

# NEWSLETTER

## INDORAMA AGRO

### WORLD SAFETY AND HEALTH DAY

*safe work is the basis of a full and high-quality life for each employee of Indorama Agro*

In order to draw the attention of the world community to the magnitude of the problem, as well as to how the creation and promotion of a culture of occupational safety and health can help reduce annual deaths in the workplace, the International Labor Organization has declared April 28 as World Day for Safety and Health at Work.

### SECOND TASHKENT INVESTMENT FORUM –

*a business platform to share the achievements of Indorama Agro*

"We appreciate the event as a platform to showcase achievements and explore new opportunities. Our investing experience and working in Uzbekistan for over a decade have been highly successful. The period under President Shavkat Mirziyoyev was exceptional and gave a great impetus to our investment activities" – **Prakash Kejriwal, Indorama Group**



International Labour Organization

# XAVFSIZ VA SOG'LOM ISH MUHITI

**ASOSIY  
HUQUQ**

Butunjahon mehnatni muhofaza qilish kuni

► 2023 yil 28 aprel  
[ilo.org/safeday](http://ilo.org/safeday)

## TOP NEWS

**BIOLABS ACTIVITY  
OF INDORAMA  
AGRO**

**EMPLOYEE  
TRAININGS IN  
TURKEY**

**INDORAMA AGRO TOOK A SURVEY  
AMONG THE INDORAMA AGRO STAFF ON  
GRIEVANCE REDRESSAL MECHANISM  
AND WORK PROCEDURES**

# WORLD & SAFETY & HEALTH DAY

**SAFETY FIRST – INDORAMA AGRO IS COMMITTED TO PROVIDING A SAFE WORKING ENVIRONMENT**

The International Labor Organization has declared April 28 as the **World Day for Safety and Health at Work** to bring to the attention of the world community the magnitude of this problem and how creating and promoting a culture of occupational safety and health can help reduce the annual number of deaths in the workplace. This day was first celebrated in 2003.

Indorama Agro is committed to providing a safe working environment. We invest in the health and safety of our employees to eliminate workplace hazards and, in turn, the success of the company. To protect our employees from workplace hazards, we implement safety protocols and provide regular training. In accordance with worker protection requirements, remember: **YOUR FAMILY WAITING FOR YOU HOME HEALTHY AND SAFE**



**SAFETY FIRST,  
REMEMBER, YOUR  
FAMILY WAITING  
FOR YOU HOME  
HEALTHY AND  
SAFE**

To honor this day, Indorama Agro, organized a series of events at the Syrdarya and Kashkadarya farm depots.

The day demonstrated the need to resolve pressing issues regarding worker protection and working conditions at all levels of production activity and management.

The Departments of Government Relations, HSE, and Environment, Social, and Governance designed games, quizzes, drawing contests, and surveys to promote workplace safety culture. The events were a success and employees were engaged in a fun and interactive way to learn more about safety and health. Two farm depots were announced as Health and Safety winners for 2022 and 120 employees were declared Safety Champions.

# THINK SAFETY, SAFETY ISN'T JUST A SLOGAN, IT'S A WAY OF LIFE



## HEALTH AND SAFETY WINNERS & SAFETY CHAMPIONS



# CAREER DAY

On April 1, Indorama Agro participated in the "Professional Development Day" held at Tashkent State Agrarian University

The event were organized by the Ministry of Agriculture, Higher and Secondary Special Education of Uzbekistan, where Indorama Agro invited.

The event discussed opportunities and challenges for the agricultural sector in the country. During their presentation, Indorama Agro focused on sustainability and how their technology could reduce environmental impacts.

It was conveyed to the panelists and attendees that Indorama Agro values the partnership with colleges and institutions in the districts and regions, and takes pride in recruiting local talented students and alumni from these institutions.

## NEW COLLECTIVE AGREEMENT DISCUSSIONS

Workers' right to bargain freely with employers is an essential element of freedom of association.

During a meeting in Kashkadarya and Syrdarya Minovar Sidikova from the HR Department introduced the draft of the Collective agreement for 2023-2025, which detailed improved working conditions and protection of employees' rights. The draft was also discussed with the commission members and the Trade Union.

A team building session was also conducted with Syrdarya employees regarding labor protection and employer property.



## TRADE UNION ACTIVITY ON PROTECTING LABOR RIGHTS

On April 28, a joint meeting was held between Dilmurod Pirmanov, consultant of the Trade Union of Indorama Agro, and HR, and HIS departments.

The meeting agenda included the formation of the staff table for 2023; the development of job instructions based on classification; the preparation of a copy of the contract on material responsibility and the workers would carry out their responsibilities per the revised status of all staff positions into the 1C programю Both parties agreed that Indorama Agro pays close attention to building friendly relationships with trade unions and strengthening labor conditions at work and protecting their rights.

# CARE ABOUT YOUTH

Training students of Sardoba Presidential School on developing **biological insects**

Indorama Agro's bio laboratory staff imparted a day's training on biopesticides to the Sardoba Presidential School students. The technicians explained how they use insects for environmentally-friendly pest control methods leading the students to ask questions about the pros and cons of the process and the products. Teachers and administrators of the school appreciated that such sessions enrich the learning experience of students and help them grow their interest in science and technology.



TODAY A READER,  
TOMORROW **A LEADER**

# *TRAINING ON GEODESY*

*Training for Karshi Irrigation and Agro-technologies Institute for 1<sup>st</sup> & 2<sup>nd</sup> course students of the "Geodesy and geoinformatics" faculty*

Indorama Agro continues to liaise with regional academic institutes. In April 2023 the students of the Faculty of Geodesy and Geoinformatics at the Karshi Irrigation and Agro-Technology received training from Indorama on the "study of modern geodetic instruments and putting them into practice". During the open lesson Mr. Bruce Gordon, Mr. Mohit Denre, and Mr. Ali Shoymurzayev from Indorama Agro presented their insights about modern geodetic instruments used in geodetic field measurements, such as electronic tachometers, digital leveling, laser scanners, laser roulettes, to the students.

The students were also provided a walkthrough of the various operational procedures followed during cotton ginning and a visual inspection of modern agriculture equipment used by the company.



## Developing Team skills

Indorama Agro believes training is essential for the professional and personal development of its employees. To prevent accidents at the workplace, the Sharaf Rashidov safety team invited the Government Road Patrol Service to conduct joint training for 35 tractor operators in Sardoba. The training included a lecture on safety regulations, as well as practical exercises while operating machines on the road.



## Protect the health

In April 2023, employees of the Indorama Agro Kashakdarya office were required to undergo monthly health surveillance to prevent occupational diseases. Keeping up with the surveillance procedures set by the Uzbekistan Ministry of Public Health, regular medical check-ups are provided to ensure Indorama Agro workers' well-being and health.

## Ramadan iftar

To mark Ramadan, Indorama Agro arranged iftar parties for Karshi and Gulistan employees. The celebration was graced by 750 attendees, including imams, Oksakals, underprivileged families, staff, and representatives from different organizations. The guests expressed their gratitude to the company's leadership for their efforts in observing Ramadan. Prayers were also offered for the prosperity of the nation, Indorama Agro's continued reforms, and blessings for all households.

