



CERTIFIED AGRO

On 27 May Indorama Agro received ISO 9001, Environmental ISO 14001, and Safety ISO 45001 for its corporate farming operations. The certifications demonstrate the company's commitment to quality, safety, and environmental standards. Through this process, Indorama Agro will continue to ensure consistency and visibility of quality standards, processes, and performance indicators across its business at all levels.

RECYCLING AND CIRCULAR ECONOMY

At Indorama Agro, we strive to be more environmentally friendly. We are committed to reducing our environmental impact and creating a sustainable future. Our circular economy is supported by recirculating gin waste and adding animal waste to produce bio-compost.



PROMOTING GENDER EQUALITY

Uzbekistan is developing a strategy to achieve gender equality by 2030. The country aims to ensure equal rights and opportunities for women and men in all spheres through socio-economic reforms. Indorama Agro conducted training on gender equality in May to encourage a gender-inclusive workplace that fosters respect and allows women to participate equally. The company promotes gender parity through targeted enforced policies. There are plans to implement flexible working arrangements to accommodate employees' needs, especially women.



SAVE WATER - SAVE THE FUTURE



Management of water and improving water efficiency are critical for Indorama Agro. We work with some of the world's leading irrigation solution companies who guide us on changes in water use. To secure better crop yields within the context of water scarcity, Indorama Agro has installed drip irrigation in some of their contours. Consequently, water and fertilizer usage in those fields has been reduced by 40-50% and 30%,

respectively, with an additional 10% reduction in labor costs. This cutting-edge irrigation design can be successfully applied on uneven land and filters silty water for irrigation and controls weed growth as well.



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BIOCOMPOST - SUSTAINABLE APPROACH

CIRCULAR ECONOMY



Crops require fertile, mineral-rich soil. In order to increase yields, companies often use synthetic fertilizers. But at Indorama Agro, we make our own compost in order to be more sustainable.

INDOOR FARMING

A mixture of cotton gin waste, cattle manure, and phosphorous gypsum is used to make this compost. To activate the compost, we add microbial culture and water. As microbes consume and break down organic material in compost, nutrients are released into the soil, improving yields. In 2022, approximately 2600 hectares were sprayed with bio-compost.

NEW INCOME

Using bio-compost reduces our reliance on synthetic fertilizers and pesticides. Cattle manure is sourced from nearby livestock farms and is an income-generating source for local farmers.

BIOCOMPOST IS

a bioorganic fertilizer intended for the full nutrition of any plants, made by special technology without the addition of mineral salts, contains in its composition the necessary amount of macro - and microelements



Public Relations and Crisis Communications

TRAINING FOR TASHKENT OFFICE



DINARA DULTAEV, co-founder and CEO of Uzbekistan's first integrated communications agency, DNA, trained Indorama Agro employees on public relations and crisis communication. Tashkent, Syrdarya, and Kashkadarya employees were hand-held through public relations and crisis communication.

ESG, HR, Finance, and GR departments participated in this interactive training on public relations values and mechanisms in Uzbekistan. A variety of methods were explored for engaging journalists in crisis communication. Furthermore, the trainer explained the different elements of public communication, such as audience analysis, content construction, and timely response. The role of the Public Relations and Corporate Communication Manager in crisis communication was also highlighted.



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GENDER EQUALITY



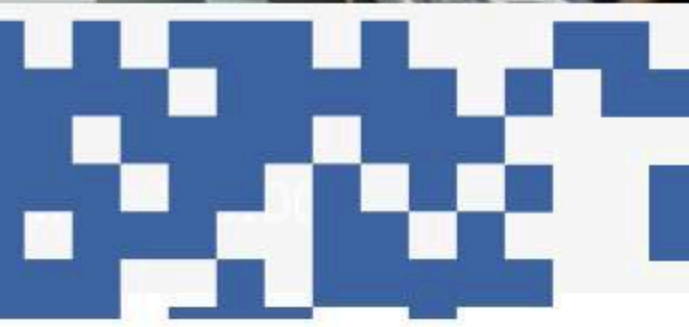
Gender equality creates sustainable development of society:

"human capital - human rights - gender equality - sustainable development - progress - quality of life"

Training on gender awareness was provided to 70 employees from Karshi, Guliston, and Tashkent by gender specialist Dinora Alimdzhanova.

Participants learned about Uzbekistan's laws and policies on gender equality and the barriers women face in accessing education, employment, and leadership opportunities. As a response, they were educated on how gender diversity and inclusion can improve productivity, innovation, customer satisfaction, and social cohesion.

Stereotypes and assumptions we unconsciously make about people based on their gender, age, ethnicity, and other characteristics were fascinating to discuss. The sessions also taught participants about fairness and respect.



LABOR CODE



Decoding the new labour code



The application of the amended labour code around the collective agreement, internal labour rules, and other local regulations was discussed with the Head of HR and lawyers in mid-May in the regional offices of Gulistan and Karshi. Since the enacted new labor code of Uzbekistan came into force, Indorama Agro has reviewed all contracts and legal documents and updated them with the necessary changes. Indorama Agro is the largest agro cluster in Uzbekistan, with 2400 employees.



Safety, Health, Environment



Indorama Agro received ISO 9001, ISO 14001, and ISO 45001 certifications on 27 May. Obtaining international certifications demonstrates the company's commitment to quality, safety, and environmental standards. This process will ensure that quality standards, processes, and performance indicators are consistent and visible across Indorama Agro's operations.

In implementing ISO standards, the Health, Safety, Environment & Engineering department plays a key role. The department organized more than 15 trainings in May, 2023 on fire safety, environmental protection, and preventing injuries during harvesting in accordance with ISO standards. Harvesters were given booklets about labor protection. The department also conducted regular inspections of the harvesting areas.



COMMUNITY AND TRADE UNION SUPPORT



Chess Tournament between Trade Union and Indorama Agro

A chess tournament was organized at the Guliston office in Syrdarya between IAL employees and Trade Union members. The event was well received by employees and was a great opportunity to build camaraderie and strengthen relationships.

APPRECIATION OF SERVICES

Indorama Agro congratulated a 98-year-old resident of Naiman village who served during World War II. As a mark of appreciation, the company gave him flowers and an oven. Representatives from Environment, Social, Governance, and Government Relations departments attended the event to show their respect. The villagers also expressed their gratitude to the company for honoring the veteran.



Successful internship in Indorama Agro

From February 28 to May 20, 2023, 4 grade students of the National Research University, Doston Mamatkulov, Bunyod Zhuvashov, Ziyodulla Khakimov, Kakhramon Kholbozorov, successfully finished their internship program. They carried out practice in the Department of Equipment Use and Control of Machine Maintenance (MTP) in Aqoltin and Sardoba districts. Students successfully gained necessary knowledge under guidance of Mr. SIVA KUMAR SARVARI ALAM and Mr. SATISH CHANDRA

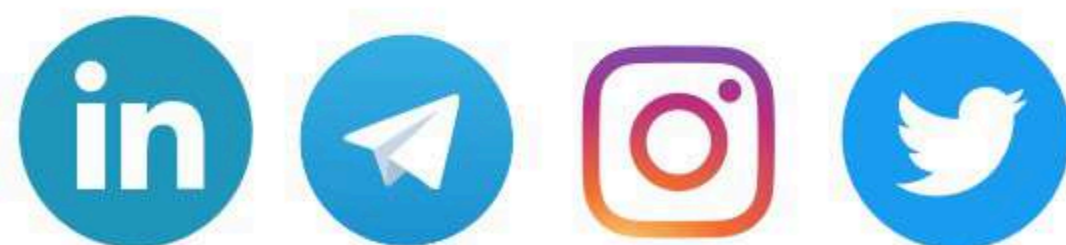


HARVESTING SEASON STARTS

Indorama Agro began harvesting wheat in May. With the help of high-performance combine harvesters and seasonal labourers the ready grain was harvested and threshed. Harvested grain was stored in the silos and transported to processing plants. Consumers buy the finished products.



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