

NEWSLETTER

INDORAMA AGRO

A PLENTIFUL HARVESTING

This season, Indorama Agro has harvested a large crop of wheat and completed it on time. Despite all the difficulties of the weather, we managed to achieve better yields in direct farming for 79,367 metric tons and 23,890 metric tons, thanks to the well-coordinated work of talented specialists.

We have implemented sustainable farming practices for the right cultivation of the land, using the latest technology to improve the fertility of the land and monitor the harvest daily. This year, we have returned 50,000 metric tons of organic matter to the soil through mulching activities. We minimize grain loss during wheat harvest using the groundbreaking Bushel Plus Smart Drop Pan technology. We use the best farming practices, drawing on all our knowledge of farming and agriculture. Our products are environmentally friendly, harmless, and safe for human health; we use bio composts and fertilizers from our own production. Thanks to the excellent role and efforts of the entire Indorama Agro team, we managed to get the best and most productive harvest without any losses.

We also would like to thank the representatives of the Khokimiyats of Sirdarya and Kashkadarya regions for their support of Indorama Agro and assistance in safe harvesting.



TOP NEWS

THE INNAGURATIVE MEETING of labor protection representatives was conducted.

Observance of **WORD ENVIRONMENT DAY**

FOOTBALL TOURNAMENT

ALLOCATION OF LAND FOR GRAZING (CSR Project)

WHEAT FOR DAILY BREAD

Our farming initiatives were highly praised by a renowned Chef from Uzbekistan. This individual is a chef, blogger, and advocate who is popularly known for promoting healthy food.

"In order to truly appreciate the food, we consume, we must comprehend how it is cultivated," states Chef Saidakrom.

In June, 2023, the famous chef visited Indorama Agro in Guliston. He witnessed vast wheat fields being harvested and gained knowledge about Indorama Agro's utilization of modern technologies and advanced equipment to cultivate high-quality grains for Uzbekistan.

Having experienced the fieldwork, he realized the difficulties involved in obtaining the ingredients he uses in his cooking. While on location, the chef prepared kebabs (meat fried in fire) and patyr (bread baked in Kazan) as a gesture of gratitude for the hard work of the team, which ensures that food is available on all our tables. The video featuring Saidakrom has been viewed by over **220,000** people on Instagram and YouTube.





Security during the harvest

June has been one of the most hectic months for the Production, HSE and Security teams. Ensuring security during the harvest was the unit's top priority. According to the established timetable, daily monitoring of all harvest areas was conducted, the availability of water supply was checked, and potential fire risks were eliminated.

Over 10 training sessions were organized for staff members of the guest house and cotton processing facilities. A briefing was held for tractor drivers, truck drivers, and warehouse staff, and the readiness and security of equipment were assessed. During the training sessions, instructions were given on how to follow the evacuation plan in case of an emergency, as well as training on the use of a fire suppressant. The training sessions were conducted in accordance with the plan for labor protection, ecology and environmental protection, technical safety, and fire safety. During the briefing, it was emphasized that it was essential to strictly adhere to traffic rules, avoid littering household waste, refrain from checking for oil leaks, and smoking in grain harvesting fields was strictly prohibited.

Furthermore, special clothing, face masks, and footwear were distributed to all employees. Workers at the sites undergo daily medical check-ups before starting work, and if they have health issues, they are provided with first aid and necessary recommendations.



The mastery of managing our fleet is the cornerstone of our success

Indorama Agro possesses a state-of-the-art and robust vehicle fleet in Uzbekistan and throughout Central Asia. We have over **300 varieties of agricultural machinery from top manufacturers in the world, such as John Deere, Case, and others**, equipped with cutting-edge and innovative advancements in this field.

Our heavy-duty tractors are highly efficient and user-friendly. Our fleet of agricultural machinery accompanies every seasonal activity, from soil preparation to harvesting. The proper utilization of these machines is crucial to the successful agricultural operations of our company. **Laser tillage, bio-enrichment, cultivation, sowing, harvesting, and crop transportation all require extensive knowledge of fleet management.** Our fleet team consists of top experts.

Each day, our fleet ensures the uninterrupted supply of equipment, monitors its functionality, and adheres to safety regulations. We also provide technicians to meet the needs of the local population. We bring water to remote regions and neighborhoods, cultivate land, clean canals, and enhance roads.



Machine Parking Sheds

The Toirov and Sharaf Rashidov farm depots now have sturdy, spacious sheds. These are to house very expensive and highly sophisticated, state-of-the-art **John Deere harvesting equipment.** Indorama Agro relies on these sensor-based combine harvesters for its field operations. Handling and shielding them from Uzbek weather - wind, dust, snow, and sunlight is essential to maintain their functionality. The space is enormous enough to fit the **John Deere CP690, S770, and JD planters.** To ensure the machines are in the best condition when in use, the farm depot managers regularly maintain these sheds. This helps minimize downtime and maximize machine effectiveness.

Canopied scrap yards

Canopied scrap yards made from corrugated boards are now available at Sharaf Rashidov and Toirov farm depots. The project took **45 days** to complete. Each yard measures **54 m x 13 m x 17 m** and is used to collect once-used metals, mobile oil, chemical containers, etc. The drainage system of the farm depot links to scrap yards. A fire-fighting system is in place nearby for worker safety. Indorama Agro believes in recycling scraps to reduce environmental impact. A certified company collects Indorama Agro waste under Uzbekistan's Ecology Department regulations. Scrap yards ensure the company's waste management compliance.



Care About Youth

Social assistance is the foundation for the growth of Indorama Agro

On World Children's Day, Indorama Agro, despite the peak of grain harvesting, does not forget about the festivities in its agricultural activities and takes special care of kindergarten students' tours.

We prioritize the preservation of nature, water resources, and land, aiming to cultivate environmentally friendly and safe food products for the well-being of residents, especially children.

Moreover, we place great emphasis on the development of children by actively promoting the values of the Indorama family to secure their future and promote peace. Our team actively collaborates with kindergartens, schools, and educational institutions. The directors of seven kindergartens in Akaltyn, Sardoba, Nishan, and Kasbi districts approached the company's ESG department with a request for toys and a swing set for the holiday.

The company's management supported the proposal and happily purchased colorful toys and a swing set for the children. On May 30-31, 2023, representatives from the company, including specialists from the HR department, construction department, and ESG department, congratulated the kindergarten students and presented gifts on behalf of the company. They also enjoyed a concert program featuring the children's performances.



Kasbi d./ 7-10-DMTT

Sardoba kindergarten



Celebration of Eid

Indorama Agro is committed to the idea of collective development. Our actions are guided by principles of equality, social support for the community, and fostering mutual trust with the local population. We consistently aid and support to the residents, actively engage with local authorities, and prioritize the well-being of ordinary people by offering financial aid for their growth and improvement of their makhallas.



In honor of Kurban Hayit, we distributed **over 16 metric tons of wheat** to the residents of the **Syrdarya regions**, which Indorama Agro has taken under its care. We strive to aid all **12 mahallas**. This season, Indorama Agro has made significant progress in enhancing the fertility of the land, resulting in a bountiful harvest.



By delivering a bread supply to every needy family before the holiday, we witnessed joy in the eyes of women and children.



“Each family expressed their gratitude to the employees of Indorama Agro. It means a great deal to us to witness the happiness of people and see smiles on their faces. Happy Eid al-Adha!”



SOCIAL SUPPORT

Allocation of temporary land for community cattle grazing – CSR project

Livestock serves as the primary means of sustenance for many rural inhabitants in the Syrdarya and Kashkadarya areas. At Indorama Agro-operated regions, our aim is to assist rural inhabitants who require social support.



“ Following the cereal harvest in June, we allocated grazing land to rural inhabitants for a period of 10-15 days. A total of 528 hectares of land were allocated in the Syrdarya region areas, while 1679 hectares were allocated in the Kashkadarya region.”

In this community support inhabitants were able to allow their livestock to graze and gather hay, corn ears, and grass to store as food. The administrative procedures with Makhalla Raees were followed, and land issuance documents were prepared in collaboration with representatives from local community members and company Agronomists, Community Liaisoning Officers. The Production, ESG and Security team collaborated for successful completion of this CSR project. The community people also appreciated and thanked Indorama Agro.



WORLD ENVIRONMENT DAY
5 JUNE, 2023



#BeatPlasticPollution

The United Nations Environment Programme (UNEP) declared June 5 as "**World Environment Day**". Presently, to preserve the world for future generations, many manufacturers are transitioning to a new level of sustainability. In light of this, Indorama Agro is actively working towards adopting eco-friendly production methods and reducing its environmental impact. On this occasion, Deepak Raina, the company's General Director, **urged all Indorama Agro employees to conserve and safeguard nature for future generations.** In his address, Deepak Raina encouraged them to **reflect on their environmental responsibilities.** The ESG team, for whom this day holds special significance, **organized various activities.** Among the company's employees, a drawing competition was centered around this year's theme, ***#BeatPlasticPollution***". The participants were able to express their proposals, ideas, appeals, and solutions to environmental issues such as pollution of water bodies and soil with plastic waste by creating drawings on a white sketchbook using colored markers. A total of **74 posters** were submitted as entries, and **20 winners** were awarded. Additionally, all employees were given eco-friendly bags made from sustainable materials to use when shopping for groceries. A small initiative to reduce plastic consumption in our daily lives.



Indorama Agro cares about the Environment and Future generations. #Sustainability

World Environment Day event for children

At Indorama Agro, we believe that love for nature and respect for the environment should be instilled in children from a young age. The systematic effort to educate children in kindergartens and schools about the principles of nature conservation will guarantee a clean and sustainable future. **On June 5**, an event was organized at the Syrdarya and Kashkadarya branches of Indorama Agro to commemorate World Environment Day. The event was **attended by 60 children aged 7 to 12**, who were the children of company employees. The participants engaged in discussions about environmental protection, took part in an ecological quiz, and participated in a drawing competition. Representatives from the regional Department of ecology and environmental protection and employees from the regional television company visited and praised this initiative. The winners of the drawing competition were determined by an art school teacher.

At the end of the event, certificates and gifts were awarded to the winners and participants. The highlight of the event was the celebration of the birthday of an employee's daughter, whose father is currently abroad. The company organized a birthday party with the participation of **100 children**. ***This day will be cherished by the children forever.***



The inaugural meeting of labor protection representatives was conducted

Indorama Agro is a company that prioritizes the creation of a secure working environment and the implementation of labor protection policies. At present we develop a new initiative in the field of labor protection. With the aim of adhering to the laws of the Republic concerning labor protection, ISO 45001 standards for occupational safety and health, and the provision of safe and comfortable working conditions, the company organized the first meetings for elected labor protection representatives from among the employees.

These meetings facilitated discussions on matters pertaining to various departments, and the employees expressed their satisfaction with the organization of such consultations. Furthermore, an analysis of accidents that occurred in the regions and their causes was conducted, identifying hazardous and unsafe acts, working conditions and highlighted the potential negative consequences.

Cotton Ginning Operations Completed

Indorama Agro completed the 2022 cotton crop ginning operations for its three ginning plants. The Qashaqadarya region plants Fazli & Mughlon gins the cotton produced in direct and contract farming operations. The Syrdarya region Istiqlol plant gins the cotton produced in Indorama Agro fields. In total 59,624 metric tons of cotton are processed by operating the three plants for **11184** hours. Indorama Agro also conducted **49 training programs for 1213 workers** related to Occupational Health & Safety, Fire Safety, Environment & Social Management Systems (ESMS), labor protection, etc. The fire safety emergency **4 mock drills** were also conducted for **350 workers** due support of the Ministry of Emergency Situations to handle emergencies in ginning operations.

Football tournament

Following the completion of chess tournament in May, 2023, on June 23, 2023, a football tournament was held in the Oqoltin district between the security guards of the company, the employees of the irrigation department, as well as the office workers working at the A. Toirov Logistics Center. The tournament was organized in collaboration with **Indorama Agro and Trade Union**. The winners of the competition will be announced after the final round.

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HR activities

Training on the new labor law. In June 2023, training sessions were held on new employment agreements. The aim of the new legislation in the field of labor is to regulate the interests of employees, employers, and the state by ensuring a balance and harmony in individual labor and public relations directly associated with them. All relations related to this activity are governed by the Labor Law. On June 21-22, 2023, HR Manager Minovar Sidikova conducted a series of training sessions on the new Labor Laws in Kashkadarya and Syrdarya regions. The new Labor Law guarantees the labor rights and freedoms of employees, as well as provides state assurances for the choice of work, work in fair and safe working conditions, and protection against unemployment. Additionally, it aims to ensure the implementation of employers' rights in the field of recruitment, personnel placement, and the organization of an efficient labor process, as well as the promotion and development of social partnerships.



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