

NewsLetter

February, 2024

Issue 02



**THE HR HEAD
AT INDORAMA AGRO
RECEIVED THE
"MOST ICONIC HR LEADER"
AWARD AT THE WORLD
CONGRESS
OF HR LEADERS
IN MUMBAI, INDIA**

TOP NEWS

- **BIOLABORATORY - WORKING TOWARDS RESULTS**
- **WORLD PULSES DAY**
- **THE HSE/ENGINEERING**

MOST ICONIC HR LEADER

The HR head at Indorama Agro received the "Most Iconic HR Leader" award at the World Congress of HR Leaders in Mumbai, India.

"This is not just a victory for me, it's a triumph for our incredible HR team," says Diptanu Bhattacharjee.

Expressing gratitude on social media, Diptanu Bhattacharjee thanked the leadership and every team member for their constant support and dedication. This recognition highlights IAL's commitment to sustainability, innovation, and excellence.

"This award belongs to all of us! Let's continue to push boundaries, challenge norms, and make waves in the world of human resources," he said.



PUBLIC SUPPORT



Indorama Agro collaborates with 33 mahallas committees in the four regions of Uzbekistan — Kasbi, Nishon, Sardoba, and Okoltin. During these activities, we pay special attention to the vulnerable families, public organizations, and kindergartens. We support them on their journey to achieve their goals and rejoice in their accomplishments.

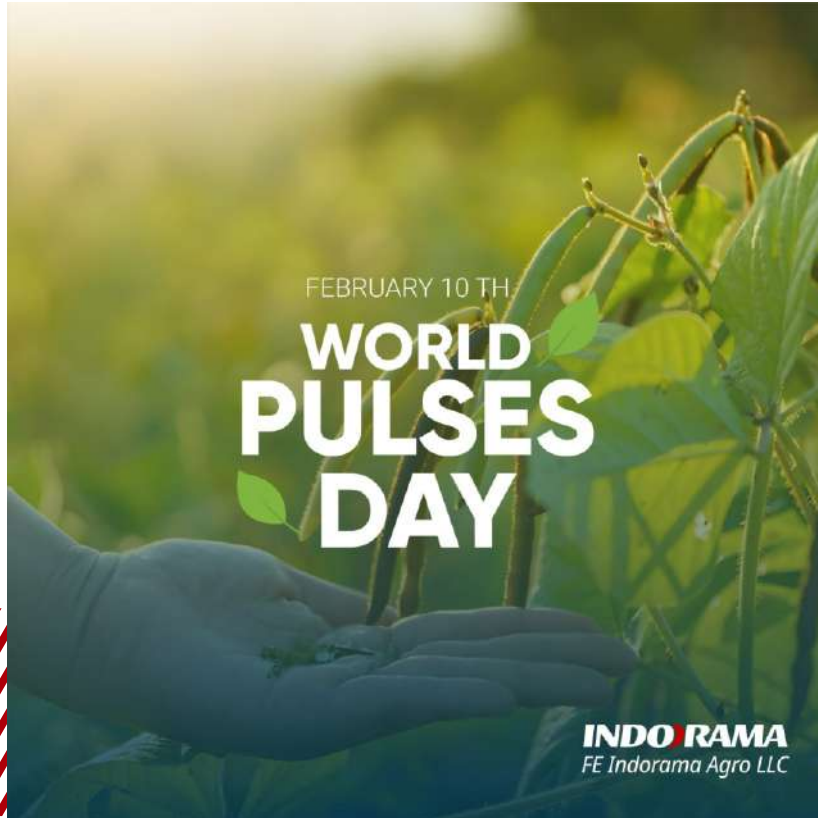
At the request of the leaders of the blind society in Oqoltyn district and local mahalla, we provided the necessary equipment to improve their working conditions. The local population can now benefit from better working conditions with our support.

BIOLABORATORY - WORKING TOWARDS RESULTS

Employees of the biolaboratory in the Temur Malik sub district biolaboratory, bred three types of beneficial insects in January and February. The aforementioned biolaboratory effectively combats wheat and cotton pests, preserving the bio-ecosystem. These insects protect the environment from pollution, benefiting farmers and their children.



WORLD PULSES DAY



Indorama Agro celebrated World Pulses Day, highlighting their role in ensuring food security and sustainable agricultural development in Uzbekistan.

Pulses have a long shelf life, making them a vital resource for ensuring food security in various climate conditions.

We grow pulses not only to provide people with nutritious food but also to maintain soil health. Incorporating pulses into crop rotation is crucial as they contribute to soil fertility through nitrogen fixation and improve its overall structure. This leads to increased agricultural productivity and minimizes the need for chemical fertilizers. Pulses cultivation also help reduce soil erosion, conserve water resources, and support biodiversity.

THE COLLABORATION BETWEEN INDORAMA AGRO AND THE TRADE UNION IS STRENGTHENING



Our company encourages the activities of the Trade Union. Currently, there are 2 Trade Unions operating for the two operating regions of IAL. More than 2700 employees and 1700 seasonal workers are members of the Trade Union. According to the results of 2023, there were over 56 meetings held with members, 3 conferences, and 19 events organized, including 16 different cultural and educational activities. During the year, there were 195 inquiries from members on various issues, and financial assistance was provided to 123 members.

The Trade Union conducts daily discussions with local staff, paying significant attention to labor relations issues and compliance with labor norms. Recently, at the initiative of the Trade Union, a visit to the historical city of Khiva was organized! This unforgettable trip was filled with unique experiences.

The excursion was not just a pleasant getaway; it allowed an engagement with the trade union. We take pride in having created a cohesive team where every employee is valued, and our collaboration with the trade union further strengthens this unity. The trip to Khiva was a fantastic chance to strengthen relationships and bonds among colleagues.

Indorama Agro aims to be a socially responsible company that prioritizes employee well-being. Non-work activities strengthen our team's bond and prioritize safety and comfort in the workplace.

FOOTBALL TOURNAMENT ARRANGED

In February 2024, a football tournament was arranged in the Kashkadarya region by the trade union chairman, specifically for the departments in charge of the employees' cultural recreation. A total of six teams took part in the tournament. Winners received valuable gifts from both the Trade Union and the company's management.



TRAININGS



This month, the HR team conducted a series of events and training sessions aimed at strengthening teamwork and enhancing knowledge in the field of labor. Specifically, personnel selection was conducted for the Fazli gin in the Kashkadarya region, where interviews were held with each specialist, and qualified candidates were selected for different position.

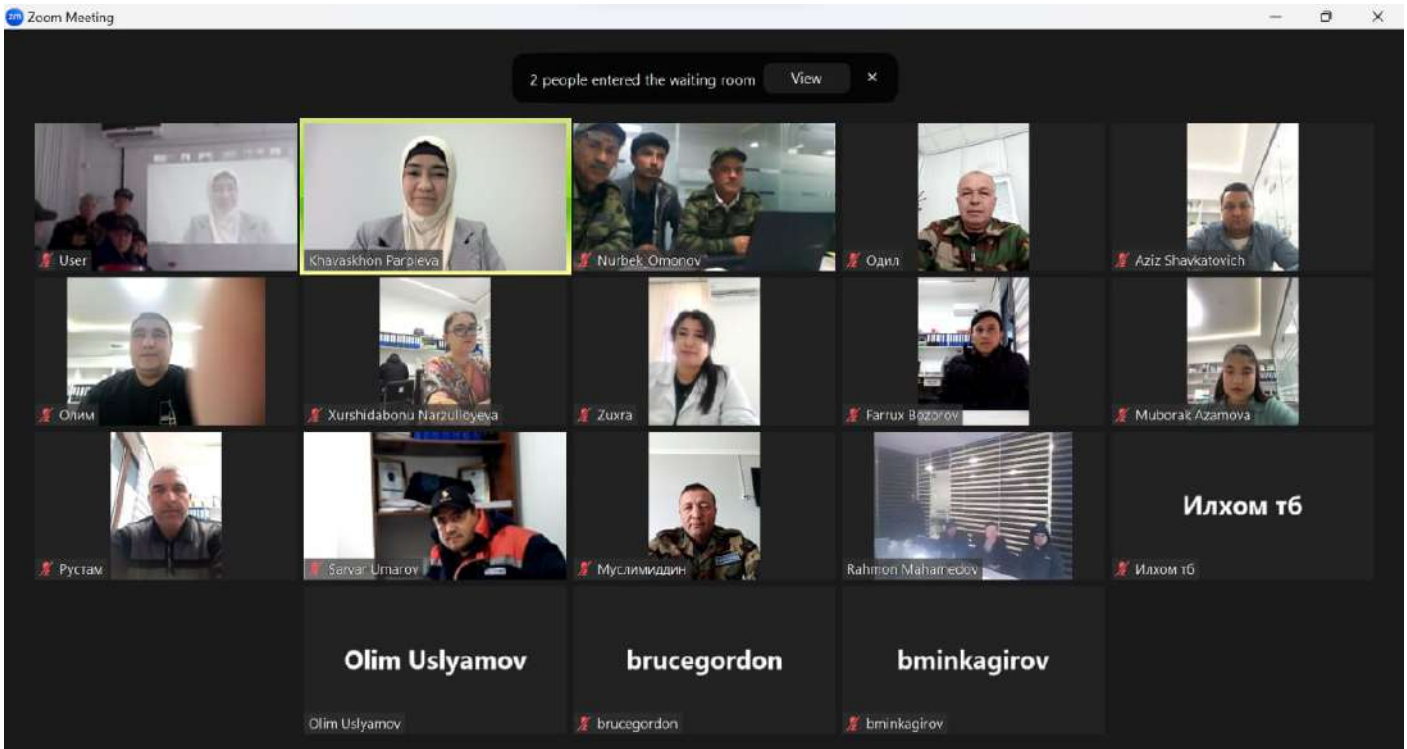
Additionally, a training session dedicated to the Disprz platform in the Uzbek language continued in Tashkent, Syrdarya, and Kashkadarya. Over 62 employees participated in this training. The goal of this training was to enhance skills and knowledge, improve productivity, and establish and personalize a culture of continuous learning. Disprz is a learning platform (LXP) designed to provide personalized learning to employees of organizations. It offers various features, including content creation, training management, assessment, analytics, and collaboration tools.

Indorama Agro pays great attention to enhancing the role of women and their development. The next training sessions were aimed at enhancing self-confidence skills as part of a leadership series for female employees. Twelve employees from the Gulistan office participated in this training. The training is aimed at creating a comprehensive program that helps the participants enhance their self-confidence skills. During the training, women were provided with information on assertiveness, which means the ability to openly and honestly express their thoughts, feelings, and needs while respecting the rights and opinions of others.

Female employees confidently expressed their thoughts, opinions, and needs during the training. Clear communication empowers women to set boundaries and manage workload, tasks, and personal time.



THE HSE/ENGINEERING



The HSE/Engineering team ensures compliance with labor norms and safety regulations in the workplace. Continuous improvement of employees' knowledge through various training sessions is a top priority. The team conducts daily discussions and events, checks the condition of tools and equipment, carries out medical examinations, and trains employees in providing first aid in emergency situations.

In February, the HSE staff conducted trainings for shift workers at the Muglan ginning plant, where they were informed about environmental aspects in accordance with ISO 14001. Employees in the Nishon district, Kasbi district, and Fazli logistics center received training on allergic conditions and occupational diseases.

Fazli Logistics Center hosted training sessions for agricultural department employees on first aid and equipment safety.

45 employees participated in a webinar based on the "Major Industrial Accidents" training course organized by the International Labour Organization on February 21, 2024. The seminar provided interesting information on recent industrial accidents and their prevention in an interactive format.

The medical department and environmental manager inspected facilities at various Fazli locations belonging to Indorama Agro LLC. Inspections covered food storage, hygiene in kitchens, water use, resource management, toilet conditions, and waste disposal.



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ThankYou.