

Employee Value Proposition



Excellence. Innovation. Engagement.

NOVA Chemicals is committed to fostering a safe, productive and dynamic work environment built on three core principles: Excellence > Innovation > Engagement. This is what our employees expect from us – and what drives and motivates them to succeed.

We are a focused plastics and chemical company – smaller than many of our competitors, yet positioned with the highest leverage in the industry. Our employees contribute to an organization with clear accountability, strong leadership and a multitude of challenging opportunities that enable them to prepare, execute and rapidly respond to changing conditions. There are significant advantages to working in a culture of responsiveness!



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Excellence

DELIVERING ON OUR COMMITMENTS AND DRIVING RESULTS

In NOVA Chemicals' results-driven environment, we work to provide opportunities that maximize your unique talents, skills, strengths and interests – while maintaining a steadfast commitment to safety, ethics and social responsibility.

We seek employees that are dedicated to continuous performance improvement. With an emphasis on leadership and accountability – NOVA Chemicals supports employees through formal and informal training programs, career dialogues, performance coaching, educational opportunities, and pay-for-performance programs. Our leadership is committed to results, and we reward employees based on each individual's contribution and performance.

Innovation

CONTINUOUSLY IMPROVING THE WAY WE OPERATE OUR COMPANY

NOVA Chemicals employees work in a fast-paced environment . . . in an industry defined by innovation and constant change. One element that does not change, however, is the level of energy we bring to executing our five-point business strategy.

Our world-class manufacturing facilities are staffed by operators, technicians and engineers who contribute decades of expertise in their fields and strive to continuously optimize our production processes. The personnel at our two state-of-the-art research and development facilities design new catalysts, find innovative solutions for our customers, and enhance our existing slate of proprietary technologies. In addition, we have several teams of well-seasoned business professionals who drive to create and deliver shareholder value.

Engagement

THE ART OF PREPARATION AND EXECUTION

By virtue of exceptional organizational alignment and leadership – employees at NOVA Chemicals are able to focus on a goal, move in unison and take action. We believe that we can only reach our full potential – as a company and as individuals – by working in a culture that supports both personal talent and team collaboration. We listen, value and respond to employees' feedback, support their growth and development and empower them to succeed.

NOVA Chemicals' work environment offers the right balance of teamwork, yet allows each employee to be proactive and set his or her individual course for career success! You'll be part of a team that encourages your creativity and respects your unique abilities to deliver results.

Your Future ... NOW

Our comprehensive benefits package, competitive compensation, and innovative BALANCE program combine to form the foundation of NOVA Chemicals' employment proposition.



Our team of high-performing professionals enjoys a robust total compensation package that includes competitive salaries, performance incentives, flexible benefits, and retirement savings and profit sharing opportunities. We also offer an employee education assistance program and higher education awards, and many locations offer alternative work arrangements.

Another unique offering at NOVA Chemicals is our BALANCE program – designed to support the health and wellness of our employees and their families. The BALANCE program includes key elements such as health incentives, personalized health and wellness coaching, and a fitness subsidy. We also provide access to a best-in-class Employee & Family Assistance program, offering professional services for a variety of life's situations, such as maternity preparation, the teenage years, coping with loss, managing priorities and dealing with divorce. The program is also a great resource for ordering books and materials relating to self-help, finances, healthy living and many other life-related topics.

Visit our website at www.novachemicals.com and take a close look at what we've got to offer – your future may be right here, right now!

NOVA Chemicals
Canadian Operating Center
1000 7th Avenue SW
Calgary, Alberta Canada T2P 5L5

NOVA Chemicals
U.S. Operating Center
1550 Coraopolis Heights Road
Moon Township, PA USA 15108

NOVA Chemicals employs a diverse workforce with a wide-range of knowledge, expertise, perspective and experience. We embrace this diversity as a competitive advantage that is essential to our success. We are committed to equal opportunity and fair treatment of all employees.