

## ESG & HSE Highlights for October 22

### **IFC – EBRD - WSP Environmental and Social 2<sup>nd</sup> Monitoring visit**

Fifteen officials from IFC, EBRD, and independent consultancy firm WSP conducted their second Environment & Social (E&S) monitoring visit to IAL operational sites from 10 -14 October. With a demanding itinerary and an agreed agenda, the visit started with an opening meeting at IAL corporate office in Tashkent. During the week, their general site assessment observations included walkovers at the gins, warehouses, bio laboratory, and cotton collection points. The focus was on the good health and safety practices, welfare, labour conditions, and water supply management adopted during the ongoing harvesting both at the direct and contract farms and adjoining facilities. The extent of the stakeholder engagement and the efficiency of the restructured grievance mechanism were evaluated during the two mahalla meetings and closed-door conversations with trade union members. A scheduled documentation review session and an hour-long discussion with contract farmers helped the Lenders comprehend IAL's pre-financing support to the farmers. Good community initiatives like greenhouses and mulberry plantations were also shown to the visitors.

IAL officials and the Lenders discussed the progress of the project-specific Environmental, Social, and Management System (ESMS) and compliance with IFC's Environmental Health and Safety General Guidelines (2007).

WSP commended the improvements in the implementation of different measures the company took on since its first E&S monitoring visit in June 2022.



*Photos: IFC, EBRD, and WSP team along with the two members from Almar Consulting during the 2<sup>nd</sup> E&S monitoring visit to the different IAL facilities at Qashqadaryo Region.*

### **Visit by Asian Development Bank (ADB) – Environment & Social (E&S) Due Diligence**

A team of ADB officials visited Uzbekistan from 17 – 20 October 2022 to conduct Environment and Social Due Diligence at the IAL operation sites. The main objective of this visit was to assess the environmental and social impacts of the IAL farming activities and recommend mitigation measures. This due diligence visit from the bank was also to note if IAL complies with ADB's policies, strategies, and operations manual such as ADB's Safeguards Policy Statement, 2009 (SPS), Social Protection Strategy (2001), ADB Gender and Development Policy (2003).

ADB is considering a 2-year senior unsecured sustainability-linked bullet loan to IAL with a corporate guarantee from Indorama Corporation Ltd. The loan will be used to finance IAL's cotton and wheat farming operations specifically for its cotton and wheat contract farmers. The loan will support food security and help sustain farmers' livelihood in Uzbekistan.

The site visit included general observations at gins, warehouses, silos, accommodations, and machine tractor parking areas while interacting with IAL officials and nano unit workers to understand the different aspects of the complex and huge operations of the company. The ADB team also met mahallas and the Hokimayat in the two regions and visited the contract farming fields at Qashqadaryo.



*Photo: The visiting ADB officials at the Fazli Gin and Cotton Collection Point*

## **ILO Chemical Risk Management Course**

A big round of applause to our 17 employees from the departments of Production, HSE, and Commercial for completing the ILO online course for “*Management of Chemical Risk in Agriculture Sector*”. These 4 modules online course helped them gain knowledge about the fundamentals of managing the risks to the health of workers who face exposure to chemicals used in agriculture.



*Photo: Employees who completed the online course on “Management of Chemical Risk in Agriculture Sector” October 2022. Employees on photos from left to right: Mr. Vijay Samuel; Mr. Sadirdin Jobborov; Mr. Mahesh BG; Mr. Sai Kiran Reddy; Mr. Yuvraj Natkar; Mr. Sandeep Munjane; Mr. D Sheshu Reddy; Mr. Farrux Bozorov; Ms. Khurshida Nazarulloeva; Ms. Mohigul Raximova; Mr. Tarun Tak; Mr. Chandra Udai; Mr. Raghupati Bidari; Mr. Amit Tripathi; Mr. Avinash Kumar; Mr. Dipak Asabe; Ms. Mohichehra Murodova.*

### **Qashqadaryo region contract farming – Grievance Feedback Mechanism with GiM (Group in Mediation)**

On October 31, the ESG team met with the Group in Mediation (meeting facilitated by CAO) in Tashkent to address the appeals on concerns that were observed in the cotton harvesting at IAL contract farms. The meeting was opened by Mr. Vivek Sadevra, Head ESG, and joined by Mr. Isroiljon Hakimjonov (Manager – ESG) over zoom, from the IAL side. The meeting attendees were walked through the procedures for the newly established IAL Grievance Redress Mechanism which is aligned with the IFC and EBRD Performance Standards. Five presentations of the appeals on different issues were discussed and the answers with resolutions thereof were provided. Some of the answers will be provided further as additional clarifications were requested. The meeting concluded with a set of recommendations from the IAL team as well as the Group of human rights activists.



*Photo: IAL ESG Department Head in a meeting with the Group in Mediation (GiM) – Human Rights Group at Hotel Ichan Kala, Tashkent on 31 October 2022*

### **Qashqadaryo region- preparedness for emergency and civil protection exercise**



*Photo: A snapshot from the television broadcast of employees being trained on the preparedness for emergency and civil protection on 10 October 2022 at the Mughlon gin, Qashqadaryo region*

A pre-harvest demo - exercise on the preparedness for emergency and civil protection was conducted at the Mughlon gin in October 2022. Trained by Qashqadaryo Regional Fire Safety Head Mr. Suvonov Turg'un, and Kasbi District Fire Safety Head Mr. Muslimiddin Karomov, this intense 1-day exercise saw the participation of the Deputy of Internal affairs Kasbi District Head, Kasbi District Emergency Head,



Lieutenant Colonel Mr. Doniyorov Nurillo, District Emergency Rescue Group, District Emergency Medical Department team, and 103 employees from the ginning plant, CCP, and Acid Delinting, Bi-Lab. As an outcome, the trained participants are expected to demonstrate rescue, evacuation of the people to a safe place, rapid-fired fire suppression, and first aid procedures when an emergency arises.

The training was also broadcasted by the Qashqadaryo regional television and radio channels.

## HR Highlights for October 2022

One of the most vital indicators of job satisfaction is having a positive work environment. It can be defined as a place of work that meets different expectations of employees being happy and satisfied for coming to their work every day. This also results in having a reduced employee exits and longer working relationship. Having a positive environment and healthy relationships with colleague's influence employees' feelings, thoughts, and actions and that is the source of its importance. If the company allows employees to have good communication with management or co-workers, individual growth plan, work-life balance, and appreciation, they will never leave the company and they stay dedicated. FE "Indorama Agro" LLC seeks the same for its employees and strives to create a healthy atmosphere to everyone in the company. And our company tries to organize various events and discussions with local and expatriate employees.

In October month, BCI representatives visited our Kashkadarya office. They checked all documentations related to Decent work within organization. Except this, they had discussions with various employees. The main reasons of their visiting are identifying employees' problem, as well working conditions.



It is the fact that, time to time the management team organizes various team buildings to motivate employees to work together, to develop their strengths. That is why in Kashkadarya the management team organized special dinner with Uzbek traditional food "Plov" where every employee tasted the delicious foods.





World Bank also visited our company in Kashkadarya region. They had a discussion with Contract Farmers about working conditions and opportunities.



From time to time, HR team organizes discussions with Trade Union representatives regarding some issues in the workplace. Within these discussions they try to solve issues related to employee's discipline and other problems.



As cotton harvesting time started, lots of workers are working hard in the fields. In this occasion Indorama Team awarded those cotton pickers with special gifts.