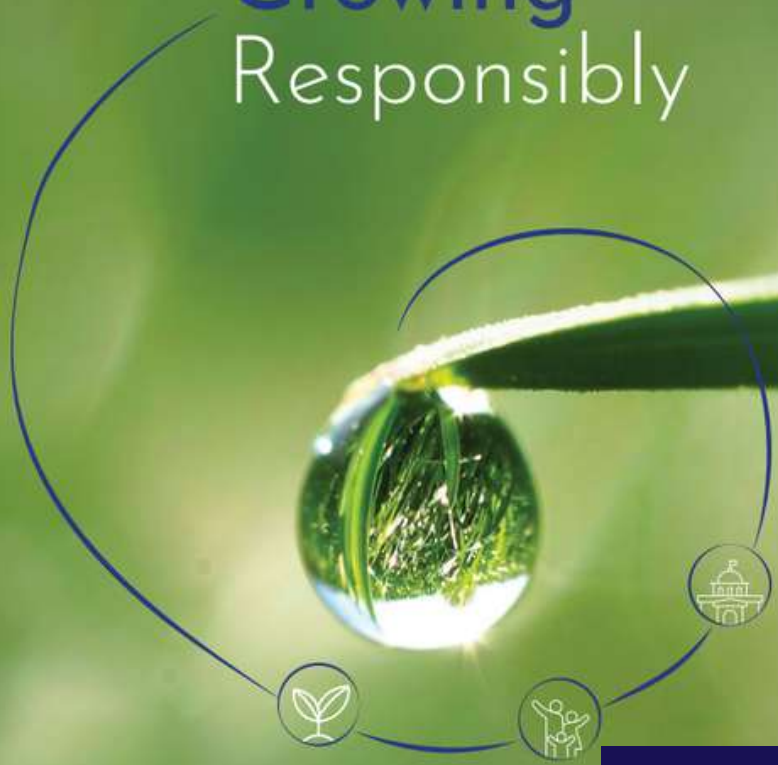


NOVEMBER'22 Newsletter

Monthly activities update



Growing Responsibly



The first sustainability report for Indorama Corporation Pte. Ltd., Singapore, and its subsidiaries has been published. The Sustainability Report 2021 presents the organizational journey to all stakeholders, incorporating key financial and non-financial information on our Environmental, Social, and Governance (ESG) performance.



The report covers the 2021 calendar year and was prepared with reference to the GRI Standards 2021 Core option for reporting performance on key non-financial parameters. This report can be accessed at:

<https://www.indorama.com/policiesandreports/Sustainability-Report-2021.pdf>

<https://www.indorama-agro.com/>



Photo top: Istiklol gin employees getting trained on medical emergencies. Credit IAL

Photo bottom left: A training of the management of agrochemicals being imparted to the employees of the HSE department, November 2022. Credit: IAL



Mahalla meetings were conducted in Sardoba, Oqlytn, Kasbi and Nishon districts to appraise the communities on the prevention of cotton theft and distribution of cotton stalks to the population after the completion of cotton harvesting. IAL allocated 1333 hectares of land for the community to collect cotton stalk.

The meetings were attended by the chairmen of the mahallas, residents, influential representatives of the communities, and IAL zonal managers, district agronomist, security personnel, community liaison officer and grievance redressal officer.

Mahalla representatives, women, and activists of the neighborhoods voiced their expectations for the distribution of cotton stalk from the designated contours. Agreements were also signed for the allocation of cotton stalks to the disadvantaged mahalla members of Beruniy and Nishon districts.

From this community support initiative ~3086 people from Nishon and Kasbi and ~3510 people from Sardoba and Oqlytn districts respectively benefited. Some of the contours were modified to accommodate the requests of the mahallas.

Photos above: Mahalla meetings conducted by IAL at Zarkocha, Pakhtakor, and Kuksoy. Cotton stalk collection signing agreement between IAL and Chairman of Zarkocha Mahalla. Photo (first) bottom: Meeting with Kurkam Diyor Mahalla at Oqlytn district on issuing appropriate contours of cotton stalks. Photo last bottom : Birlik mahalla meeting at Sardoba on cotton stalk distribution. Credit: IAL



Photos: IAL employees from Fazli and Istiqlol ginneries receiving winter uniform and safety shoes from their respective technical safety supervisors. Credit IAL

SAFETY TRAINING IMPARTED

An 18-hour training was given to 62 contract employees including electro-gas welders, forklift drivers, fuel station operators at Kashkadarya and Syrdarya.



FOR A SAFE AND COMFORTABLE WORKING ENVIRONMENT

To create safe and comfortable working conditions for its employees and workers, IAL continues to implement good industrial practice for occupational health and safety. Before the onset of this winter season, the gin employees were given winter uniforms, safety shoes, and special safety shoes to the mechanics and operators of the redevelopment and department of machines teams. A total of 800 safety shoes and 500 winter uniforms were distributed to the relevant employees.

Provision of winter clothes to the employees of other departments working in the open air is underway.

Photos left: IAL employees and workers receiving safety training in November 2022. Credit IAL



Photos above: Team members of Unique Land Use GmbH during their visit to the different operational facilities of IAL, in November 2022, to understand the existing farming activities of the company. Credit IAL

CARBON FARMING INITIATIVE

IAL along with European Bank for Reconstruction and Development (EBRD) is undertaking a carbon reduction feasibility study. The study is conducted by Unique Land Use GmbH, a German consulting firm that specializes in carbon measurement, modelling and project development for the agriculture and forestry sector. The focus of this study is the existing farming practices and business operations of IAL to assess the possibilities for carbon reduction potential activities for Scope 1, 2, and 3 emissions profile and recommend a doable carbon management plan. Further residual carbon emissions will be offset by carbon purchase options as part of net zero targets of Indorama corporation. EBRD & Unique team visited IAL operations in Syrdarya & Kashkadarya regions from 5-11 Nov 2022 including the Indorama Kokand Fertilizer to understand upstream Scope 3 upstream emissions from fertilizer consumption.

COMPLETION OF FIRE SAFETY COURSE

A round of applause to our 14 employees from the departments of Production, and Commercial for completing the ILO online course for "Fire Safety Management" and "Fire Safety Inspection".

These 4 modules online courses helped them gain knowledge about the fundamentals of managing the risks associated with fire hazards and timely inspection of fire protection equipment at their workplace.

Photos: Employees from extreme top left in the order from left to right: Balaji Botalwar; Avinash Kumar; Amit Tripathi; Shankar Kalambe; Chandra Udai; Devrat Singh; Kishore Reddy; Nitin Sanjukumar; Dhananjay Patil; Vijay Samuel; Yuvraj Natkar, Sharad Singh and Vivek Sadevra. Credit IAL



HUMAN RESOURCES AND CAPACITY BUILDING INITIATIVES

In an endeavor to encourage a performance-driven and learning culture in the organization, IAL conducts and invests time and resources in training, assessing, and upskilling its staff. These initiatives are done to positively boost the key skill areas of the staff and motivate them to perform optimally. In this month a joint discussion took place in Sharaf Rashidov, which had the participation of the chairman of MFY and other activists of the district community.

Discussions ranged from "Harvesting cotton with minimum wastage", "attracting and skilling the unemployed towards cotton harvesting" and awareness training related to "fire safety & Labor rights protection". Besides these, some other training cum awareness sessions were also conducted by the District Production Manager Mr. Yuvraj Natkar, on agricultural topics.

NOVEMBER' 22 NEWSLETTER

Issue No. 04

HUMAN RESOURCES AND CAPACITY BUILDING INITIATIVES

In November, there was an assessment of all the IAL expatriates who have been working in the Republic of Uzbekistan for a considerable time on their local language (Uzbek) acquisition to ensure there are no communication gaps with the locals and thus enhance the knowledge transfers. Assessments were on pronunciation, explanation, and meaningful output of their sentences in Uzbek.

Also to add up, a joint meeting with the trade union was held in Toirov where issues related to the workers were discussed and are being worked upon.



Photos above: IAL meeting in progress with the local community and MFY Chairman. Credit IAL



Photos above extreme left: Recognition for completing an online course; Photo centre: Arindam Banerjee and Mrs. Matluba from HR met talking to the trade union at Toirov; Photo right: An ongoing field inspection moment in Qashkadarya. Credit IAL

REWARD AND RECOGNITION

Mr. Amit Tripathi being presented with recognition/ award for completing the e Learning course on Management of Chemical Risk in the Agriculture sector.

Thank you for your contribution in building the culture of a learning and growing organization and leading exam.

MEETING WITH TRADE UNIONS

Meetings were organized with the trade union at Toirov, in November

Discussion points included how to save the crops from cattle grazing and reducing loss of the crops after machine harvesting. Suggested solutions will be worked upon.

GENDER ASSESSMENT

In November, field inspections were carried out in the Kashkadarya region.

Mrs. Augustina consultant Gender Specialist (external consultant) visited the cotton collection points to talk to the workers on trade union activities, the working conditions of operators, garage workers, and storekeepers.