



INDORAMA AGRO CELEBRATES INDORAMA FOUNDERS DAY

Mr. Mohan Lal Lohia and his son Mr. Shri Prakash Lohia established Indorama in 1975.

The company began with cotton loom spinning but grew into a global leader in petrochemicals, fibers, and specialty chemicals. Indorama Corporation currently has over **20,000 employees** in over **60 countries**. It is one of the largest private companies in Asia. Textiles, plastics, packaging, and pharmaceutical industries use the Indorama products.

Uzbekistan's textile sector has been receiving investments from Indorama since 2010. Currently, the company is increasing its investment in agriculture and has become one of the biggest Agro Clusters in Central Asia. With an investment of more than **\$200 million US**, the company created over **4000 jobs**.

TOP NEWS

ISO Internal Audits



Workshop with a Human Rights Activist Monitoring Group



ESMP Trainings





Indorama Agro celebrated the **Founders' Day** across its Tashkent, Kashkadarya, and Sirdarya.

Mr. Prakash Kejriwal, Director Eurasia, Indorama Corporation, wished the **Chairman Mr. S.P. Lohia** happy birthday and acknowledged his **significant contribution to the company and its employees.**



Sirdarya office celebrated the Founder's birthday and invited employees and their families to join.



The event provided food and games for the guests to enjoy. In the afternoon, employees watched the Founder's speech live streaming from London and then had cake.

In honor of this day Indorama Agro supported a kindergarten school by installing air conditioners in the Nishon district of Kashkadarya Region.

Gifts were distributed to employees of the company and representatives of social institutions.



Indorama Agro and its Trade Union organized a football tournament in Gulistan to remember the Founder's Day.

Founder's Day is not just a celebration, but also an opportunity for the company to support its employees and the community.



EFFECTIVE COMMUNICATION TRAINING AND GRIEVANCE REDRESSAL

On August 24, 2023, at Qarshi city, the ESG team met with the Monitoring Group (meeting facilitated by the Office of the Compliance Advisor Ombudsman, World Bank Group) and organized training on effective communication and workshop on grievance redressal mechanism. The Public Relations and Communication Manager Ms. Shakhzoda Kuchkarova and ESG Manager Mr. Isroiljon Hakimjonov presented the experience of Indorama Agro in solving the issues through the negotiations and complaint system.

WORKSHOP FOR A HUMAN RIGHTS ACTIVIST MONITORING GROUP



During the training, the speaker emphasized that the ideal way to solve any kind of problem and decrease the number of complaints is to process the complaint through Indorama Agro GRM policy and procedures, and also use effective communication tool (verbal and non-verbal, written, visual, and listening), and give both sides a chance to exchange dialogue, ideas, thoughts, opinions, knowledge, and data so that the message is received and understood with clarity and purpose. The meeting concluded with a positive note between the Indorama Agro team as well as from the Group of human rights activists.



Furnishing Support to Kindergarten



As a demonstration of its Corporate Social Responsibility, Indorama Agro donated an air conditioning unit to a kindergarten in the Nishon district of Kashkadarya. ect.

Established in 1979, this kindergarten presently has 120 children enrolled and operates in two shifts: 8 am-12 pm and 1 pm-4 pm. The company's CLOs noticed the classrooms were extremely hot in the summer.

The school informed them that the rooms became freezing in the winter months. Though there is a heater, the shortage of coal supply does not let it function properly.



TRAFFIC MANAGEMENT PLAN TRAINING

Indorama Agro always remains **committed to workplace safety**. Each employee must understand the importance and necessity of following safety rules and treat every detail responsibly. The importance of following traffic rules on the roads is daily reminded to employees.

To reduce the risk of accidents and congestion in and around the company's premises, the company takes a systematic approach in to reduce traffic related hazards.

The ESG team held a **training for employees** of the operations. In particular, during the seminar, which was attended by over **25 operators, the Traffic Management Plan** was explained.

Workplace safety is always a top priority for Indorama Agro.



Every employee must follow safety rules with care and attention to detail. The company has a plan to manage its vehicles and reduce accidents and congestion.

The ESG team organized a Traffic Management training also for the Land Redevelopment Department.

AGRO CHEMICALS MANAGEMENT PLAN TRAINING

The ESG team conducted a training on ESMP Plan in the topic of “**Agro Chemical Management Plan**” for the Crop Input Managers, Supervisors and Workers chemical mixing group. The training was conducted at Fazli & Nuristan.

During training the **ESMS elements, Risk Assessments** and action items were explained. The following points were discussed in detail for effective on site implementation.



1. **Screening and Selection** of the pesticides.
 2. **The types of Pesticides and Routes** of entry of chemical products into the body.
 3. **What is the GHS** (Globally Harmonized System)
 4. **Benefits of GHS Labels** & their implementation.
 - Physical hazards
 - Health hazards
 - Environmental hazards
- In addition,**
5. **How to put on PPEs** (Personal Protective Equipment)
 6. **How to take off PPEs** (Personal Protective Equipment).
 7. **Information on SDS** (Safety Data Sheet) and understanding of the proper use of SDS (Safety Data Sheet) are provided.
 8. Usage of control measures such as **emergency showers, spill kits and emergency measures.**

Labour Code discussion

Indorama Agro team took part at the roundtable discussion on the topic "The role of the Labour Code in improving the socio-economic rights of employers a



Periodic medical examination



More than 20 employees of Indorama Agro in Nishon district were undergoing periodic medical examination



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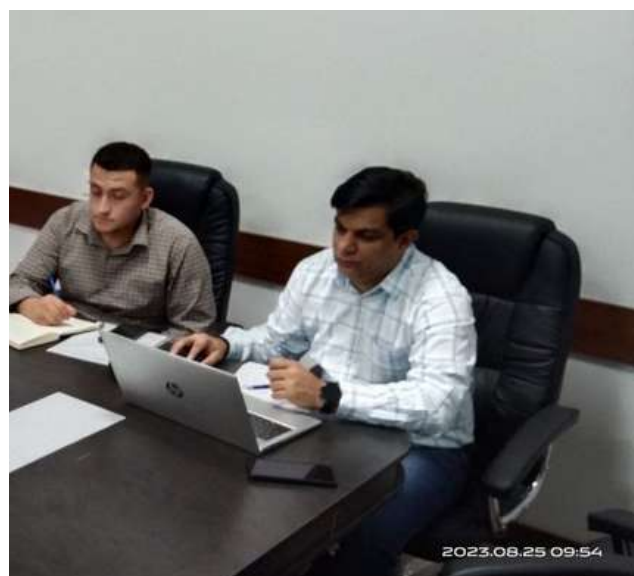
In August, 2023 Smart management ISO consultant audited the Indorama Agro activity in 2 regions.

An internal audit was conducted to **determine compliance with ISO Management system for 9001 (QMS), 14001 (EMS) and 45001 (OHS).**



Corporate training

Indorama Agro conducts corporate training in order to improve the skills, knowledge and efficiency of employees. On August 2, 2023, HRMS (Human Resource Management Systems Specialist) Asatilla Kasimbek held a training session on "KPI and Darwinbox and their rational use" at the company's representative office in Tashkent.



Series of trainings on international standards were organized in August 2023. Better Cotton Initiatives in cooperation with Indorama Agro held a training on "Labor legislation of the Republic of Uzbekistan: Mechanisms of measures against child labor and forced labor, practical application of disciplinary partnership in the cotton cluster" for more than 30 employees.



Training on ISO was organized in "A. Toirov" logistics center of Syrdarya region where employees improved their knowledge and skills on international standards in complying with and applying standards at the work. This week, ESG manager Mr. Isroiljon Hakimjonov held a training session on "Conflict Management" in Kashkadarya.

Health, Safety, Environment

In order to ensure safety at the workplace, Indorama Agro invited licensed organization to test **working under pressure, load-carrying tools and equipment**, according to the procedure specified in the Regulatory documents.

"**Clean Air**" event was held in cooperation with HSE and Transport Department in order to determine the norm of emission of harmful gases from all the vehicles of the parking in Fazli Cotton Ginning Plant in Kashkadarya.

Pre-cotton season Emergency movement trainings in these areas are started. In all regions, i.e. 3 cotton factories and 15 cotton receiving points in cooperation with officers of the Ministry of emergency and obtained permits in order to check the preparation for the cotton harvesting season and ensure safe operation.

