

INDORAMA

FE Indorama Agro LLC

NewsLetter

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Issue 11



TOP NEWS

- CORPORATE SOCIAL RESPONSIBILITY (CSR): INDORAMA AGRO'S CONTRIBUTION TO THE REGION'S DEVELOPMENT HAS RISEN IN NOVEMBER**
- HR ACTIVITY AND TRADE UNION: ATTENTION TO THE WOMEN LEADERSHIP**
- SAFETY – HEALTH – ENVIRONMENT: TRAINING AND MONITORING**

PRODUCTION: INDORAMA AGRO'S EFFORT TO PREVENT SOIL DEPLETION

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We make use of animal waste and composted organic matter as biological fertilizers.



Legumes act as natural fertilizers, increasing soil nitrogen levels with the help of bacteria.



Thus, we introduce organic matter and cultivate plants with a verdant biomass to enhance soil fertility.



FARMERS IN THE NISHON DISTRICT CULTIVATED MUNG BEAN COVER CROP ON 200 HECTARES OF LASER-LEVELLED FIELDS

THE OUTCOME WAS:

1. Enriched composition of organic matter in the soil.
2. Improved soil nutrient quality.
3. A diverse array of soil microorganisms that contribute to soil health.
4. A practice that is safe for people and the planet.



INDORAMA AGRO'S EFFORT TO PREVENT SOIL DEPLETION

Indorama Agro employs practices to promote organic matter accumulation in the soil and combat soil erosion. We use animal waste and compost organic matter as natural fertilizers. Legumes function as natural fertilizers, elevating soil nitrogen levels through bacterial collaboration. As a result, we incorporate organic matter and nurture plants with a thriving biomass to boost soil fertility.

Farmers in the Nishon district cultivated mung bean cover crop on 200 hectares of laser-leveled fields.

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CSR ACTIVITY SUPPORT TO DEVELOP THE RURAL COMMUNITIES

Indorama Agro actively supports and collaborates with the local community. Their commitment to work and willingness to collaborate with the company greatly influence our success. We are constantly approached by the chairpersons of mahalla committees, locals, nursing homes, schools, and kindergartens, who seek our support in their activities.

During the autumn season, many villagers approached us with a request to collect cotton stalks. For them it is a source of fodder for their livestock. Residents of rural areas cook with cotton stalks, bake bread in tanirs, and use them as firewood to heat their homes during winters.

Taking into consideration the various requirements and cultural practices, as well as the requests expressed in community meetings, the company allocated certain hectares of land for cotton cultivation in the Oqoltyn and Sardoba districts.



We provided cotton stems covering over 1310 hectares of area to 315 pickers.

In addition, we allocated over 574.6 hectares of land to residents of the Birlik, Otayurt, Dustlik, Yurtdosh, Kurgontepa mahallas of the Oqoltyn region Sirdarya region.

Pickers and residents of the Kashkadarya region also could collect cotton stalks. More than 520 He of the land were provided to the local community of 11 mahallas of Nishon and Kasbi ditriacts.



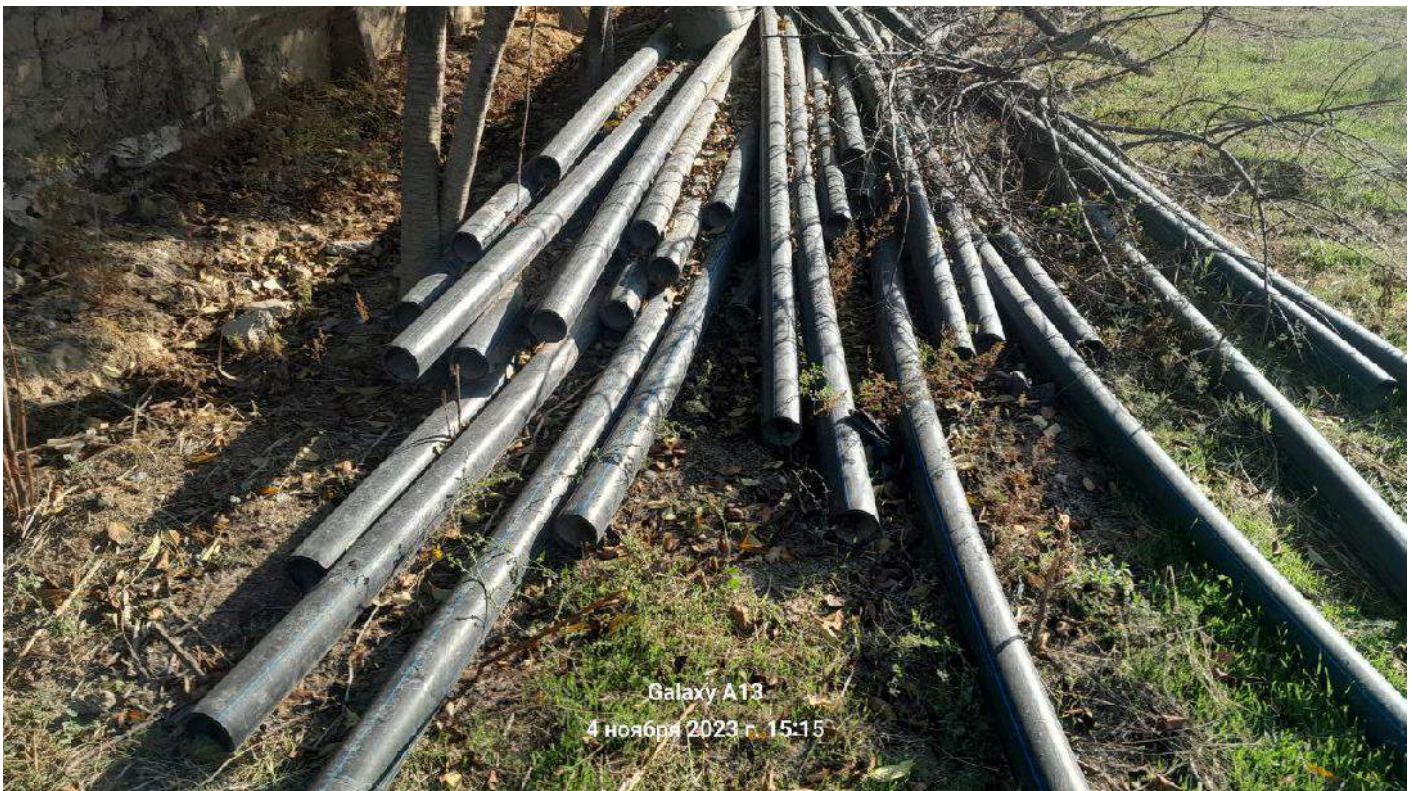
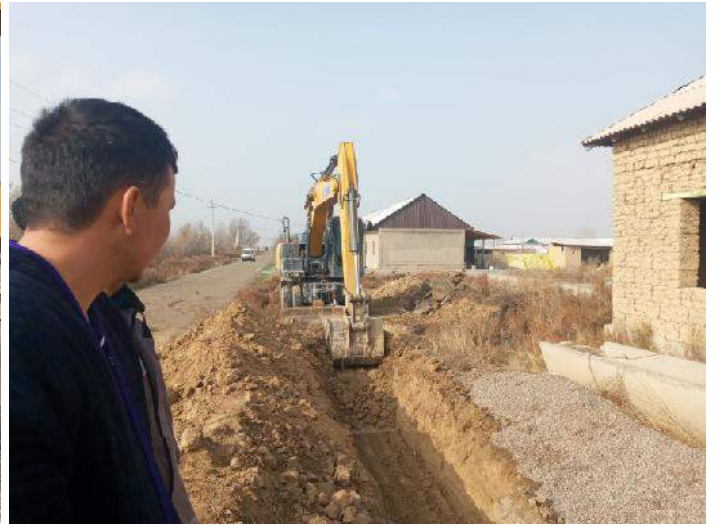
Employees of IAL's ESG department Shakhnoza Imamova, Shohista Satiboldieva, and Sanjar, together with the Chairmen of makhalla committees, supported in the agreement signing and fair distribution of cotton stalks.



As part of CSR activities, November was one of the most fruitful months for the company. The Chairman of the Kurkam Diyor mahalla in Oqoltyn district requested to clean the channels near the residential areas, and the Director of a specialized school in Sardoba district asked for help in leveling the school stadium. The company provided an excavator for two days to clean the collector within the makhalla, which is located 1 km away. We provided services worth UZS 6 million. We have flattened and tidied up the area of the school stadium.



The Otayurt neighborhood in the Sardoba district also received assistance from Indorama Agro on the issues with the quality of their drinking water. We have provided equipment to supply drinking water to the population. Now residents have access to drinking water.



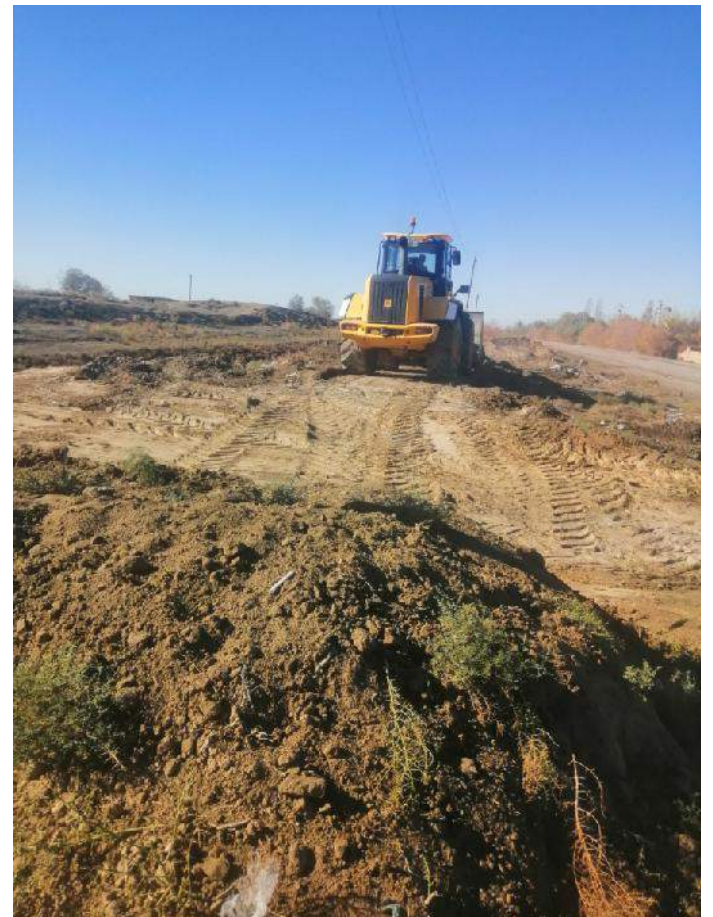
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The company's commitment to corporate social responsibility is further exemplified by the project carried out for the Mustakillik mahalla residents. During September, the ESG department received a request to replace the roofs of two two-story houses situated in the Mustakillik mahalla Oqoltyn district.

The roofs were in a deplorable condition. The company installed new roofs on two houses at a cost of UZS 241.0 million.

This suggests that Indorama Agro places a top priority on offering social support to low-income groups.



EMBRACING AND EMPOWERING YOUNG INDIVIDUALS

Indorama Agro is dedicated to actively advocating for policies that support the younger generation. We work together with schools and kindergartens in the Syrdarya and Kashkadarya regions, supporting them in cultivating children's understanding of agriculture. To improve the level of education of schoolchildren, we have drawn up an action plan for each quarter for 2023-2024. We hold joint events, educational games and tours to company divisions.



In November, the ESG department, together with the school administration of Sardoba school number 14, held the first planned event for 25 students and teachers. We acquainted the school children with the concept of mechanized cotton collection technology. They were taken on a tour of the Indorama Agro logistics center where they were shown the newest agricultural equipment.

The company's experts and managers discussed John Deere cotton harvesting tractors and combines. Students could see with their own eyes the harvesting and packaging of raw cotton into huge rolls. The managers responded to the inquiries of every student. At the end of the practical lesson, the visitors were given gifts on behalf of the company.

Continuing with this activity, as part of the Founders' Day celebration, the children from kindergarten No 2 of the Oqoltyn district were presented with gifts. The children warmly welcomed the company representatives with their dances and poems. The management of the kindergarten thanked the management of the Indorama Agro for their support.

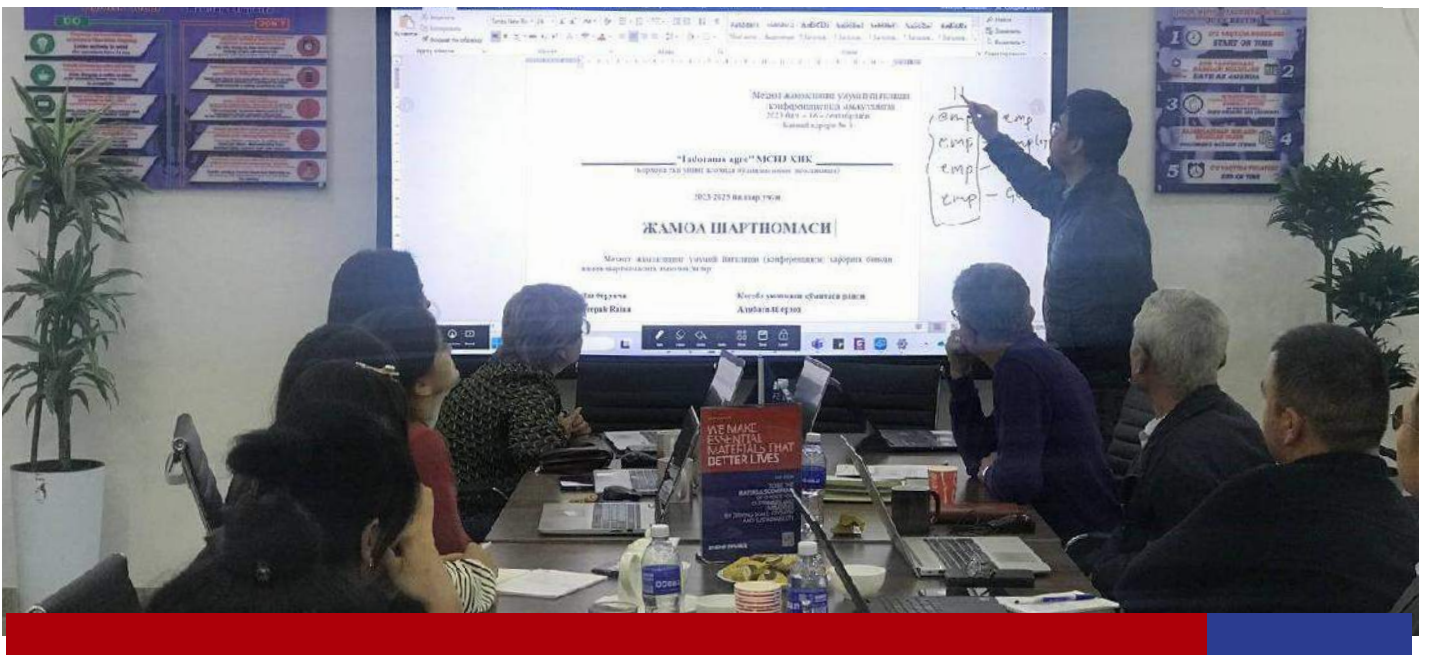


HUMAN RESOURCES (HR) AND TRADE UNION ACTIVITY

The concept of talent attraction revolves around the approaches, methods, and systems employed to identify, attract, and keep the human resources for a company. It comprises the planning, execution, and evaluation of programs aimed at sourcing, recruiting, hiring, and onboarding talent.

The HR department organized the event "Bringing Talents to the Local University and IT Park" in Gulistan city on November 1, 2023, with a turnout of 30 individuals. The aim was to identify, attract, and recruit qualified experts to fulfill human resource needs.

The company started an assessment of both the technical skills and soft skills of IT specialists at the Syrdarya IT Park. Various assessments were carried out to evaluate technical skills, including coding problems, troubleshooting scenarios, communication abilities, and company-specific issues.



To promote a culture of compliance and understanding, it is important to acquaint employees with collective agreements and internal regulations that govern our organization. During the training, the concept of collective agreements was defined, including the key elements, rights, and responsibilities outlined within them. Additionally, examples and case studies were provided to illustrate these concepts. The session extensively covered the definition and significance of internal rules, along with the various categories of internal rules such as code of conduct and workplace policies, as well as specific rules that apply within the organization.



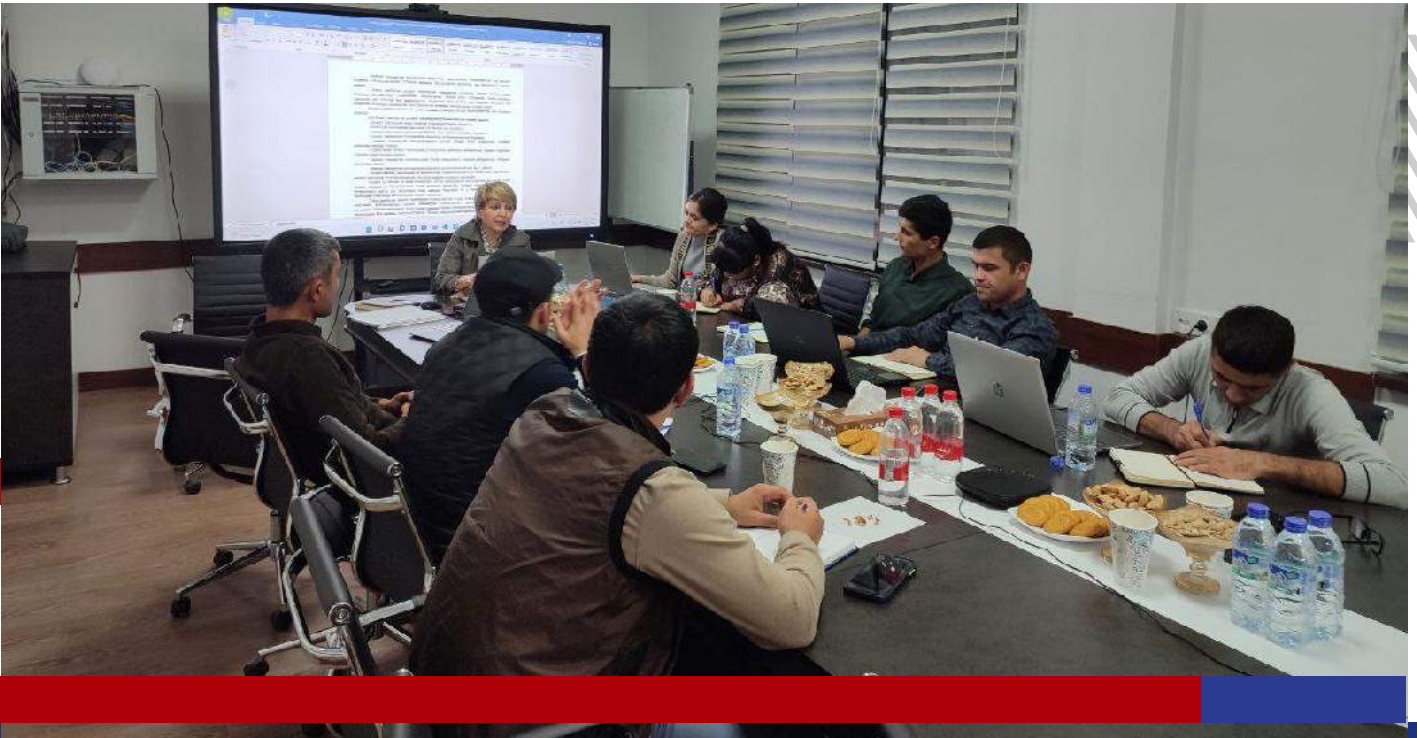
Quarterly HR meetings in IAL serve as a valuable mechanism for organizations to address various employee and labour-related issues, such as reviewing employee performance, establishing and agreeing on individual and team goals, communicating changes in company policies, procedures, or requirements, and compliance.

These meetings also ensure that employees know and understand updates, and progress of employee training and development programs, identify new training needs or areas for skill improvement, discuss strategies to improve employee engagement and satisfaction, review the status of current recruiting efforts.

At the final quarterly meeting of 2023, employees voiced feedback and concerns on different issues.

We also introduced the new edition of the internal labor regulations and the collective agreement for 2023-2025 to the employees in the Kashkadarya region.

FEMALE EMPLOYEE LEADERSHIP TRAINING **JOHARI WINDOW**



The female employee leadership training program at IAL offered an opportunity for employees to familiarize themselves with the Johari window as a means of self-discovery. It provided participants in the training with questionnaires to assess their self-awareness. The participants were impacted by the training, as evidenced by their active involvement in group discussions.

On 6 November 2023, Ms. Ergasheva Dunyokhon conducted a training on Darwin Box in the Karshi office.

The training aimed to communicate to employees the value of using the Darwinbox program as an efficient tool for managing employee activities and HR processes without the need for paperwork.

Both the employee and employer utilize it to monitor the hiring process, which includes tasks such as completing applications to gather information about new hires, requesting leave, managing business trips, filling out Key Performance Indicators (KPIs) for each employee, and automating approvals with managers and other actions with just a click.

HEALTH SAFETY AND ENVIRONMENT (HSE)

The well-being of our employees, the safety of our operations, and the protection of the environment are crucial aspects of our daily business activities. Various safety measures are implemented to ensure the safety of our workplaces.

In November, the HSE team conducted over 20 trainings, seminars, and events on fire prevention, flu prevention, and emergency preparedness.

Let's have a look to their activity



FIRE SAFETY MONTH

During the fire safety month in Uzbekistan, which runs from November 15 to December 15, we worked with the Ministry of Emergency to organize important trainings at IAL production units. To begin with, we put up information banners at all farm depots. Trainings were conducted for operators and staff to educate them on accident prevention and emergency response.



Active 1: During the training session, the instructors instructed firefighters to run for 50 meters, extinguish the fire by sprinkling water using land hydrants, and explained the importance of emergency evacuation plan through a video clip.

The safety engineer emphasized the importance of adhering to traffic regulations when entering and leaving the factory premises, being cautious of moving machinery within the factory grounds, refraining from touching operational equipment and machines without permission while walking inside the facility, and using appropriate protective gear when working at elevated heights. We coordinated the training programs with the involvement of staff from HSE, warehouses, ginning plants, logistic centers, and the production units.



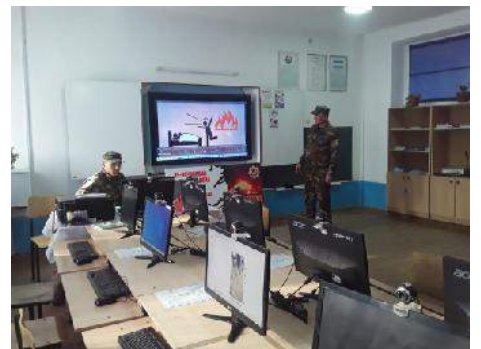
FIRE SAFETY MONTH

FIRE SAFETY TRAINING AT SCHOOL



Indorama Agro is regularly imparting knowledge with the younger generation. High skilled specialist from the fire safety team of Sirdarya along with the Ministry of Emergency of the Sirdarya provided a training for the students of the 11th grade of the School 2 of Sharaf Rashidov.

The students were instructed on proper conduct during a fire emergency, techniques for descending from heights using ropes, and the usage of primary fire extinguishers. The students were given 10 test questions on fire safety to test how much they understood and learned.



HEALTH PROTECTION

In order to prevent the flu and colds in this season, the HSE department organized several seminars in Sharaf Rashidov, Kasbi, Mug'lon, and Fazli units on first aid for burns.

The Ministry of Health in Kashkadarya and Oncology Hospital held a free medical examination on oncological diseases for women of our company aged 45-65. Over 40 women were examined.





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ThankYou.