

**INDORAMA**

FE Indorama Agro LLC

# NewsLetter

September, 2023

Issue 9



## TOP NEWS

- INTERNATIONAL DAY OF CHARITY
- DECENT WORK AND LABOUR RIGHTS PROTECTION

**COTTON  
HARVESTING  
STARTS  
IN INDORAMA  
AGRO**



# COTTON HARVESTING STARTS IN INDORAMA AGRO



**The sowing season, that began in March, has already borne fruit at the outset of autumn.**

Our farmers have dedicated themselves to reap an abundant harvest of raw cotton.

Farmers grow cotton that is processed at the cotton gin plant and then sent to Indorama Kokand Textiles for yarn production.

Indorama Agro grew cotton on over 16,000 hectares this year. Including over 8,000 hectares on a contract basis.

Timely agricultural work, seed selection, irrigation, and fertilization led to this result.



*Indorama Agro uses over 40 John Deere tractors and combines for mechanical harvesting. In Kasbi and Nishon, the company hired pickers to hand-collect part of the harvest.*

Our team monitors compliance with safety regulations in the fields around the clock. They conducted emergency trainings, checked equipment for readiness, and organized food supply areas for combine harvester operators. They have taken precautions at cotton picking points and gin plants.

**We expect our harvest to be bountiful.**

Adequate resources and personnel are important for labor-intensive cotton harvesting. This includes the right machinery, a reliable team, and a plan for storing and transporting harvested cotton.



# INTERNATIONAL DAY FOR CHARITY

## 5 SEPT 2023

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### High humanism drives the growth of Indorama Agro

The founders of the company are committed to supporting people's growth and helping them achieve their goals.



**On 5 September, Indorama Agro celebrated Founder's Day and International Day of Charity by distributing food packages to 165 underprivileged families living in 33 communities of Kashkadarya and Syrdarya regions.**

The initiative aimed to assist retired, sick, and homeless individuals in need of social help.

Through this effort, the company hopes to strengthen bonds with the communities.

The District Administration and families deeply appreciated Indorama Agro Management.



## IFC & EBRD visits Indorama Agro operation sites



IFC & EBRD

International finance Corporation and EBRD officials made their second visit to Indorama Agro in September 2023.

This visit served as a crucial step in evaluating the progress and impact of ongoing initiatives.



The schedule began with an inaugural meeting hosted at the corporate headquarters of IAL in Tashkent. Next, the delegation visited the company's facility and field sites in the Sirdarya Region.

During the week, they conducted extensive deliberations between the visiting team and the IAL management. The officials had the privilege of meeting with the Trade Union Leader, as well as engaging in discussions with farm workers and contractors.

The topics discussed were the shift of Nano unit workers to Nano Unit contractors, getting the trade union's approval for this change, and assessing the well-being of the contractors in 2023.

They interacted with a local community to gain a deeper understanding of the impact of IAL's operations and mitigation measures. Officials used this interaction to create tasks for IAL to identify the project's affected population.



## PRESS TOUR: Working conditions in Indorama Agro for cotton pickers

*There was a press tour organized by the Ministry of Labor, Kashkadarya, to showcase the working conditions for cotton pickers in Kasbi. Indorama Agro supports machine picking in all its lands for cotton. The company has a contract farming agreement with over 975 farmers for the 2023 cotton harvest season in Kasbi and Nishon districts.*

The journalists got acquainted with the process of cotton picking and the working conditions created for the pickers. Also, they witnessed how cotton ginning plants and bio labs organize labor protection and technical safety.

The visiting team went to cotton fields and spoke to farmers and pickers to understand their collaboration with Indorama Agro.

## INDORAMA AGRO IMPROVES LABOUR ISSUES POLICY

Indorama Agro, prioritizes employee working conditions. In September, it joined Uzbekistan's Confederation of Employers, a member of the World Employers Confederation.

The Confederation of Employers of Uzbekistan promotes the sustainable development of employer and entrepreneur's interests.

The business community's dedication to good working conditions and rejection of informal employment are vital to the state's social policy.

Indorama Agro supports the Confederation's efforts for equal rights and freedoms in Uzbekistan.



# COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS ON FOOD SECURITY

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## Uzbekistan's Government, with support from FAO, organized an international conference on Food Security in Samarkand.

The conference was attended by Ministers of Agriculture from 15 countries, Deputy Ministers from 8 countries, high-ranking diplomats from 13 countries, and representatives of over 30 international and scientific organizations, as well as financial institutions.

Indranil Majumdar, the COO of Indorama Agro, discussed the company's farming achievements and sustainable agriculture development.

## The Samarkand Declaration affirms Indorama Agro's progress towards sustainable farming in the following ways:

- ■ improving Uzbekistan's agricultural system with modern methods like drip irrigation and bio-fertilizers to reduce chemical use and increase productivity.
- ■ empowering rural women to increase their contributions to agri-food systems, with fair work and pay and no discrimination.
- ■ supporting family farms and expanding their capabilities by providing financial and food assistance.

Three trainings took place in September. The company organized a training on Revision of the Personnel Schedule to discuss, review, and implement changes in the staff schedule. An online training on Unconscious Bias was attended by 21 employees from HR and ESG departments. And a training on protecting cotton from pests was imparted by IFC in collaboration with Mr. Artyom from Indorama Agro biolab, in Temur Malik Guliston, Sirdarya.

# TRAININGS





# ACQUAINTANCE OF EMPLOYEES WITH CONTRACTS



Labor discipline is a state-established procedure for all workers. The employee must adhere to labor laws and fulfill their duties honestly and conscientiously.

In September, labor contracts were signed with the heads of picking squads in the Kashkadarya region. This was an opportunity to implement HR policies and contracts before hiring cotton harvest workers.

# COLLECTIVE AGREEMENT APPROVED BY TRADE UNION

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**The conference of the labor team was held on September 16, 2023, by the committee of the "Indorama Agro" Trade Union in Oqoltin district.**

This conference was attended by 52 delegates elected from the regions working in the company.

Chairman of the Trade Union Committee Sherzod Alibaev opened the conference.

During the event, the Draft of the Collective agreement of the labor team of "INDORAMA AGRO" LLC for 2023-2025 was presented, and the opinions of the delegates were heard.

The delegates of the conference unanimously approved the draft collective agreement of "INDORAMA AGRO" LLC.



# GETTING READY FOR THE COTTON-PICKING SEASON

Before the beginning of the cotton harvesting season, the responsible departments of Indorama Agro Company carried out a number of activities related to cotton harvesting, to pass the season without losses and fires.





In particular, in Sirdarya and Kashkadarya regions, a series of trainings, interviews and training sessions were organized in cooperation with the representatives of the regional departments of the Ministry of Emergency Situations, the Road Safety Department of the Ministry of Internal Affairs, in order to prepare fire-fighting equipment for fire safety during the season at each cotton receiving point.

Drivers of the company, employees of cotton receiving points, pickers, tractor drivers, electricians were involved to the trainings and seminars.

2023 cotton harvest season, how the factory is preparing for the cotton harvest and the condition of the fire shields and fire hydrants were reviewed. The operation of fire extinguishing equipment and tools was checked once again.







# INNOVATION AND RECYCLING



Indorama Agro implements recycling efforts to minimize waste production. The company's ginning plants and machinery fleet have extensive operations, necessitating a substantial quantity of spare parts for maintenance. The material is delivered by our global suppliers in wooden boxes and pallet packing that have been treated chemically for durability. Initially, these boxes were disposed of in a landfill by a certified waste collector vendor, in accordance with local environmental regulations.

The IAL Fazli warehouse team implemented an idea to maximize recycling of scrap wooden boxes by making plant stands, achieving the objective of green space and good housekeeping. These plant stands are weatherproof, environmentally friendly, insect-resistant, and renovated in-house with no external help or budget.

Dozens of such plants stand installed in our farm depots and offices.

# TEAM BUILDING THROUGH CRICKET TOURNAMENT

**The company held a cricket tournament in Guliston, Syrdarya in September. Four teams represented Indorama Agro operational districts.**

In a nail-biting final, "Nishon Fighters" batted first and displayed their skills by scoring 75 runs while losing five wickets in 12 overs. The Oqlytn Warriors" emerged champions, This cricket tournament not only entertained but also strengthened the team spirit amongst the employees.







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ThankYou.