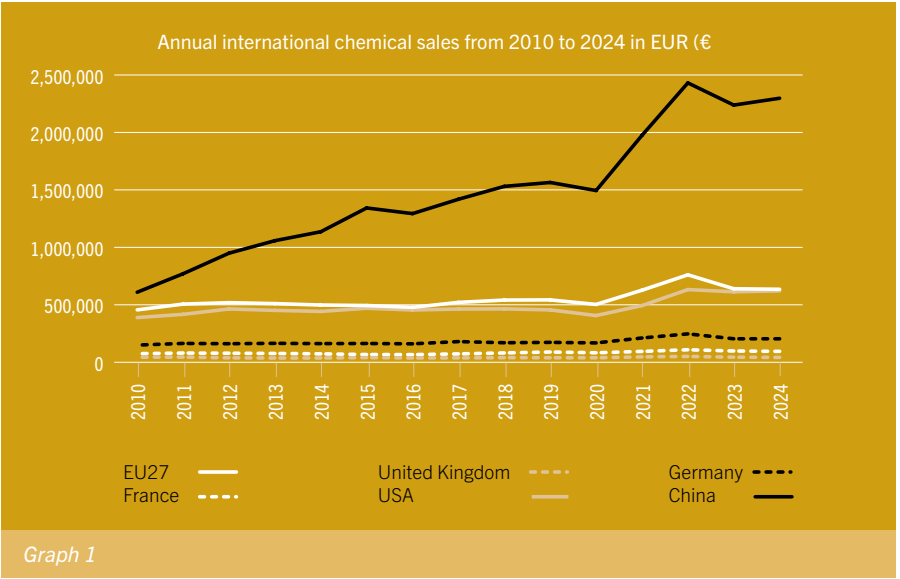
China is the main outlier in the data. As shown by the green line, its chemical sales have increased more than 3.5 times since 2010. Pro-industry government policies have attracted substantial international investment, boosting China's chemical market share from 25% in 2010 to almost 50% in 2024.

Overall, the data shows that global demand for chemicals has risen since 2010, but the benefits have gone mainly to the most competitive producers. Forecasts from Oxford Economics and other industrial think tanks suggest that manufacturing will keep growing in regions with competitive advantages – such as low labour and energy costs, modern infrastructure, strong government support, affordable raw materials, and proximity to suppliers and customers. Meanwhile, production in less competitive regions is expected to decline further.

Inflation

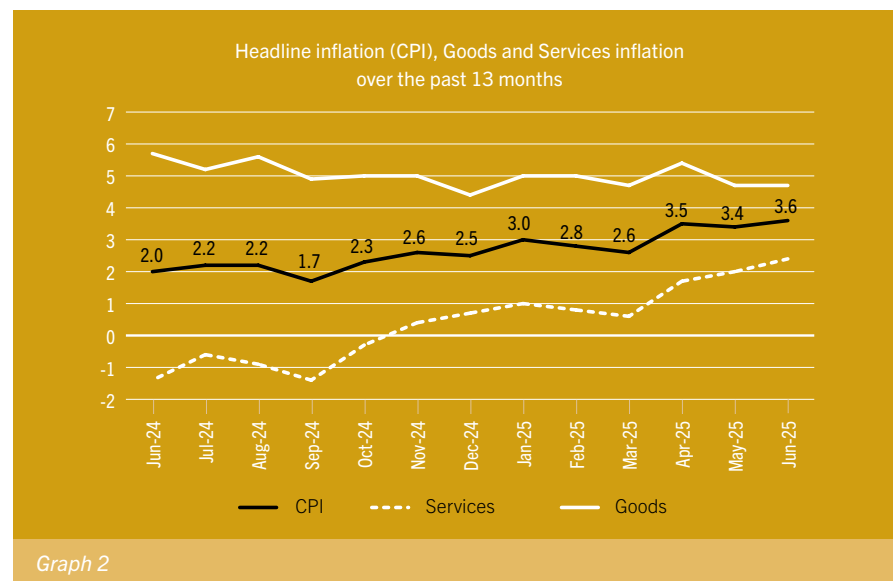
Over the past few years, inflation has been one of the key concerns for the UK economy, shaping both policy decisions and public sentiment. Following a period of sharp price rises in 2022, the Bank of England's sustained tightening of monetary policy helped bring inflation down through 2023 and into 2024.

However, this downward trend reversed in late 2024 and 2025. Headline inflation (CPI) rose to 3.6% in the 12 months to June 2025, up from 3.4% in May, marking the highest rate since early 2024 and outpacing most analyst expectations. The increase was primarily driven by changes announced in the Autumn Budget to Employer National Insurance Contributions, minimum wage, and the Ofgem energy price cap that came into effect in April 2025.



Graph 1





**Graph 2** illustrates the evolution of headline inflation alongside its goods and services components. In the immediate aftermath of the pandemic and the energy crisis, goods prices were the main driver of inflation, reflecting supply chain disruptions and surging demand. However, as industrial demand weakened through 2024, goods prices began to deflate. A modest recovery in industrial demand in late 2024 led to a slight rebound in goods inflation, but it remains below the headline rate. Recent increases in good price inflation are rooted in the knock-on effects of US tariffs, which raised the cost of imported goods and are filtering through to finished goods prices.

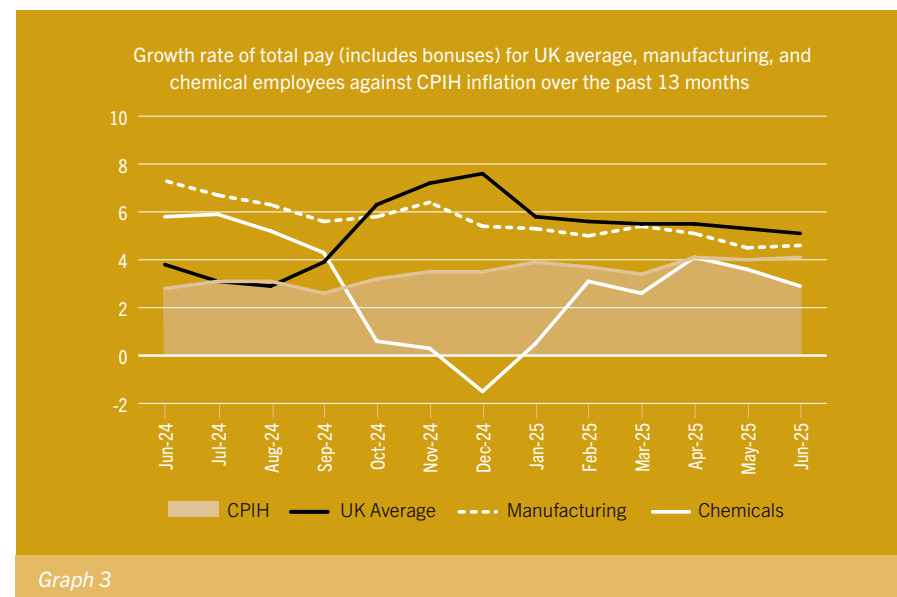
In contrast, services inflation has shown persistent strength since the second half of 2023, underpinned by robust wage growth, higher rents, and increased costs in labour-intensive sectors. Services inflation reached 4.7% in both May and June, slightly lower than April's 5.4%.

Looking ahead, the Bank of England and other major forecasters expect inflation to remain elevated through the summer, averaging around 3.2% for 2025. The persistence of higher inflation is attributed to the continued impact of energy prices, a weaker sterling, increased labour costs, and global supply chain pressures. While the Bank has begun to cautiously lower interest rates, with the latest cut to 4.0% announced on August 7th, it continues to face a delicate balance: ensuring inflation returns to its 2% target without undermining the economic recovery. The main factors that drove the Monetary Policy Committee decision to cut interest rates were: slower economic growth, unemployment rate increasing to 4.7%, vacancies falling for 13 consecutive

months, and the expected tightening of fiscal policy. On the other hand, US tariffs, lower international trade, and higher cost of labour continue to put upward pressure on inflation.

Retail Price Index (RPI) inflation, which accounts for the change in price of retail goods and services, in June was recorded at 4.4%, up from 4.3% in May.

The Office for National Statistics (ONS) has temporarily paused the publication of producer price inflation due to some inaccuracies within the data – you can find an analysis of the last available data in Q1 2025 Economic Report. Despite the absence of official data, our Q2 2025 Business Survey indicates a surge in raw material prices. This increase appears to be driven by escalating geopolitical tensions and the knock-on effects of new US tariffs, which have raised costs for imported goods and disrupted supply chains.



## Labour market

The latest labour market data from the Office for National Statistics indicates a modest weakening in the UK labour market during the first quarter of 2025. The unemployment rate edged up to 4.7% between April and June 2025, the highest level since late-2020. This increase was accompanied by a 6% fall in job vacancies since Q1 2025.

The weakening is primarily linked to recent policy changes that raised the cost of labour, including higher employer National Insurance Contributions and increases to the minimum wage. These measures have contributed to a reduction in payrolled employment – down by 8,000 between April and June 2025 – and an uptick in redundancies earlier in the year.

Despite the rise in unemployment, wage growth remains relatively robust, with nominal wages growing at around 5% year-on-year. The combination of higher labour costs and a cooling jobs market suggests that employers are becoming more cautious, with some opting to reduce hiring or cut positions in response to the changing economic environment.

Total pay growth, which includes bonuses and arrears, is represented in **Graph 3**. The yellow area in the graph shows the level of CPIH inflation, which also includes mortgages and owner occupying housing costs. Any point within or underneath the yellow area indicates real terms pay cuts, meaning that inflation was higher than pay raises, whilst any point above the yellow area represents real terms pay increases, because pay grew more than prices.

In the three months to June 2025 total pay in the chemical sector – white line – grew by 2.9%, but since the increase was below CPIH inflation (4.1%) that resulted in real terms pay cuts of 1.2%.

## Business Survey

After some strength in Q1 2025, operating conditions deteriorated in Q2 2025 as almost a third of respondents reported falling sales and lower capacity utilisation. Almost three years of contraction for the industry impacted employee numbers as 33% of respondents reported lower employees in Q2 compared to Q1; employee numbers have been contracting for six consecutive quarters and are further evidence of the signs of restructuring we are seeing in the sector. Business investment also fell for majority of respondents as companies focused on survival rather than boosting production. The cost of trading continues to grow and it has impacted the cost of raw materials, which were reported raising by almost 40% of respondents. Due to weak demand, respondents were unable to pass on the additional costs to consumers and that led to falling margins for 47% of respondents.

While there is some optimism for Q2 and the rest of 2025, expectations are notably subdued compared to previous surveys. Only 51% of respondents anticipate improvements in operating conditions, down from the typical 60-70%, and sentiment regarding input costs and employment levels remains negative.

## CIA Quarterly Economic Reports

At the CIA, we undertake a quarterly business survey of our membership. The data collected, and official data provided by the Office for National Statistics, are then presented back to members for further analysis. A comprehensive economic report is published, looking in detail at the topics discussed by members, in addition to the economic performance of the prior quarter and forecasts for the future. Read past reports [here](#).



# Events calendar

**CIA events**  
events@cia.org.uk  
020 7834 3399

See <https://cia-online.org.uk/Training-and-events/Training-courses/> for full list of events

**REACHReady events**  
events@reachready.co.uk  
020 7901 1443

For further information see <https://cia-online.org.uk/reachready/Events>

## CIA Events

**Managing Safety Data Sheets**  
17 & 18 September 2025 (virtual, mornings only)

Anyone handling or supplying hazardous chemicals will already be familiar with the SDS and everyone supplying mixtures in the UK and EU 27 – from importers to formulators – needs to understand the SDS and how REACH affects it (EU/UK). For the writing SDS, getting the format correct is the easy part if following guidance, but to do this correctly, there must be an in depth knowledge of chemical safety control. This workshop will help you ensure your SDS is fit for purpose, and that you fully understand SDS provided by suppliers – and to check suppliers are providing you with appropriate details.

**Managing REACH for suppliers of articles: How compliant are you?**  
8 & 9 October 2025 (virtual, mornings only)

As more SVHCs come under the regulatory spotlight and the number of customer enquiries your company receives regarding chemicals of concern grow, you will be ever more reliant on a robust supply chain management system to ensure REACH compliance as part of product stewardship. This workshop will outline the essentials of a compliance strategy that will help you identify if you are doing all you can to comply, recognise where business risks are likely to occur and how to minimise them and develop and maintain your strategy for compliance as part of good product stewardship. The implications of the UK withdrawal from the EU will be discussed throughout each session.

**CIA Sustainability Conference**  
14 October – Manchester

The ability to solve problems is one of the most important business skills to possess, if not the most important. This course is for those looking to broaden their knowledge and increase their capability and confidence in using a range of problem-solving tools and techniques that will deliver results.





### REACH – The Basics

**11 & 12 November 2025 (virtual, mornings only)**

For companies importing or exporting chemicals within the EU, obligations under the REACH Regulation still exist post-Brexit. Our most popular workshop is an excellent place to start for anyone who needs to understand more about both UK and EU REACH. Also of interest to non-EU suppliers of substances and mixtures who are looking to support their EU customers on REACH.

BOOK

### UK REACH – a new model for transitional requirements?

**11 December 2025 (virtual, morning only)**

Back in 2021, Defra made a commitment to explore alternative arrangements for UK REACH transitional registrations to minimise costs for businesses following the end of the Brexit transition period. Whilst the Alternative Registration Model (ATRM) is still under review, it is expected that the final information requirements will not exceed those outlined in last year's public consultation. Meanwhile, the existing deadlines for transitional registration will be extended to give time to finalise the model and provide a suitable transition period. Join us for this half-day seminar, where we will update you on the latest information around this topic and help you to navigate this period of uncertainty.

BOOK

## REACHReady Events

### DSEAR – Practical Application

**8 September – Manchester**

This course will provide an overview of the applicable legislation and guidance and the management processes involved, to provide a strategic overview of DSEAR.

BOOK

### Energy and Industrial Competitiveness in the UK webinar hosted by ONSITE ENERGY

**16th September – FREE OF CHARGE**

AXIOM's OBRA Technical Briefing is returning to the Wilton Centre and The Heath, Runcorn.

BOOK

### AXIOM – Occupied Building Risk Assessment Technical Briefing

**16 Sep & 20 Nov – FREE OF CHARGE**

AXIOM's OBRA Technical Briefing is returning to the Wilton Centre and The Heath, Runcorn.

BOOK

### Maintenance Management – Delivering Reliability in the Process Industries

**17 September – Manchester – Online**

Maintenance Management is a distinct and specialised engineering discipline often overlooked or taken for granted but is critical for the efficient and productive operation of any facility. This course is an introduction to maintenance approaches and theories which will equip the delegate to take a fresh look at the performance of the maintenance engineering department.

BOOK

### Human Reliability Analysis – Reducing Human Failure in Operations and Maintenance for Safety Critical Tasks

**18 September – Manchester**

The competent authority expects major accident hazard sites to take all measures necessary to prevent and mitigate the consequences of major accidents. This includes Human Factors.

This course is an introduction to a key Human Factors tool – Human Reliability Analysis (sometimes known as Safety Critical Task Analysis or Human Failure Analysis) – and is targeted at personnel wanting to know more about the topic, including those charged with ensuring Human Reliability Analysis is conducted at their site, those who wish to lead simple HRAs, team members who participate in HRAs, and personnel who commission and procure HRAs for their site.

BOOK

### Protecting your reputation: Crisis Management Masterclass Online Training Event

**23 September**

How do you prevent a tricky situation becoming a crisis which causes lasting damage?

BOOK

### SOPs – Writing Procedures – Current Best Practices

**1 October – Denton, Manchester**

Supporting safer, productive and reliable operations.

Procedures are critical documents for safely operating a process plant. Well defined, structured and consistent procedures will support reliable and repeatable operations, and form the foundation for driving continuous improvement leading to productivity gains. They are the documents new personnel should be trained against, and if well thought out will reduce the time taken for personnel to become competent.

BOOK

### Problem Solving in Production – Applying Structured Problem-Solving Tools to Daily Issue

**8 October – Manchester – Online**

The ability to solve problems is one of the most important business skills to possess, if not the most important. This course is for those looking to broaden their knowledge and increase their capability and confidence in using a range of problem-solving tools and techniques that will deliver results.

BOOK

### CIA Sustainability Conference

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BOOK

### UK Chemical Reactions Conference 2025

**16 October – Hyatt Regency Manchester**

Please join us on Thursday, October 16 in Manchester for Chemical Reactions: UK Chemicals Conference 2025. The 2nd edition of our annual conference will offer a deep dive into the evolving landscape of UK chemicals regulation and policy.

BOOK

### Occupied Buildings Risk Assessment/OBRA

**30 October – Bristol**

The course aims to provide a working overview of OBRA qualitative and quantitative methodologies, to provide attendees with the knowledge to understand, query or even develop OBRA as well as providing an update on the 2020 guidance.

### Management of Change – A Practical Approach

**7 November – Manchester**

If a proposed modification is made to a hazardous process without appropriate review, the risk of a process safety accident could increase significantly. This course has been specifically designed for those requiring to increase their underpinning knowledge of management of change systems, including those who initiate, evaluate and implement change on high hazard facilities. Also appropriate for managers who have responsibility for the audit and review of the change management system.

BOOK

### PFAS Free 1 Hour Webinar Delivered by ELEMENTS MATERIAL TECHNOLOGY

**11 November – 1 to 2pm – CIA**

This webinar, presented by the environmental monitoring and testing business Element, hosted by the CIA, will provide a useful update on developments in PFAS monitoring and testing and is aimed at those who may need to assess and manage the potential of PFAS contamination in waters, soils, wastes, firefighting foam, ambient air and emission stacks.

BOOK

### CDOIF Environmental Risk Assessment

**13 November – Edinburgh**

The training will provide learners with an understanding of the knowledge and tools to:

- Proactively assess the environmental risks and also develop skills in environmental assessment to understand how to identify potential MATTEs, and implement effective risk management strategies.

BOOK

### Value Stream Mapping – Application in the Process Industries

**20 November – Manchester**

Value Stream Mapping is a key tool in understanding how your operations function, and so is an enabler in developing a plan to improve. It reveals details of what is occurring within the business, allowing the identification and addressing of improvement opportunities.

BOOK

### Climate Change and COMAH

**27 November – Manchester**

Under the Control of Major Accident Hazards (COMAH) Regulations 2015, operators are required to demonstrate that all major accident hazards (MAHs) have been identified. MAH identification is commonly carried out against a list of guidewords, or deviations, intended to identify all potential initiators of MAHs at an establishment.

Included in these guidewords are often a smaller number of environmental initiators, capturing extremes of temperature and weather. However, assessment is typically conducted on current weather patterns, on equipment often designed to older standards.

BOOK

For further information on REACHReady events, see: <https://cia-online.org.uk/reachready/Events>



# Make our team part of your team!

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