

**INDORAMA**

FE Indorama Agro LLC

# NewsLetter

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**HAPPY  
INTERNATIONAL  
WOMEN'S DAY!**

## TOP NEWS

- **MR. DEEPAK RAINA WAS AWARDED AN APPRECIATION CERTIFICATE BY THE GOVERNOR OF THE REGION**
- **RECAP OF THE 5TH CONFERENCE OF THE PRIMARY TRADE UNION IN KASHKADARYA!**
- **TRAINING: RECRUITMENT POLICY AND SOP TRAINING**

## HAPPY INTERNATIONAL WOMEN'S DAY!

The Women play an integral role in the society. They are the backbone of families and are crucial to the growth and development of communities. Yet, for centuries, women have been relegated to the sidelines, subjected to discrimination and marginalization. In recent years, however, there has been a growing awareness of the importance of women in society. This article will explore the role of women in society and highlight the importance of empowering women to create a better future for all.

Community development is impossible without the active participation and contribution of women, who bring strength, flexibility, and harmony to it. At Indorama Agro, we place high value on the role of women in the prosperity of our company and the improvement of the quality of life in the community.



## HONOURING THE MOST ACTIVE MEDICAL WORKERS IN THE RURAL MEDICAL DEPARTMENTS

Recognizing the hard work and dedication of medical staff, especially in rural areas, is incredibly important. Such initiatives not only acknowledge their efforts but also serve as a reminder of the crucial role they play in healthcare delivery. It's heartening to see companies taking steps to support those on the front lines of healthcare, particularly in underserved areas.

As part of our initiative, we congratulated over a hundred female employees of Family Polyclinics in three districts of the Kashkadarya and Syrdarya regions. These outstanding women tirelessly fight for the nation's health, protecting children and adults from diseases and ailments. Their work is invaluable.

To support the female part of the staff were one of the prioritize of Tashkent office. The team organized a big event for all women of Indorama Tashkent.



# WE ARE PROUD TO HAVE BROUGHT SMILES TO OUR DEAR WOMEN!



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## **MR. DEEPAK RAINA WAS AWARDED AN APPRECIATION CERTIFICATE BY THE GOVERNOR OF THE REGION**



Mr. Deepak Raina was honored with an Appreciation Certificate by the governor of the region, who also thanked him for his contribution to the development of agriculture in the region.

Governor Murotjon Azimov of the Kashkadarya region extended birthday wishes to Mr. Deepak Raina, CEO of Indorama Agro and Indorama Kokand Textile, and presented him with a certificate of honor from the Mayor.

Additionally, during the meeting, discussions centered around agricultural crop growth, loss-free harvesting, enhancing bilateral cooperation, and the pivotal role of Indo rama Agro and Indorama Kokand Textile in advancing both the textile and agricultural sectors of the country and the region.

## INDORAMA AGRO INVITES SCHOOL CHILDREN TO LEARN ABOUT AGRICULTURE AND INNOVATION

We are delighted to announce that we organized an educational tour for students from General Secondary School No. 2 in Gulistan, Sirdarya on 19 March.

Our guests were able to completely immerse themselves in the work of the region's leading agroclusters. #Indorama\_Agro management, along with HR and ESG representatives, excitedly presented the history of Indorama Corporation, its founders, and the path to success, as well as our contributions to the regional development and agricultural innovation.

We extend our thanks to all the participants for their interest in our activities. These events allow students to connect their studies to real-life scenarios, fostering a curiosity for agriculture and its societal significance.

We are confident that this tour will be valuable for the young minds to explore the world of professional opportunities.

Stay connected for our updates, as Indorama Agro is committed to open communication and supporting initiatives and aspirations for knowledge and success!



## IMPROVEMENT OF NEIGHBORHOODS IN NISHAN DISTRICT



The company "Indorama Agro" assists 21 mahallas in Kashakadrya, including the Nishon district, by providing employment and improving their community infrastructure etc.

Excessive February rainfall damaged 3.5 km of local roads in Nishan District. Abdulla Kodiriy mahalla's chairman approached the company for help.

The company provided a truck, loader, and HBM equipment for the repair work. The micro-district chairperson and the residents of the district expressed their gratitude to "Indorama Agro".



# INDORAMA AGRO TRADE UNION CELEBRATES INTERNATIONAL WOMEN'S DAY AND NAWRUZ



The company "Indorama Agro" has two Trade Unions operating in the company - the Kashkadarya and Sirdarya regions. More than 2700 employees and 1700 seasonal workers are members of the Trade Union.

In 2023, the Trade Unions held over 56 meetings with its members and 3 conferences. They organized 19 events, with 16 of them being related to cultural and educational activities. During the year, members made 195 inquiries on various issues, and the Trade Union provided financial help to 123 members.

The Trade Union conducts daily discussions with local staff and pays attention to labor issues and compliance with labor norms. Recently it celebrated March 8, Ramadan, and Nowruz by distributing valuable gifts to employees. This initiative also emphasized the value of cooperation with the trade union for our company.

The company "Indorama Agro" prioritizes employee and family well-being as a socially responsible organization.

## RECAP OF THE 5TH CONFERENCE OF THE PRIMARY TRADE UNION IN KASHKADARYA!

*We're thrilled to share the comprehensive outcomes of our recent conference which held on March, 2024.*

Progress Report: The Chairman of the Trade Union Organization provided a detailed overview of the implementation of the collective agreement throughout 2023. This included achievements, challenges overcome, and areas for further improvement. Key highlights included increased employee engagement initiatives, successful resolution of disputes, and enhancements to workplace safety measures.



**Approval of Inspection Report:** The inspection report, meticulously compiled to assess the adherence to the collective agreement, was officially approved by conference attendees. This validation underscores our commitment to transparency and accountability in fulfilling our obligations to the workforce.

**Additions to Collective Agreement:** Following fruitful discussions and collaborative input from members, relevant additions to the collective agreement were proposed, discussed, and ultimately integrated. These additions aim to address emerging needs, promote inclusivity, and foster a supportive and equitable work environment for all members.

We extend our heartfelt gratitude to all participants for their active engagement, valuable insights, and unwavering dedication to advancing the interests of our trade union.

# WORLD WATER DAY



**World Water Day is held annually on 22 March as a means of focusing attention on the importance of freshwater and advocating for the sustainable management of freshwater resources.**

This Day is an opportunity to learn more about water related issues, be inspired to tell others and take action to make a difference. Water is an essential building block of life.

It is more than just essential to quench thirst or protect health; water is vital for creating jobs and supporting economic, social, and human development.

**Indorama Agro recognizes the importance of responsible water management and strives to minimize our water usage while maximizing efficiency. We are repairing the legacy irrigation systems continuously, thereby reducing water wastage and helping the communities who rely on them.**

We are also committed to reducing our water consumption and implementing sustainable practices such as drip irrigation and laser land levelling.

# TRAINING

## RECRUITMENT POLICY AND SOP TRAINING



*Indorama Agro HR Team in Gulistan organized a series of trainings on SOP. The training consisted of several modules that allowed participants to explore in depth each aspect of the recruitment procedure and the rules of the process. The training covered the following modules:*

### **1. HIRING PROCEDURES:**

This module provided participants with a comprehensive understanding of the requirements for hiring new employees. The standard rules and procedures required to ensure effective recruitment of qualified employees are explained.

### **2. COMMUNICATION SKILLS IN THE HIRING PROCESS:**

In this phase, training participants learnt how to effectively communicate with potential candidates for a job vacancy. Methods of contacting, interviewing and analysing data were covered.

### **3- KEY STAGES OF HIRING:**

This module provided participants with step-by-step instructions for each step of the hiring process. From identifying the need for new employees and developing a vacancy to signing employment contracts and the Onboarding process.

### **4. CANDIDATE ASSESSMENT AND SELECTION:**

At this stage, the training participants learnt how to assess candidates and decide on the most suitable candidate for the vacancy. Various candidate assessment techniques and priorities such as skills, experience, connections and cultural compatibility were introduced.

### **CONCLUSION:**

The training conducted was an important activity for all staff related to the recruitment process as it enabled the participants to improve their knowledge and skills in this area. As a result of this training, staff will be more competent and confident in the recruitment process, which will have a positive impact on the performance of the whole team.



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ThankYou.