
	Indorama Agro LLC	Doc no	O.06_IMS_F-1
		Issue No & Date	Ver. 1 05.09.2022
		Rev. No & Date	
		Implementation Date	16.09.2022
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CONTRACTOR TRAINING POLICY			

FE Indorama Agro LLC (the Company) is committed that a safe workplace should be accessible and provided to all employees and contractor workers. In this regard, all contractors are required to be provided with appropriate training before starting an activity at the Company site. This will enable them to be aware of safe workplace, labour, and environment protection requirements in accordance with Company policies and Government regulations. This policy applies to all Company operations where workers are engaged and deployed through contractors/suppliers.

We will:

- Provide equal learning opportunities for all workers operating at the Company site irrespective of nationality gender, age, disability, race, religion, and employment status.
- Identify contractor's E&S training needs based on job classification and ensure such requirements are reviewed on regular basis with the concerned management team.
- Develop and implement training programs comprising a training calendar.
- Provide specific E&S training modules for online and in-person trainings to be imparted.
- Ensure all contract workers prior to operating at Company sites are subjected to compulsory training on safety orientation, safe work practices, and job procedures, as applicable.
- Conduct periodic refresher training for contractor workforce at prescribed frequency.
- Provide training whenever any new hazards are identified at the workplace due to new substances, processes or equipment and machines.
- Monitor and evaluate the effectiveness of learning of the workers including contractors who have undergone training to ensure adequate knowledge retention.
- Track contractor compliance to meet E&S training requirements and establish a system to record and document the trainings that are imparted to the contractual workforce and regularly update the same.
- Provide requisite assistance to contractor supervisors towards identification and provision obtaining on specific workplace hazards.
- Establish and maintain a system to promote compliance with E&S training requirements amongst the contractors.

IAL will implement this policy and will measure and report progress and performance on a periodic basis. This policy will be reviewed every 2 years.

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