

INDORAMA

FE Indorama Agro LLC

NewsLetter

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INDORAMA



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**ENCOURAGING
EMPLOYEES
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ENCOURAGING EMPLOYEES IS AN IMPETUS FOR THE DEVELOPMENT OF THE TEAM AND THE COMPANY



Our government relations department's ultimate aim is to foster the growth and development of the local population in the regions where Indorama Agro operates. The members of this department are specialists in agriculture, economics, business management, and cultivating mutually beneficial relationships. Our actions are guided by the values of transparency, fairness, inclusivity, and collaboration. Our ongoing efforts focus on growth, innovation, and enhancing the quality of life for both our company and the community.

The contribution of skilled experts like Ravshan Tajiev is pivotal in reaching the company's goals. The combination of his outstanding personal qualities and long-standing experience enables him to build strong relationships with district authorities. His decision-making ability and commitment significantly contribute to the prosperity and development of the region, as recognized by the leadership of the Sirdaryo Region. Ravshan Tajiev received the Honorary Certificate from Governor A. Mahmudaliyev, recognizing Indorama Agro's work.

GEODESY - THE APPLICATION OF INNOVATIVE METHODS IN AGRICULTURE

As one of the largest agro-clusters in the Central Asian region, we actively work on over 75,000 hectares of land to achieve the best results. More than 1000 experts in agriculture, geodesy, land development, soil science, biodiversity, and technology are employed from foreign countries.

We actively collaborate with international companies worldwide to apply their best practices to our lands. The results are impressive. In less than 3 years, we have increased productivity by improving fertility.



All work done with the soil above and below the ground cannot be performed without cadastral measurements. For example, from the perspective of land planning in agriculture, it is impossible to draw up a project and level it without first surveying the land plot and determining its different levels. Currently, we use the latest John Deere R9470 tractors manufactured in the USA for land leveling in agriculture.



Indorama Agro collaborates with the Australian company SMK QLD PTY LTD. They are experienced and professional surveyors, designers, and irrigation engineers providing comprehensive surveying, urban planning, and irrigation design services for projects of any scale across Australia and overseas.



In January 2024, Indorama Agro employee Ali Shoymurzaev was sent to Australia to enhance his qualifications at SMK QLD PTY LTD. During his stay, he familiarized himself with the latest modern surveying instruments and surveying methods, drone surveying, hydro surveying, and cadastral surveying.



Ali has been working at the company since 2019 and already has sufficient experience in agriculture. Despite his young age, Ali has a great interest in geodesy and is making significant progress. Thanks to the coordinated team of surveyors, we straighten the lands.

" - Australian agriculture is truly impressive with its modern technologies and innovations that have revolutionized the work of farmers. I was able to witness the use of technologies in agriculture: from automated irrigation systems to GPS-guided tractors. These achievements have not only increased productivity but also minimized the impact on the environment, making Australian agriculture efficient and sustainable. This training allowed me to work in different conditions, starting from hot and humid weather. Such exposure allowed me to adapt to various conditions and learn to work efficiently in different weather conditions," shared Ali Shoymurzaev.

PREPARATION FOR THE PLANTING SEASON



Indorama Agro employees have been busy during the winter months. These months are critical for soil preparation before planting.

It is a well-known fact that Uzbekistan experiences a subcontinental climate, which means it has short winters and relatively low precipitation. Given these circumstances, it is necessary to prepare the soil carefully in order to preserve moisture and enhance fertility.

We use innovative methods to improve the soil. In January, 350 hectares of land were leveled. A 9.5-kilometer canal was completed, equal to reconstructing 300 hectares of fields. We completed the head ditch work, covering 11.7 kilometers.



HUMAN RESOURCES DEPARTMENT ACTIVITIES

Qualified and enthusiastic employees are crucial for the company's success in achieving business objectives. This approach is fundamental to our HR policy. Employees are seen as a strategic resource that enhance our business. The HR policy aims to hire qualified employees, create conducive work conditions, develop personnel potential, and train young workers. In January 2024, the HR department conducted a series of training sessions for employees from the Kashkadarya and Syrdarya regions.



There were also trainings that covered duties at the security checkpoint, basic Excel program knowledge, and navigating the Disprz LMS platform.

The company conducted special trainings on personnel policy for employees of the Karshi office. The contract farming management team in the Kashkadarya region was introduced to the updated structure and working conditions for 2024.



TRAINING ON THE USE OF JD LINK SOFTWARE



The aim of this training was to educate employees on the use of the JDLink system, which enables tracking of any John Deere machine fleet, vehicle status, maintenance schedule, increase in vehicle uptime, tracking of operator performance, and equipment recovery assistance.

During the training, operators learned about the benefits of using the JD Link system. This program makes John Deere machines smarter and more efficient. JD Link allows operators to track the performance of their machines through location history, view important and timely information about their machines, receive alerts on the website or mobile application. The display screen offers remote access, allowing users to see precisely what their operators see in the field for maximum convenience.



HSE/ENGINEERING ACTIVITY

During January 2024, the fire department in Sharaf Rashidov underwent training on emergency response protocols and workplace safety requirements. Our commitment to ensuring occupational safety was clear as seven firefighters engaged, demonstrating their expertise and dedication to our emergency response services.

Training on labor safety rules and fire safety was organized for employees of the Toirov fertilizer warehouse. Thirteen employees took part in the event.



Furthermore, 38 employees actively participated in a comprehensive training on road safety rules and prevention of road traffic incidents while driving, which was conducted with the participation of a traffic police inspector.



INDORAMA AGRO HAS OBTAINED SEVERAL ISO CERTIFICATES



We use the knowledge we gain every day and make an effort to uphold international standards in our work environment. To meet these standards, an external audit was carried out in the Syrdarya and Kashkadarya regions in accordance with ISO 14001, 45001, and 9001.

The results showcase our organization's strong commitment to environmental management, occupational health and safety, and quality assurance. Our goal is to continuously improve, meeting ISO requirements and elevating overall operational excellence.





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ThankYou.