

### HR Highlights:

In today's challenging environment, businesses would like to attract more qualified and good specialists in their working process. In a big competitive Talent market, knowledgeable candidates will choose more attractive offers, which can include better working conditions, positive work atmosphere, competitive salary, challenging positions etc. From all these aspects, candidates will always decide critically to choose and thus making it challenging for the companies to prioritize the focus areas. In this occasion, most companies also are trying to create a good working environment to its employees. Indorama Agro also strives to create good working conditions for employees.

In September month, the company had lots of events and activities which helped to improve working norms and conditions.



In September month, in a crucial step ahead for IAL, BCI representatives visited our company to assess our readiness & check all documentation of Decent work and standard farming practice at Oqlytn & Sardoba district. The BCI team not only visited the offices but also talked with some employees. They finished their visits in Syrdarya region with a good note. In October month they will visit Kashkadarya region. The main purpose of the visit is checking working conditions, documentations, as well identifying the main issues of employees.

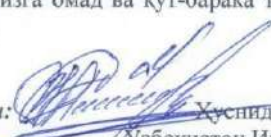


Also in September month, in a big achievement for IAL HR Team, Sardoba Labor Department in Syrdarya region awarded a commemoration letter for upholding effective cooperation in maintaining cordial labor

and industrial relations. On the other side in Kashkadarya region, Kasbi district labor department awarded IAL HR Team a "Thank you note", for maintaining cordial labor relationship in cotton season and close

cooperation in past, present and expressed their readiness to closely cooperate in future also with IAL to create better working environment without harassment and discrimination.

Adding one more feather to IAL's continuous efforts to improve human rights, labor rights and decent working conditions, Human rights (Syrdarya) has sent a letter of gratitude to IAL management for close cooperation by the HR Team in taking rightful and legally apt solutions for the issues raised by IAL employees. This recommendation letter proves wrong on the many claims raised by NGOs on Indorama's efforts to improve social and labor rights.

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<p>№22 26.09.2022-йил</p>	
<p style="text-align: right;"><b>«Индорама Агро» ХК МЧЖ Бош директори Деепак Райнага</b></p>	
<p>Ўзбекистон Инсон Ҳуқуқлари «Ҳуқуқий Таянч» Жамоат Бирлашмаси мустақил нодавлат нотижорат ташкилоти бўлиб, 2020-йил 9-март куни Ўзбекистон Республикаси Адлия вазирлиги томонидан №933-сонли Гувоҳнома билан расмий давлат рўйхатидан ўтган расмий ташкилот хисобланади. Ташкилотимиз Ўзбекистон Республикаси Конституцияси, амалдаги қонунлар ва қонуности ҳуқуқий-меъёрий ҳужжатларга таяниб, ўз фаолиятини олиб боради. Ташкилотнинг асосий мақсад ва вазифалари Фуқаролик жамияти юксалишига ҳамда жисмоний ва юридик шахсларнинг бузилган ҳуқуқлари, эркинликлари ва қонуний манфаатларини ҳимоя қилинишида амалий кўмак беришдан иборат.</p> <p>Бугунги кунда ташкилотимизга республикамизнинг турли ҳудудларидан (вилоят, туман ва шаҳарлар) жисмоний ва юридик шахслар ўзларининг мавжуд муаммолари юзасидан, хусусан айрим қорхона, ташкилот ҳамда муассасаларда қонуний меҳнат қилаётган фуқароларнинг масъуллар томонидан меҳнатга бўлган ҳуқуқлари муттасил бузилаётгани, Қонун ҳужжатларига риоя қилмаётгани, аксарият ҳолларда фуқароларнинг эркин меҳнат қилишларига турли сунъий тўсиқлар бўлаётгани ҳақида кўплаб мурожаатлар келиб тушмоқда.</p> <p>Ҳозирги кунда ушбу салбий оқибатларни ўз вақтида бартараф қилиш ва келгусида бундай ҳолатлар мазкур қорхона фаолиятида юз бермаслик ва олдини олиш мақсадида ташкилотимиз «Индорама Агро» ХК МЧЖнинг (HR Департаменти) Ходимлар бўлими билан ўзаро ҳамкорликни йўлга қўйиб, ҳозирда ушбу қорхонада ишчи ходимлар билан боғлиқ мавжуд муаммоларни биргаликда (хамжихатликда) ўз вақтида ечимини хал қилиб келмоқда. Жумладан ушбу қорхонада қонуний меҳнат қилаётган ишчи ходимлардан 3 (уч) нафарини меҳнатга бўлган ҳуқуқлари тикланиб, ўз меҳнат фаолиятини қорхонада давом эттиришаётгани тақсинга лойиқдир.</p> <p>Шу боис ўз самимий миннатдорчилигимизни билдириб, Сизга ва жамоангизга мустаҳкам соғлиқ, келгусидаги фаолиятларингизга омад ва қут-барақа тилаб мартабаларингизни бунданда зиёда бўлишини сўраб қоламиз деб,</p>	
<p>Сизга самимий ҳурмат билан:  <b>Ҳусниддин Алибоев</b> Ўзбекистон Инсон Ҳуқуқлари «Ҳуқуқий Таянч» Жамоат Бирлашмаси аъзоси, Жамоат ҳимоячиси</p>	
<p><b>2-Манзил:</b> Сирдарё вилояти, Гулистон шаҳар, Тараққиёт МФЙ, Тараққиёт кўчаси 20 - уй. ("Надавлат нотижорат ташкилотлари уйи") Тел: (+99890) 252-68-68.</p>	

## HSE Highlights for Sept 2022

The Department of Emergency Situations of Aqoltin District held preventive and promotional safety drill at Toirov FD.





Internal audit on IMS was conducted in Syrdarya and Kashkadarya



Safety talk, provision of first aid kits to cotton pickers



Daily technical and fire safety inspection



Distribution of first aid kits to pickers



Safety briefing with pickers at cotton fields





## Meeting with Trade Unions & Awareness on Grievance Redressal Mechanism

On 23 September 2022 the meeting was held with the Trade Union in Syrdarya region headed by Mr. Sherzod Alibaev. The meeting was organized and conducted by the Company HR Dept., and ESG Department representatives. During the meeting Trade Union Committee members comprised of 11 people were introduced with the new Company E&S policies and procedures. Special attention was given to the new internal and external Grievance Redressal Mechanism of the Company. The Trade Union members were introduced with the team responsible for grievance management, and the role of the Trade Union in solving of high-level risk grievances.

The Trade Union members have shared the common grievances they receive and handle, and other activities implemented to support the Company workforce. In the future it was agreed to meet on regular basis with GRM officers or more often as per need.

*Syrdarya Trade Union members on Grievance Redressal Mechanism in Gulistan office.*



*Kashkadarya Trade Union on Grievance Redressal Mechanism in Kasbi district office.*

## Meeting with Communities on cotton stalk distribution – CSR Project aligned with United Nations Sustainable Development Goal 12 – Responsible Consumption & Production



The Company Community Liaison Officers held the meeting at H.Khujakulov sub-district area with the leaders of four communities in Kasbi district, Kashkadarya region: *Kamashi, Nurobod, Mushkkoki and Hujaki* makhallas (communities). The meeting was also attended by the company agronomist and field zonal managers.

The main purpose of the meeting was the allocation of fields with the cotton residues, which is widely used by local population as fuel for preparation of food and other items. This is one of the community support projects where Indorama Agro temporarily allocated total 1333 hectares of agricultural land to nearby communities to fulfill their consumption needs. The location of allocated fields was explained to each community leader, and in case they have not approved the selection another option was proposed. By the end of the meeting community leaders accepted the proposal and agreed to collect the cotton stalks within 15 days, so the Company may start field preparation works for another season.

The community leader and other influential persons also agreed to take the responsibility for fair distribution of cotton stalks among the population especially to needy and vulnerable households. The Company staff such as District Production Managers, Agronomists, and nano unit workers to support the population during the collection of cotton residues.



*Meeting at H.Hujakulov sub-district area with 4 community leaders.*



Indorama Agro celebrates World Clean Up Day– 17 Sept 2022.

The World Cleanup Day unites millions of volunteers, governments, and organizations in 191 countries to tackle the global waste problem and build up the new and sustainable world. As a part of continual improvement journey the housekeeping drive was conducted across all Indorama Agro facilities. The housekeeping was performed with the aim to clean up the garbage and dispose as per RoU waste disposal norms. HSE Dept., actively pursued with the volunteers and housekeeping staff for the successful implementation of this housekeeping drive.

