

**Indorama Fertilizer, Polymers
Excite President Buhari
@ MAN AGM/Exhibition in Abuja**



INDORAMA - NIGERIA

IMP/ACT

In-House Magazine of INDORAMA-Nigeria

ISSN NO: 2449-0679 • December, 2016

www.indoramaeleme.com

10 Years of **Great IMPACT**



**Merry
Christmas
& Happy
New Year**

Raw materials for Industries

Fertilizer for Farmers

Huge Revenue for Government

GDP Growth for Nigeria

Gains of Employees

INDORAMA-Nigeria

Ethylene | Polyethylene | Polypropylene | PET | Fertilizer | Methanol

Message from the MD/CEO

Welcome to another edition of *Indorama-Nigeria Impact* magazine and end of the second half of 2016. It's no doubt a period of serious economic challenges for many nations and corporate organisations across the globe.

Indorama-Nigeria has continued to strive to weather the storm; and indeed achieved a major milestone in completing and commissioning the world's largest single-line Urea plant with capacity for 1.5 million metric tons per annum in Port Harcourt Nigeria. In the past wet season farming, we supplied more than 180,000 MT of Urea to over 20 million farmers across the country.

This is the 10th year of our operations in Nigeria. This magazine has captured the tremendous impact we



have made in the social and economic development and industrialisation of Nigeria. We are committed to doing more and better in the years ahead.

I want to congratulate all our employees who have been part of this journey of excellence. About 280 staff will be honoured with the 10-year long service award. I thank all our associates especially customers, government agencies, community and international partners, among others, for your support.

In pursuit of continuous organizational improvement and our endeavor for stronger management effectiveness, I am pleased to announce the following role changes, which took effect in October, 2016. Mr. Munish Jindal is now CEO of IEFCL while Mr. Deepu Sivadas is Chief Technical Officer (CTO) for Port Harcourt site. I congratulate them, wish them all the best and request everyone's cooperation for smooth working.

I wish everyone Happy Christmas celebration and a prosperous New Year, 2017.

Manish Mundra
Managing Director/CEO



Mr Munish Jindal



Mr Deepu Sivadas



Compliments of the Senate President

I write to present the compliments of the president of the Senate His Excellency, Sen. (Dr) Abubaka Bukola Saraki, CON and to acknowledge the receipt of your *Indorama-Nigeria Impact* Magazine.

His Excellency appreciates the kind gesture and has found the magazine informative. Please accept on behalf of Indorama Eleme Petrochemicals the assurances of His Excellency's high regards.

Senator Isa Galaudu
Chief of Staff to the President
of the Senate

We appreciate your Special Edition

We appreciate the receipt of your previous *Indorama-Nigeria Impact* magazines and the recent special Independence

Anniversary edition of Nigeria at 56. We will wish to be involved in most of your activities.

Dafini Gogo Abbey
General Manager
Rivers State Television,
Government of Rivers State of
Nigeria

Sincere Appreciations from NDDC

We write to acknowledge receipt of your *Indorama-Nigeria Impact* magazine, May-June, 2016, and wish to convey the sincere appreciation and pleasure of the Acting Managing Director/CEO of the Niger Delta Development Commission (NDDC).

We will carefully review the magazine which we believe will further deepen our understanding of your operations. Once more, accept our sincere best wishes

Chijioke Amu-Nnadi
Head, Corporate Affairs
Niger Delta Development
Commission

Best Wishes of the Vice Chancellor

I am directed to acknowledge the receipt

of *Indorama-Nigeria Impact* magazine. Kindly accept the assurances of the Vice Chancellor's high regards

Sydney C. Enyindah
Special Assistant to the Vice
Chancellor
Rivers State University of Science
and Tech.

It's an All-Important Magazine

Your magazine has conveyed relevant information and articles that address topical issues on today's business world. This Brigade has found the publication very valuable.

I am therefore directed to specially acknowledge this all-important magazine and wish your company many more fruitful years of business in Rivers State and Nigeria in general. Please accept the highest assurance of the Commander's esteemed regards.

Major H.A. Ikeh
For Commander,
Headquarters, 2 Brigade, Nigerian
Army
Port Harcourt Barracks

TABLE OF contents

Indorama Fertilizer, Polymers Excite President Buhari at MAN Expo in Abuja!

04



Indorama-ICS Completes 20-MW Coal Based Power Plant in Senegal

06



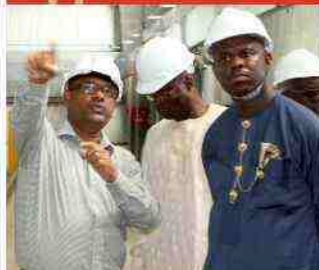
RSG Commends INDORAMA at MAN Branch AGM in Port Harcourt

05



NIMASA DG visits Indorama-OIPL Port Complex

17



20

Indorama Fertilizer Unveiled at WA Fertilizer Conference in Ghana!

25

Rain of Accolades as U. K Chatterjee Bows Out of Indorama Nigeria

Editor's Note

This edition of **Impact** magazine looks like another special edition. It examines the impact of Indorama-Nigeria operations in the past ten years in the economy of Nigeria and for the people of Nigeria.

The gains are indeed enormous. We have captured many activities of the company in this edition, beginning with the made-in-Nigeria exhibition organised by the Manufacturers Association of Nigeria (MAN) in Abuja. President Muhammadu Buhari was there.

Chairman of Indorama Corporation, Mr. S. P. Lohia, inaugurated a new power plant in Indorama-ICS in Senegal. It was well covered by this magazine.

There are so many news stories, features and interviews that make this edition special. I enjoy you to sit back and enjoy your reading.

Joshy Nkwocha
Joshy NKWOCHA, PhD, FNIPR

Head of Corporate Communications/Special Adviser to the MD

Managing Director/CEO,
Indorama-Nigeria
Manish Mundra

CEO, IEFCL
Munish Jindal

Editor-in-Chief
Joshy Nkwocha

Editorial Team Editorial Advisers
Chinedum Emeana A. K. Sharma
Mike Achaziem Xavier Dural
Augustine Ubadire Pradeep Ekka

Published by
IEPL Corporate Communications
Phone: 081 5040 3021
corporate@indorama.com.ng



Printed by
Biz Pages Limited
37 Wogu Street, D-Line, Port Harcourt.
08033102821, 08064017555, 08055807709

Indorama Fertilizer, Polymers Excite President Buhari at MAN Expo in Abuja!

... MD of Indorama Re-elected National Council Member of MAN



President Muhammadu Buhari (middle) receives corporate souvenir from **Dr Frank Jacobs** (left), President of MAN while Hon. Minister, **Dr. Okechukwu Enelamah** watches.

Mr. Manish Mundra, MD/CEO of Indorama, re-elected

Indorama's Urea fertilizer and its petrochemical products (polyethylene and polypropylene) were among made-in-Nigeria goods on display at a one-day exhibition organised by the Manufacturers Association of Nigeria (MAN) as part of its 44th Annual General Meeting (AGM) held at the Transcorp Hilton Abuja on Thursday, 29th September 2016.

President Muhammadu Buhari, who attended the AGM as Special Guest

of Honour, also went round the exhibition stands, during which he expressed excitement over Indorama fertilizer, which currently serves the needs of over 20 million farmers across the country, and the petrochemicals (also called polymer resins), which are raw materials for over 450 companies in the plastics and allied industries.

The President was informed by the President of MAN, Dr Frank Udemba Jacobs that Indorama, which is based in

Port Harcourt is now producing fertilizers (1.5 million metric tons per annum) in addition to its petrochemicals. The President nodded excitedly and said he was quite impressed. He directed the ministers of Industry, Trade & Investment to follow up on the report.

President Buhari had in his speech at the AGM lauded the manufacturing sector as a major force in the nation's industrialisation drive, and pleaded with the operators to work hard



(R-L) **Mohammed Aabid** and **Mr. Aninda Chatterjee**, both of Indorama at the MAN AGM in Abuja.



Dr. Jossy Nkwocha receives MAN's Award for Indorama from **Dr. Okechukwu Enelamah**.

and collaborate with his administration to overcome the economic challenges facing the nation. The President acknowledged the difficulties being experienced by the operators in sourcing foreign exchange for their imported raw materials, and said the matter was being addressed.

It was the first time MAN was holding its AGM in Abuja and the first time a sitting President was attending the event.

The President attended the event with four of his ministers, namely Minister of Industries, Trade & Investment, Dr Okechukwu Enelamah; Minister of Solid Minerals, Dr Kayode Fayemi; Minister of the Federal Capital Territory, Malam Muhammad Musa Bello; Minister of State for Industry, Trade & Investment, Ms Aisha Abubakar as well as the Chairman, Senate Committee on Industry, Sen. Dr Sam Egwu.

Indorama Group Nigeria and Dangote Group received prime exposure and commendation as the President of MAN Dr Frank Udemba Jacobs in his welcome address, announced the two companies as the major sponsors of the AGM. He enumerated various challenges facing manufacturing companies and pleaded with President Buhari to find solutions to them.

Alhaji Aliko Dangote was the guest speaker at the AGM, and spoke on different ways of restructuring the economy across various sectors of the economy in an effort to exit economic recession. According to him, restructuring should touch the entire agricultural value chain including food processing, as well as the oil and gas, solid minerals, power, infrastructure sectors, etc.

Mr Manish Mundra, Managing Director of Indorama Nigeria was re-elected into the National Council of MAN. Indorama was also given an award for its contributions to MAN and which received by Dr Jossy Nkwocha, special adviser to the Managing Director. The award was presented by the Minister of Industry, Dr Enelamah.

Indorama's stand at the exhibition featured live bags and samples of its prime products -- polymer resins and Urea fertilizer, which attracted so many visitors. About 120 manufacturing companies exhibited their products at the event, which was seen by many as the best attended and organised in recent history.

...Rivers State Government Commends Indorama at MAN Branch AGM in Port Harcourt

Rivers State Government, on 20th October, 2016, spoke very glowingly about the Port Harcourt operations of Indorama Nigeria, and called on other companies in the state to emulate the organisation.

Commissioner of Commerce & Industry, Hon. Bright Jacobs who represented the State governor, Chief Nyesom Wike made the remarks at the 32nd Annual General Meeting of the Rivers/Bayelsa States branch of the Manufacturers Association of Nigeria (MAN).

The Commissioner said that despite security and economic issues in the country, Indorama was able to invest \$1.5 billion to build a new world-class fertilizer plant, which now produces fertilizers for the entire country, and creating many jobs for indigenes of the

state government is ready to work with MAN to overcome any challenges facing manufacturing firms in the state.

Specifically, he promised that the state government would soon harmonize all taxes and levies payable in the state as requested by Chairman of the branch, Prince Charles Beke.

Earlier in his welcome address, Prince Beke had complained that manufacturing companies in Rivers State were pained by multiplicity of taxes, levies and rates emanating from various agencies and agents of the state and local governments, which has made some companies to close down or relocate to other states.

The theme of the AGM was "Re-Aligning Business with Efficiency in a Constrained Economy" and the lecture was delivered by Okey Onuchukwu, Professor of Economics at the University of Port Harcourt.

Mrs Emilia Akpan, the Eastern zonal Vice Present of MAN represented the MAN President, Dr Frank Jacobs at the occasion; and commended the state government for having a listening ear to the problems facing manufacturers in the state.

The AGM was well attended by over 200 member-companies in Rivers



Rivers State Commissioner, **Hon. Jacobs** (middle) speaking at the AGM with Eastern Zonal VP of MAN, **Mrs Akpan** (left) and Chairman of MAN Rivers/Bayelsa Branch, **Prince Beke**.

state and other Nigerians.

Hon Jacobs said that Indorama was being run efficiently and that accounts for why it continues to make progress in the petrochemicals and agriculture sectors despite the economic recession in the country. He said that the

and Bayelsa states; and Indorama Eleme Petrochemicals was re-elected into the branch council, and represented by Dr Jossy Nkwocha, head of Corporate Communications and special adviser to the Managing Director.

Indorama-ICS Completes 20-MW Coal Based Power Plant in Senegal

Indorama-ICS has made history by completing in record 15 months a 20-mega-Watts coal-based power plant in Senegal. This project guarantees good reliability in production and energy in Industries Chimiques du Senegal (ICS), in which Indorama acquired a majority stake in 2014. Group Chairman of Indorama Corporation, Mr. S. P. Lohia inaugurated the project.



Group Chairman of Indorama Corporation, **Mr. S. P. Lohia** cuts the tape to inaugurate the power plant in ICS Senegal while others watch.

According to reports, ICS was facing huge crises of steam and power for acid and rock phosphate production. Steam was generated in HFO boilers. These boilers were very old and highly unreliable and cost of steam generation was about USD 90 per ton.

In fact, the mine had to be stopped every day for four hours due to power shortage from national grid, Senelec. In addition, Senelec power was tripping frequently and quality of power was also a major challenge for reliability of equipment.

Indorama management decided to install one power plant to make ICS self-sufficient in power and steam and even to supply excess power to Senelec grid.

Wuxi Guolian Huaguang Power Engineering Co. Ltd, China, was engaged as Engineering, Procurement, and Construction (EPC) contractor for the power plant consisting 2x75 TPH boilers, 1x20 MW turbine and other utilities. CSL, a local company, was engaged for civil works.

State-of-art-the technology Circulating fluidized bed (CFBC) coal fired boilers were selected. CFBC Technology operates on lower temperature with higher efficiency and minimum emissions compared to conventional boilers. Highly-efficient electrostatic precipitators with four fields were included in the project to comply with environment norms and regulations.

Ground breaking ceremony was done on 30th Jan 2015 and civil work started immediately. Erection activities started in last week of July 2015 and first boiler was commissioned on 19th May 2016. Second boiler start up and turbine synchronization was done on 17th June 2016.



Group Chairman, **Mr. S. P. Lohia** poses with top Executives of ICS Senegal after inaugurating the power plant.

| CONTINUED ON PAGE 16

10 INDORAMA'S YEARS OF GREAT IMPACT

- Raw Materials for Industries
- Employment Generation

- Huge GDP/ Revenue for Government

- Community Development
- Gains of Employees

The monumental impact of Indorama Eleme Petrochemicals Limited (IEPL) on the economy and people of Nigeria can best be summarized by quoting a recent submission by the Acting Director of the Bureau of Public Enterprises (BPE), Dr Vincent Onome Akpotaire, during the investigative hearing on the privatisation process and performance of Eleme Petrochemicals by the House of Representatives Committee on Privatisation.

Dr. Akpotaire stated that the sale of the almost moribund petrochemicals company in May 2006 represented the best success story of the Federal Government's privatisation programme in terms of compliance to the executed Share Purchase Agreement (SPA) and the Post Acquisition Plan (PAP) as well as contribution to the Gross Domestic Product (GDP) of Nigeria and the creation of huge employment opportunities in the country.

The Acting DG informed the Committee that Indorama-Nigeria has completed construction of the world's largest single train Urea plant in Port Harcourt of 1.5 million metric tons capacity along with associated infrastructure with total investment of \$1.5 billion, and revealed that the Indorama Group plans to bring total investments in the company to \$4.2 billion by 2020.

He further stated that because of the impressive performance and compliance of

The Hon. Minister said the Federal Government relies so much on Indorama fertilizer to realize its goal of bumper harvest and food security in the country.

Indorama to all the obligations it covenanted in the PAP and SSPA signed with the federal government, the National Council of Privatisation (NCP) had at its meeting on December 18, 2014, approved the 'discharge' of the company from the 5-year monitoring programme of BPE.

Dr. Akpotaire added that within 10 years after take-over of the old Eleme Petrochemicals, it has

recorded many milestones in its vision of building Africa's largest petrochemicals and fertilizer hub in Nigeria as it now operates at over 100 per cent capacity, meeting the need of the Nigerian plastics industry, which utilizes petrochemical products (polymer resins) as its raw materials.

BPE, being the federal government agency that supervises the privatisation programme in Nigeria, is indeed the best to assess the performance of Indorama Eleme Petrochemicals in the past ten years.

Another FG agency that exercises oversight on IEPL is the Raw Materials Research & Development Council (RMRDC). In the past ten years, it has continued to monitor the activities of IEPL in helping to provide essential raw materials for industries in the country.

Dr. M. O. Omojola, Director (Industrial Chemicals and Minerals Department) of RMRDC who has led several industrial visits to IEPL says the company has revolutionized Nigeria's industrial sector with various customized grades of ethylene, polyethylene, polypropylene, PET, preform and industrial sacks, which were all hitherto imported into the country at huge foreign exchange cost.

According to the website of RMRDC, Indorama is the live-wire of over 450 companies in the plastics, pharmaceuticals, foam, bottling, beverages, paints, breweries, etc





Minister of State for Agriculture, **Senator Heineken Lokpobiri** listens as MD of Indorama **Mr. Manish Mundra** explains the workings of the Fertilizer plant.

Chairman of the Senate Committee, Senator Ben Murray Bruce, said he was indeed convinced that Indorama Eleme Petrochemicals is the best success story of privatisation in the country.

sectors, which it provides with raw materials. Before Indorama came on stream in 2006, Nigeria's plastics sector had shrunk terribly as a result of lack of raw materials or high cost of importing them.

But with Indorama providing the raw materials in a sustainable manner, the sectors have grown by over 300%. This explains the huge impact that Indorama operations have on the Gross Domestic Product (GDP) of Nigeria and employment generation across various sectors.

In some instances, RMRDC has appealed to IEPL to go into local production of some categories of polymer resins that were imported. As a result of such call, Indorama built and commissioned a new plant to produce Poly-ethylene Terephthalate (PET), which is largely used in producing bottles for table water, aerated water, fruit juices, drugs, beers, beverages, etc. Indorama-Nigeria produces 86,000 metric tons of PET, which satisfies the entire domestic demand for

PET, thereby saving Nigeria the high cost of importing the raw material.

According to Mr. Chirag Jesalpura, head of Marketing of IEPL, the journey of last 10 years was started with anxiety in the industry about a new start-up and "we struggled to give assurance of consistent quality products and uninterrupted supply."

In **2006**, IEPL faced huge challenge of trust building at those uncertain times when Nigeria was 100% import dependent for plastic raw materials. Industry was burdened to keep 5-6 months inventory, making it difficult for small entrepreneurs to enter and succeed in the sector.

The IEPL marketing team with support from the Company's Plastic Technology Development Centre (PTDC) technical know-how went round the country, explaining, convincing and delivering promises of world class

products at competitive prices. This involved multipronged strategy that facilitated banking channel, technical support, building logistic chain, distribution network, and continuous personal contacts with customers.

Gradually, as IEPL built confidence, the plastic industry and entrepreneurs were encouraged to bring new machines and industry started growing around 14%-15% Compound Annual Growth Rate (CAGR) from 2008-2009. There was inclusive growth of the plastic industry including Niger Delta, Eastern, Western regions and the Northern part of the country, driving employment generation and bringing down logistic cost of end products.

In the first year, IEPL registered more than 250 customers, indicating enthusiasm of industry. Today the registered converters plastic (industry) stands more than 600, out of which more than 350 are active and regular converters patronize IEPL products. The sales have increased close to four fold from 80 KT to 320 KT in domestic market. New customers keep approaching IEPL every month, and we endeavor to service more and more customers.

"At this milestone, we feel contented contributing to success of Nigeria's industry and adding value to country's growth in GDP. Surplus products were exported to earn foreign exchange for the country" he said.

In **2012**, Indorama Eleme Petrochemicals won the Presidential Award for export of petrochemical products to about 20 countries across four continents, which proudly put Nigeria on the global petrochemicals export map. This award was organised by the Nigerian Export Promotions Council (NEPC).

But since then, RMRDC has prevailed on Indorama to draw down on its export operations so that the growing



(R-L): **Dr. Vincent Akpotaire** DG of BPE, **Senator Ben Murray Bruce** and **Mr. Munish Jindal**, CEO of IEFCL being interviewed during the visit of Senate Committee to Indorama.



Aleto Community Secondary School built by Indorama for the Community as part of its Corporate Social Responsibility (CSR).



Commodore Olisemenogor (left), Commandant of Nigerian Navy Basic Training School, Onne, receiving a set of 79 high-quality seat-fitted tables from Indorama-Nigeria management team.

Nigerian plastics sector can have enough. As a patriotic duty, Indorama has at this advice, and presently sells more than 99% of its products locally!

In the area of job creation, Indorama-Nigeria employs about 3,000 direct employees in Port Harcourt, Lagos, Abuja, Kaduna and Kano operations as well as over 4,700 indirect jobs. The International Finance Corporation (IFC) estimates 3 employment per ton of polymer in the plastic, hence as at 2015, Indorama and its Strategic Business Units (SBUs) have provided about 7,702 jobs.

A greater number of jobs are also created through the fertilizer value chain as Indorama supplies Urea across the country to Nigerian farmers. "Employment generation is strategic and very important in nation building. In the past ten years, our impact on employment in Nigeria is very huge," says Mr Pradeep Ekka, head of HR department.

Indorama has also made tremendous impact in its six host communities namely Akpajo, Njuru/Akpakpan, Okerewa, Aleto, Agbonchia and Elelenwo, as well as other 34 pipeline communities. The company successfully signed and implemented three Memorandums of Understanding (MOUs) in 2007, 2011 and 2013, which provided overall framework of engagement between the company and the communities.

According to Kendrick Oluka, head of Community Relations & Development, Indorama's biggest impact in the six host communities is the allotment of 7.5% shares, which has put more than N14 billion in the hands of the people since 2012. This has greatly empowered the people financially to build houses, pay children's school fees, live the good life, among others.

Specific projects handled by the company

for the communities include building a Community Secondary School at Aleto community. The facilities include 12 classrooms, a library, laboratories, staff rooms, Principal's office, sick-bay, etc.

Others include annual scholarship scheme for indigent indigenes of the host communities, pipeline communities and other areas of Eleme; renovation of Eleme General Hospital and donation of medical equipment worth over N80 million to the hospital; 33KVA Power sub-station at Akpajo to enhance rural electrification of the area and construction of Police station for Elelenwo.

Mr Oluka said the projects also include road projects for Agbonchia, Njuru and Okerewa communities; building of new 6-classroom block for Omoku community, one of the pipeline communities; building of new 6-classroom block for Uju community, another of the pipeline communities as well as micro-credit scheme for women in the communities, which is meant for poverty alleviation and women empowerment, especially for the widows.

In July 2015, Indorama-Nigeria contributed N530 million to rehabilitate the Eleme-Onne Federal Highway which had become impassable. On November 24th 2016, the company made donation of solid high quality table-seats to the Nigerian Navy Basic Training School Onne, in Rivers State.

Indorama-Nigeria is indeed making its mark in CSR, which it regards as a worthy corporate social investment. Experts believe that Indorama's excellent relations with the host communities account to a large extent for the peaceful atmosphere that attends its operations and underlines its success story.

On 9th November, 2016, the Senate Committee on Privatisation &

Commercialisation visited Indorama-Nigeria as part of its routine oversight function. Mr Munish Jindal, CEO of Indorama Fertilizer, who stood in for the Managing Director of Indorama-Nigeria, Mr. Manish Mundra listed a myriad of socio-economic benefits that the Company has bequeathed to Nigeria since it acquired the old Eleme Petrochemicals in 2016.

After Mr. Jindal's presentation and a tour of the plants, Chairman of the Senate Committee, Senator Ben Murray Bruce, said he was indeed convinced that Indorama Eleme Petrochemicals is the best success story of privatisation in the country.

"We have gone round to see most of the privatised enterprises; Indorama is the success story, especially in providing base raw materials for Nigerian industries and fertilizers for Nigerian farmers as well as paying huge tax revenue of over N1 billion to government in the past ten years, and developing your host communities," Sen. Bruce said.

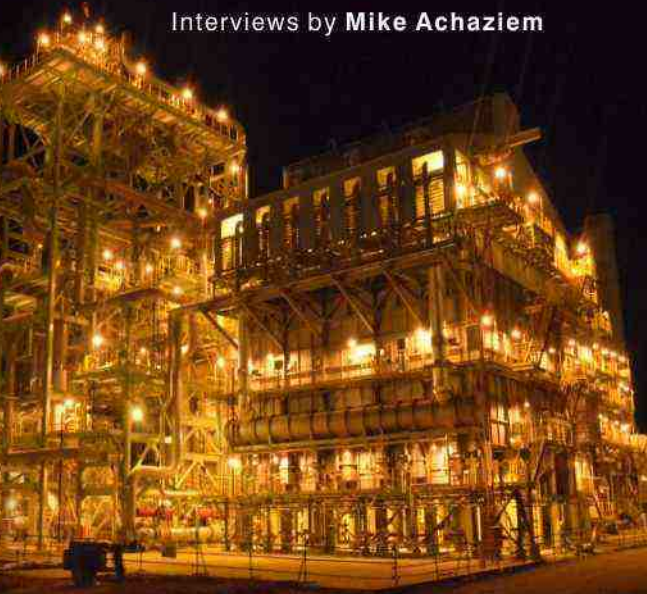
Indorama has also paid huge dividends to both the federal government and the Rivers state government who own 15% and 10% shares respectively.

On Tuesday, 15th November, the Minister of State for Agriculture & Rural Development, Senator Heineken Lokpobiri visited the Indorama Complex in company of his top officials. His assessment of Indorama is that of excellent performance, especially in the area of providing fertilizers for farmers across the country.

The Minister of State said the Federal Government relies so much on Indorama fertilizer to realize its goal of bumper harvest and food security in the country. Managing Director of Indorama-Nigeria, Mr Manish Mundra assured the Minister that the company will continue to pursue its vision of making Nigeria the petrochemicals and fertilizer hub of Africa by the year 2020.

Our Gains in Past Ten Years in Indorama

...Employees Speak!



I'm very happy being a 2.5% shareholder of the company," -- Ifeyinwa Ofordu, Admin department

Ten years is not easy. God made it possible for us to be alive and get to this point. I am so grateful that we have grown from strength to strength. So many areas of my life have been positively affected. I have worked in various departments and capacities which has exposed me to job knowledge and experiences.

As a shareholder of 2.5% equity of the company share, I was able to buy a land and build a house. Today I am a landlady. With my salary, I have been able to train people in one skill or the other. The most important thing I have learnt is ability to manage things.

"From Panel Operator, I'm now Shift Engineer! -- Effiong Bassey of Olefins Plant

As one of the persons who have spent ten years here, I would say that generally, our company has done very well in plant maintenance and manpower development. I have gained much, especially during Turn around Maintenance which is done every three years. It gave me great opportunity to learn so many technical things.

Indeed, working here has been a school for me; I learn every day. There are many innovations that have been introduced in the plant operations, making the job easier and interesting. I started here as a field operator, later a panel man and today, a shift engineer. I thank God for where I am today. I drive a good car, I have completed my house. I thank God for these personal achievements.

"I am grateful to God and Indorama for many things!" --

Fineman Bikeway, Accounts Department

I am happy to be an Indorama staff, and one of those who are contributing to the enviable height we are today. The company has impacted me as an individual in different ways. On career path, I have added new qualifications to the ones I came in with. On my job, I have been exposed to lots of professional jobs.

Indorama has employed thousands of people (both direct and indirect) which has improved standard of living in our communities. I'm very grateful to God and the company. What interests me most is that our management works with integrity. We remit taxes, etc to government promptly.

"I am the happiest person, counting ten years of blessings!" -- Godwin Oluka, Olefins Instrumentation



| Segun Hambolu



| Godwin Oluka



| Clement Ngokanya



| Ifeyinwa Ofordu



| Chioma Aloysius

Our Gains in Past Ten Years

I worked with Eleme Petrochemicals under NNPC as a casual before Indorama took over. I have really seen the difference. The company is an expert in technical jobs. It has been all value addition to me and my family. I will consider myself the happiest person today counting ten years of blessings!

My first son is in London studying engineering. My second son is also in China studying. I am training them from my salary. When I joined Indorama in 2006, I was not very good in some jobs but today I can confidently perform my duties very well. God bless Indorama!

"These past ten years, I have learnt a lot" -- Clement Ngokanya, Mechanical Department

Indorama has impacted on me immensely. These past ten years, I have learnt a lot: how to do things sequentially,

both Nigerians and expatriates.

More importantly, I have learnt to be patient because patience is a great virtue in life. Whatever is due you will definitely get to you at the appointed time. I am happily married with three kids and they attend very good school. This job has been a big blessing to my family.

"Indorama has affected me in many ways" -- Segun Hambolu, Commercial Department

I am happy to be part of the company's success story. It could have been disastrous if the company failed after privatisation. I am sure many staff have contributed to the success of the company. And the company has shown appreciation towards our efforts.

The company has affected me in many ways. I was given the opportunity to explore my abilities within the scope of

and brought improvement on my job performance. My family are happy; my children are in good schools. One of the most important thing I have learnt working with the company is prudent management of my financial resources.

"I've improved so much as a mechanical engineer" -- Beloved Nwechi, Mechanical Department

I am very proud to be a member of the Indorama family. I can count my blessings since I joined the company ten years ago. I have improved so much as a mechanical engineer because I work with the best brains in the field

On my personal life, I have been able to harness some resources to take care of myself. With this job, I have been able to train some of my siblings in the university, I have an additional degree and I am also able to build a house.



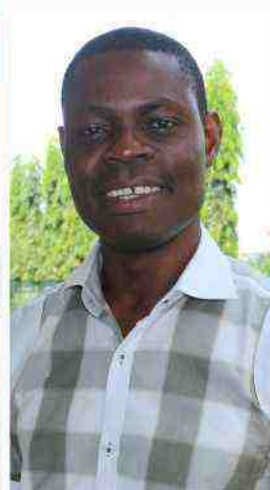
Fineman Bikeway



Debo Ajaguna



Effiong Bassey



Beloved Nwechi



Kelvin Iwariso

save time, avoid wastage and be prudent in spending. In fact, I have borrowed a leave from the company in terms of growth. I have attained some personal growth and development on my education and the job.

"Experiences I have gained are enormous" -- Chioma Aloysius, QAQC Department

Indorama revived the old EPCL and within a short period the company started producing to capacity. The company has expanded to fertilizer plant. The experiences I have gained from this company are enormous. I have learnt how to relate cordially with my colleagues -

my work. As a result, I work with little or no supervision. For me, it shows that the company trusts my ability.

"I've learn prudent management of my finances" -- Debo Ajaguna, HR Department

Having worked for ten years with the company, I can say that the company continues to move forward despite all challenges. I appreciate the doggedness of the management. I feel quite delighted. We started on a low key, but today my take-home is something worth commending.

I have been trained in various areas which have broadened my intellect

"I've moved from foreman to deputy manager," -- Kelvin Iwariso, Logistics Department

I feel very happy to identify myself with Indorama. It has been good; I started as a foreman, and now I'm a deputy manager. My family has been happy, I never expected to do the things I have done within this period.

I have achieved major things in life like raising my own building, enrolling for higher qualification. I have personally empowered others with my salary. The most important thing I have embraced is team work.

LIST OF STAFF FOR 10 YEARS LONG SERVICE AWARD

SN	NAME	DEPARTMENT	SN	NAME	DEPARTMENT
1.	AJAGUNNA OLUGBADEBO WILLIAMS	Human Resource	71.	OMUBO-PEPPLE FUBARA NATHAN	Olefins
2.	UDUMA ORIEJI	Human Resource	72.	PAMOGHO POPNENE EDWARD	Olefins
3.	ENYIA EUGENE	Purchase	73.	PETER IDIGBE N.	Olefins
4.	NGOFA JIMA OBO	Community Relations	74.	SULE MUHAMME	DPP Plant
5.	EZUGU BENNETH IKECHUKWU	Technical Services	75.	UKENYE UGOCHUKWU LAWRENCE	PP Plant
6.	NDOO LETON ALEX DUM ABABARI	Library	76.	NVENE CHIDIEBERE FRANCIS	Fire
7.	NKEMAKOLAM NGOZI MOSES	Fertilizer	77.	ELOJI SOCHIMAABI OKEMEFUNA	PE/Butene
8.	PATRICK C OKORO	Purchase	78.	UDOKA NTIEDO MATTHEW	QA/QC
9.	EBHOTA ADOLPHUS A	Instrumentation	79.	UMAR ADAMU	PE/Butene
10.	KINGSLEY OGBONNA URUAKPA	Training & Dev.	80.	CHINWO UGOCHUKWU	Olefins
11.	AJEMINAYANATE KARIBO	Administration	81.	OWEH MICHAEL	Olefins
12.	KARI MONDAY	MMD	82.	AFOLAYAN AFEEZ OLAWALE	PE/Butene
13.	SUNNY OGBEIDE	Human Resource	83.	BRIGHT NABAI MOSES NWOKE	PPU
14.	AJUKA HUMPHREY M.	MMD	84.	ADALUMO TOSIN A.	MMD
15.	DEIN THOMAS	Mechanical	85.	CHU BABY GRACE	Administration
16.	IWARISO KELVIN	Logistics	86.	NWEKE CHRISTIAN ANIWETA	Olefins
17.	KINGSLEY OGBEIDE	Fire	87.	AUTA MOHAMMED AUJE	Safety
18.	WOKORO EBIPEPE	Fire	88.	OKEREWA GOMBA IKODIE	QA/QC
19.	AFORJI OKEREKE	Fire	89.	OYOR OWATE NDOWA	QA/QC
20.	JAMES O. SALOKA	Safety	90.	BENNETH FRANCIS DINNE	Human Resource
21.	JOHNSON IFIOK	Fire	91.	SAMUEL OLUKA	MMD
22.	KINGSLEY ABBEY	Fire	92.	ANAKAA GBUUSU ANAKAA	Offsite
23.	LAZARUS ASO NNA	Fire	93.	MINAIBIM NICHOLAS	Safety
24.	24.NWOKOMGBE MATTHIAS C.	Fire	94.	ONUMODU MAGNUS	PPU
25.	OKANJE JOHN OLUNGWE	Fire	95.	WAKAMA TAMUNOBARASIPIRI S.	Offsite
26.	OKEH BARIDI ADONIS	Fire	96.	WALTER TAMUNOIKUN-ALA DENNIS	PPU
27.	ABIAKAM CHIOMA ALOYSIUS	QA/QC	97.	YOUNG-ARNEY IWARI	PPU
28.	ANYIAM FELIX C.	QA/QC	98.	DOKUBO OSAKIPPU	PPU
29.	OJO BAMIDELE	QA/QC	99.	HAMILTON IKEM OKOSA	Mechanical
30.	OLIH GODWIN ABDUL	QA/QC	100.	OFORDU IFEYINWA M.	Security
31.	OPARAH STANLEY CHIMA	QA/QC			
32.	OPURUM URANTA CHRISTIAN	QA/QC	101.	OTOBO UCHE PETER	Information Tech.
33.	IBIOSIYA T. LAWSON	Olefins	102.	NWIDAA OLIVER NWOKOLU	QA/QC
34.	JAKA JUDE AKEN	Olefins	103.	OLAKA OSARO ECHICHII	Instrumentation
35.	OBE CHARLES OCHEN	Olefins	104.	MBOTE NGOKANYA	Mechanical
36.	OPUKIRI SOBRIBO JONATHAN	Olefins	105.	OSARO JOHN DANIEL	Electrical
37.	PHILIP EYO ETIM-BASSEY	Logistics	106.	NWAOKOJI FESTUS O. C.	Olefins
38.	NWANDU LILIAN NNEKA	QA/QC	107.	MEZU EMMANUEL I.	Logistics
39.	AGBA STANLEY	PPU	108.	MBOMBO MESHACK OLAKADA	Olefins
40.	COLLINS OGWU	PPU	109.	ISRAEL ONYEBUCHI	Electrical
41.	IGWE CHIMA CHARLES	PPU	110.	NWAFOR AMECHI	Administration
42.	RAYMOND E. EMAH	PPU	111.	OGU BENJAMIN LEWIS	Mechanical
43.	EFUGHI UCHECHUKWU E.O.	QA/QC	112.	OLUKA AJI FRED	Accounts
44.	JUSTICE EZE	PPU	113.	HAMBOLU GODWIN SEGUN	MMD
45.	OLATUNJI A. LAWORE	Offsite	114.	ELUE L. EHIEDU	Olefins
46.	OPUSUNJU A. EMMANUEL	PPU	115.	NEVILLE KUROGHEFA OCKRI	Olefins
47.	OKECHUKWU R. DIMA	MMD	116.	NGEI A. NGEI	Olefins
48.	OLATUNJI, OLADOTUN A.	PPU	117.	IBRAHIM MUHAMMAD	Security
49.	OSARO EMMANUEL	Administration	118.	FUBARA ALEX DOMALE	Training & Dev.
50.	AWAA C. JOSHUA	Accounts	119.	OLUKA NYIME OBUZOR	Human Resource
51.	FINEMAN EBIEKWA	Accounts	120.	OFURUM LULU U.	Marketing
52.	UJAM KENECHUKWU THOMAS	Logistics	121.	OLUKA BENSON EJIRE	Accounts
53.	ONYEBUOHA U. EVA FIDELIA	Human Resource	122.	NGEWE P. AKEN	Accounts
54.	EZE LUKE ONYEJIKA	Olefins	123.	EKE GODSWILL O.	Human Resource
55.	IGWE LAWSON	Security	124.	NWANKWO PAUL OKEY	Logistics
56.	KIO FAYEOFORI	MMD	125.	EMMANUEL ETINI SUNDAY	Mechanical
57.	ADUMA THANKGOD EDWARD	Olefins	126.	ARUM SYLVESTER CHIBUIKE	PP Plant
58.	AGU MOSES OZONNADI	Olefins	127.	OSARO AJI DEEH	Mechanical
59.	CHIJIOKE MARIUS NNAEKWE	Olefins	128.	VINEI NUBARI N.	Bagging
60.	FINEBONE DAGOGO ATEPARABIE	PP Plant	129.	AIZEBOJE ONIME JAMES	QA/QC
61.	HILARY KOPCHAN	Olefins	130.	OSADOLOR JUDE	QA/QC
62.	IGBOAMALU KINGSLEY ONUORAH	Fire	131.	MGBAHURU DOMINIC UGOCHUKWU	QA/QC
63.	JIMOH J. GARBA	Olefins	132.	FELIX SANDRA OBIANUJU	QA/QC
64.	KENECHUKWU ORAKWUTE	Olefins	133.	UDOSHET SATURDAY TOM	QA/QC
65.	MANDAH S. BENNETT	Olefins	134.	ONYENEGECHA CARMILUS CHINEDU	QA/QC
66.	NJOKU GOODLUCK NDUBUEZE	Olefins	135.	ODOEMENE PAULINUS UZOMA	QA/QC
67.	NKE GOMBA BENJAMIN OBEY	Olefins	136.	WARIBOKO O. GOODLUCK	QA/QC
68.	OFFIONG BASSEY	Olefins	137.	EGONU ELIGBAESOR PAUL	QA/QC
69.	OLABINJO SURULERE N. ADEJORO	PE/Butene	138.	AGAH OGHENERO KINGSLEY	QA/QC
70.	OMOAKA BENSON		139.	AKPEJI PHILIP	QA/QC
			140.	KANWI CYRUS NWOSU	Logistics

SN	NAME	DEPARTMENT	SN	NAME	DEPARTMENT
141.	OKEREWA PROMISE	Electrical	217.	OWOLABI ABIODUN EMMANUEL	QA/QC
142.	EGERE TETENWI	Electrical	218.	SAINT PETERS UCHE ONWUGBONU	PE/Butene
143.	OLUKA GODWIN	Instrumentation	219.	OLUKA OSARO-NAAJOR TETENWI	Administration
144.	OSAROLAI DANIEL JIJI	Mechanical	220.	SYLVANUS CHIMELADHU JOHN	Instrumentation
145.	UKEJE MAXWELL JAMES	Mechanical	221.	SILAS IME BASSEY	Instrumentation
146.	KALU ANTHONY OKECHUKWU	Mechanical	222.	UDOH WISDOM	PE/Butene
147.	ABIA OKON SAM	Mechanical	223.	NWECHI BELOVED	Mechanical
148.	EMOH CHINEDU STANISLOUS	Marketing	224.	UGWUEGBU GEOFFREY ONYELACHIA	Logistics
149.	ONYEMA HARRISON CHUKS	Mechanical	225.	ODOEMELAM JAMES UDOKA	Logistics
150.	NWACHUKWU AZUBUIKE NNAJI	PPU	226.	ODEH ONYILO DANIEL SADAT O.	PE/Butene
151.	UDO EYO ASUQUO	Offsite	227.	AYODELE OLAITAN HANNAH	QA/QC
152.	KAA OLLOR EPIE	PPU	228.	ORJIAKU OBINNA PETER	Mechanical
153.	AKURO OGWAMA GODKNOWS	Offsite	229.	AMINU BELLO	Electrical
154.	EDOGBANYA SHEHU OKPE	PPU	230.	OLASINDE O. OLANSEBETD'S	Secretariate
155.	IBIANG ALFRED JOHNSON	PPU	231.	OBIAKOR DAVID IFEANYI	Olefins
156.	WIGWE EMMANUEL OPURUM	PPU	232.	DICKSON OLUKA	Mechanical
157.	DOUGLAS TONTE HONEST	PPU	233.	OKUNLOLA ADENIYI MUTIU	Mechanical
158.	MARK THANKGOD	PPU	234.	GODWIN CHIKA ELU	Mechanical
159.	EYO EDET E.	Electrical	235.	VINCENT IMONITIE	Mechanical
160.	SAGBE GOMBA	Instrumentation	236.	NWAKAJI ORJI	Mechanical
161.	ADADIKA DASENIBO	Mechanical	237.	MBAGHA JOSEPH	Mechanical
162.	ELECHI MICAH	Instrumentation	238.	UGORJI MOREGOOD MARAIZU	Instrumentation
163.	MAIKANO JACOB	MMD	239.	ISOKARIARI MAC. TAMUNOEMI T. KIO	PPU
164.	EPELLE I.B.	MMD	240.	EKAINU ALEXANDER	Fire
165.	AMUELE NDONI SUNDAY	Electrical	241.	JIMYE WILLIAM JIM-GEORGE	Bagging
166.	OSARO AGBA	Electrical	242.	OSARO GOMBA	PE/Butene
167.	EZEKIEL OSARO OLUKA	Electrical	243.	SAGBARA SORDUM CLIFFORD	Instrumentation
168.	EBITI OBUZOR EBITI	Logistics	244.	DEEZUA MICHAEL	PE/Butene
169.	AMADI ANTHONY AMADI	Electrical	245.	CHIGBU MARTIN NNANNA	PSS
170.	OBE GOMBA ONUNGWE	Instrumentation	246.	ASIMIEKA M. IWARI	PE/Butene
171.	NWOKOCHA JOHN	Instrumentation	247.	EMEABA EBERE GODWIN	Instrumentation
172.	SUNDAY OKON	Mechanical	248.	ONAH IGOECHE CHRISTOPHER	Civil
173.	DAVID OKPE U.	Mechanical	249.	PETER GODWIN A.	Logistics
174.	OBELE BENSON	Mechanical	250.	OLUKPE EJIE WILLIAMS	Fire
175.	CLIFFORD M. SALOKA	Logistics	251.	OSARO HENRY MBIE	Safety
176.	EREKWA-KOBAA KOALEMUE PAUL	Electrical	252.	NONJU EZEKIEL	Fire
177.	OBO ABBEY OLUKA	Instrumentation	253.	IWARI MINA SEIDIEMA	Fire
178.	AMACHREE T.S.	Logistics	254.	SULEIMAN YUSUF	Fire
179.	UDOGWU PATRICK	Electrical	255.	GOMBA FRIDAY GOMBA	PE/Butene
180.	CHUKWU SOLOMON E.	Electrical	256.	OKOSUN FELIX	Safety
181.	GBENELAH NTAMZOR PETER	Electrical	257.	PETERS ARUPU DAYE	PPU
182.	UGORJI OBINNA ERNEST	Mechanical	258.	ADEJO OCHOLA	PPU
183.	LENTON ISOKARIARI	QA/QC	259.	IKPUKU ERNEST LARRY	PSS
184.	ORJI OKORONKWO	QA/QC	260.	KUE FRANCIS NUANAA	Olefins
185.	COLLINS EZE SAKA	PTDC	261.	NNAJI IKECHUKWU	Instrumentation
186.	OBELE MONDAY	Mechanical	262.	MOSES NDUBUISI NKEMAKOLAM	PPU
187.	NWANKWO STELLA N.	QA/QC	263.	HART GOGO BROWNSON	PPU
188.	JAJA BLESSING EMMANUEL	Mechanical	264.	OKON BENNY EDET	PPU
189.	AKHABUE ESTHER I. ODION	Security	265.	OKOPI TIMOTHY AUDU	PPU
190.	NISAKPO ALEXANDER ADAMS	Bagging	266.	AGENEN OJEIFOR SUNDAY	Mechanical
191.	EZEKIEL NWAFOR	Bagging	267.	UWUIGBE VINCENT EDAMWE	Mechanical
192.	SAMUEL OCHINDO	Bagging	268.	SOLIKA TAMUNOSIKI	PPU
193.	EMMANUEL N. OLLOR	Bagging	269.	OSAKHUWOMWAN ALEX	Mechanical
194.	NNYAM BETE BARIKA	Bagging	270.	MBANI TEE FRIDAY	Mechanical
195.	KALU ORJI KALU	PTDC	271.	DUKAS MATTHEW TANKO	Mechanical
196.	VI-URA LEBARI KPEE	Mechanical	272.	MOSES CHRISTOPHER	Mechanical
197.	OGAH IGHO ROLI	Accounts	273.	OKOLAA WILLIAMS EJIRE	Mechanical
198.	OSAROGBU MICHAEL	Mechanical	274.	TITUS GOJE MONDAY NOK	PPU
199.	JOHN SUNDAY GOMBA	Mechanical	275.	ADAMU SAMBO CALEB	PPU
200.	OCHIMBA OKPARAJI FRIDAY	Mechanical	276.	UGWU FRANCIS CHUKWUMA	PPU
201.	AMADI SALOKA	Mechanical	277.	KARIGIDI OYEBOWALE	QA/QC
202.	ONUNGWE ELECHI	Instrumentation	278.	KAMA KALU OKEREKE	QA/QC
203.	GEORGE OKANJE	Mechanical	279.	BOB OKONMAH	Administration
204.	EJIRE MICAH	Mechanical	280.	FATAI ISOLA ADELAKUN	Accounts
205.	WILLIAMS N. GOMBA	Instrumentation	281.	LUCKY OTAH EGUWENU	Administration
206.	PETER EJIE G.	Instrumentation	282.	MBANI TEE FRIDAY	Mechanical
207.	CHRISTIAN OLUNGWE	Mechanical	283.	DUKAS MATTHEW TANKO	Mechanical
208.	EMMANUEL NGEI	Electrical	284.	MOSES CHRISTOPHER	Mechanical
209.	RISSI KISS NATTY	Instrumentation	285.	OKOLAA WILLIAMS EJIRE	Mechanical
210.	ANYANWU CHRISTOGONUS O.	Inspection	286.	TITUS GOJE MONDAY NOK	PPU
211.	WOKE LUCKY OKAGBOUKU	QA/QC	287.	ADAMU SAMBO CALEB	PPU
212.	ONWUKA VITALIS	PP Plant	288.	UGWU FRANCIS CHUKWUMA	PPU
213.	OTU EFFANGA PETER	Mechanical	289.	KARIGIDI OYEBOWALE	QA/QC
214.	MADOJEMU MARIAN SIMON	QA/QC	290.	KAMA KALU OKEREKE	QA/QC
215.	NWOSU JOHN NDE	Bagging	291.	BOB OKONMAH	Administration
216.	EEH HENRY ONUNGWE	Mechanical	292.	FATAI ISOLA ADELAKUN	Accounts
			293.	LUCKY OTAH EGUWENU	Administration

Safety Regulators Laud Indorama's Fire Drill, Point out Some Lapses!

Indorama's fire drill which was held on Friday, October 7, 2016 received commendations and some knocks from safety regulators including the Federal Fire Service (FFS), Department of Petroleum Resources (DPR), Rivers State Fire Service (RSFS), Nigerian Environmental Standards and Regulations Agency (NESREA), as well as the Port Harcourt Refining Company (PHRC).



Officials of both of Federal Fire Service and Rivers State Fire Service after the drill

According to top officials from the agencies who monitored the drill, the exercise was well planned and executed; and it went a long way to reiterate

Indorama's commitment to high standards of Health, Safety and Environment (HSE). They also noted the state-of-the-art equipment owned by the company.

DPR's David Udoma-Michael said: "I am impressed with what I saw during this drill. Unlike when we came here the last time, a lot has changed and there is great improvement".

Mr Njoku Chika from FFS commented: "I commend you for everything. Communication was effective and people responded effectively to emergencies on time." Mr Livinus Ekeh of RSFS was full of praises for the success of the drill.

NESREA's zonal director, Mr Raph Nnam was equally effusive: "I would like to thank and commend Indorama for this excellent drill. We commend you for inviting all the agencies to monitor the drill. It shows your openness, transparency and willingness to learn."

And Mr Michael Amadi from PHRC said: "I commend the company for the excellent fire equipment you have here; and how you people managed the exercise."

It was not all praises. The officials also pointed out some lapses and various areas that need to be strengthened to avoid any mishap during any incident. For instance, they advised the company to expand its incident control room, make sure fire alarm are more audible, deploy more medical personnel and organize more trainings for fire and safety personnel.

Mr A. B. Rao, the Technical Head of IEPL thanked all and assured that lapses identified will be effectively addressed. "We will immediately implement all observations," he said.

CONTINUED FROM PAGE 6

Indorama-ICS Completes Plant

Power plant is very well connected to supply steam and power to acid plant and mines and also to Senelec. Steam from this power plant is also being used to run one old 13 MW turbine in acid plant. Coal is being received from South Africa and from port it is delivered to plant by trucks and train.

The power plant was commissioned within 15 month without any lost time injury (LTI). The major milestones are as follows: (a) Ground breaking Ceremony – 30th Jan 2015 (b) Starting of Erection activities - 23rd July 2015 (c) Boiler 1st Hydro test – 9th Oct 2015 (d) Steam Supply from Boiler -1 – 19th May 2016 (e) Steam supply from Boiler -2 – 13th June 2016 (f) Turbine synchronization – 17th June 2016.

Start-up of power plant resulted in consistent supply of steam and power to acid plant and mine. There is no production stoppage due to non-availability of energy. Now ICS is a black-out free company as new power plant, acid plant and mine are very well interfaced.

Steam generated by coal is much cheaper compared to HFO boilers and there is a saving of energy cost of USD 60 per ton of phosphoric acid. Plant has given 30 MW power relief to Senegal which is a power deficit country.

Now ICS is self-sufficient in power and 8-10 MW power is being supplied to Senelec grid

Indorama Spokesman Wins NIPR Presidential Award

Head of Corporate Communications of Indorama-Nigeria, Dr Jossy Nkwocha, was among recipients of the Presidential Star Award for Professional Excellence in Public Relations of the Nigerian Institute of Public Relations (NIPR), which was the climax of a two-day National Conference of Directors and Heads of Public Relations in Nigeria organised by the Institute on 26-27, October, 2016 in Lagos.

President of NIPR, Dr Rotimi Oladele said Dr Nkwocha was chosen for his services to his company and contributions to the knowledge-base of Public Relations profession in Nigeria.

The theme of the conference was "Making Enduring Change for National Reputation and Professionalism". Highly stimulating presentations were made at the conference by eminent scholars from the universities and top-rate practitioners and CEOs. Participants were drawn from about 100 organisations in the public and private sectors.

PHOTO SPLASH



Hon. Minister of State for Agriculture, **Senator Heineken Lokpobiri** receives corporate souvenir from **Mr Manish Mundra**, MD/CEO of Indorama-Nigeria during a recent visit to the company.



Mr S. K Pandey of the Fertilizer Control Room explains the working of the control room to the Hon. Minister, his entourage and the MD of Indorama-Nigeria.



Mr Manish Mundra points to digital equipment in the bagging section of the fertilizer plant to the Hon. Minister and his entourage.



Mr Hemant Deshmukh, head of fertilizer operations explains a point to the Hon. Minister and his team at the Ammonia plant.



CEO of Indorama Fertilizer, **Mr. Munish Jindal** receives corporate souvenir from **Brig. Gen. J. O. Irefin** when he led staff and students of the Armed Forces Command and Staff College, Jaji, on a study tour of Indorama in Port Harcourt.



Group photograph during a Recertification inspection visit by officials of Standards Organisation of Nigeria (SON) including Zonal Coordinator, **Engr. Don-Pedro**, Rivers State head, **Engr. Agui** and others with Indorama team members.



CEO of Indorama Fertilizer, **Mr Munish Jindal** presents Indorama corporate souvenir to **Senator Ben Murray Bruce**, Chairman of the Senate Committee on Privatisation, during a visit of the Committee to the company.



Senator Shaaba Lafiaji, member of the senate Committee on Privatisation receives an Indorama corporate Souvenir from CEO of Indorama Fertilizer, **Mr. Munish Jindal**.



(R-L), **Dr Vincent Akpotaire**, Ag. DG of BPE; **Sen. (Dr) Yahaya Abdulahi**, Vice Chairman; **Mr Munish Jindal**; **Sen. Ben Murray Bruce**, Chairman, **Sen. Shaaba Lafiaji** and others during the visit of the Senate Committee on Privatisation.



Head of Community Relations & Development, **Mr Kendrick Oluka** gives Vote of Thanks, flanked on the left by **Dr Jossy Nkwocha** and on the right by **Engr. Wai-Ogosu** and **A. K. Sharma**.



Group photograph showing participants including three Indorama staff, **Felix Okosuns**, **Kari Monday** and **Ibrahim Abubakar** during National Workshop on protection against chemical weapons organised by National Authority on Chemical & Biological Weapon Nigeria in Abuja.



Vice President, Business Development of IEFCL, **Ms Sandrina Gomes** presents certificate of participation to Chairperson, **Mrs Mercy Bello Abu** during a training of NNEW members in Port Harcourt.



NIMASA DG visits Indorama-OIPL Port Complex

Director-General of Nigeria Maritime Administration and Safety Agency (NIMASA), Dr. Dakuku Peterside and his team of directors have visited Indorama-OIs Port Terminal at the Onne Port Complex, Port Harcourt, to see for themselves the transformation of hitherto wasteland into a catalyst for economic growth for the Niger Delta region, and Nigeria in general.

The visit which was part of the Director-General's tour of maritime facilities in Rivers state took place on Thursday, 29th September 2016.

Dr Peterside and his team were received at the port premises and

ushered into the boardroom by Indorama management representatives comprising Mr. G.L Manjunath, head of operations at the port; Vivek Sharan, head of Logistics; Mr Kendrick Oluka, head of Community Relations and

DG of NIMASA **Dr. Dakuku Peterside** (3rd from left) watches as **Mr. Manjunath**, Head of Operations conducts him and others round the Port terminal.

Development; Mr Ranbir Seth, head of Security among others.

At the boardroom, Mr Manjunath made a detailed PowerPoint presentation to the visiting dignitaries, which showed the transition of a former marshland to a world-class port facility capable of handling 12,000 TEU per annum; 150,000 tons break-bulk cargo per annum and one million tons of dry bulk urea fertilizer in one year.

The presentation also showed that the port terminal comprises 320 metres quay to handle vessels from 5,000 deadweight (dwt) to 35, 000 dwt. He explained that the port facility cost the company US\$ 130 million, which in itself is a huge display of commitment and faith in the economy of Nigeria.

He added that the facility is yielding direct and indirect economic benefits to Rivers State and Nigeria in terms of direct and indirect employment, and business opportunities to local contractors.

Moreover, the terminal is welcoming vessels, using many support services such as tugboats, stevedores, maintenance and operational support and services.

After the presentation, the DG and his team were taken on a tour of the port facilities to see things for themselves, after which they were presented with corporate souvenirs.



At the boardroom: **Mr. G.L. Manjunath**, makes a presentation while the DG of NIMASA **Dr. Dakuku Peterside** and other officials of Indorama and NIMASA watch with interest.

I See Green Everywhere!

Says Chairman as RSHA Committee on Environment visits Indorama

Members of the Rivers State House of Assembly Committee on Environment, led by Hon. Christian Ahiakwo, visited Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) on Wednesday, 19th October, 2016. The Chairman said he was quite impressed to see plenty trees and greenery in the expansive complex.



Technical Head, **Mr. A. B. Rao** (4th left) conducts the RSHA members round the plants. With him are the members: **Hon. Christian Ahiakwo, Hon. Samuel Ogeh, Hon. Edison Ehie, Hon. Naths Uwaji** and others.

He explained that the committee visited the company as part of its oversight function as representatives of the people's interest on environmental issues.

They were received by top management team led by Technical Head, Mr A.B. Rao, who welcomed the members on their maiden visit. He made a presentation, which detailed Indorama's global footprint, its Quality, Health, Safety and Environment (QHSE) policies, major safety and environmental awards, community development projects, etc...

In the same presentation, Mr Hermant Deshmukh, head of Fertilizer Operations also showed the production capacity of the fertilizer plant to be 1.5 million metric tons per annum. He also informed them that Indorama has achieved a record of 11.6 million man-hours without Lost Time Injury (LTI).

The committee members were

later taken on a detailed tour of Indorama's world-class fertilizer plant.

After the plant tour, the Chairman applauded Indorama-Nigeria for its contributions to the country's economy and ensuring that its environment is safe.

"I congratulate and commend you, especially for what I saw in the product display room. That shows your contribution to the country's economy," he said. He observed that the company's environment is very green, which is good for everyone's health.

"we have come, we saw and we are satisfied with your plant, environment and community relations policies and practices"

Other members commended the company's efforts and for its cordial relationship with the host communities.

In conclusion, Hon. Ahiakwo said: "we have come, we saw and we are satisfied with your plant, environment and community relations policies and practices".

Other members of the Committee are Hon. Samuel Ogeh, Hon. Edison Ehie, Hon. Naths E. Uwaji, as well as Sir Dumnu Lekia -- clerk of the committee and Barrister Oroma Omodu, attorney to the committee.

In a vote of thanks, Mr Kendrick Oluka, the head of Community Relations and Development of Indorama thanked the committee members for finding time to visit the company and restated Indorama's commitment to cooperate and work with the committee on Environment in the interest of Rivers people.



Indorama Participates in World Food Day Exhibition in Port Harcourt

Indorama-Nigeria, on Monday, 17th October, 2016, participated actively in the World Food Day celebration and exhibition organised by the Rivers State Ministry of Agriculture at Isaac Boro Part in Port Harcourt.

Deputy Governor of Rivers State, Dr (Mrs) Ipalibo Banigo represented the Governor, Chief Nyesom Wike as the Special Guest of Honour at the celebration, which attracted many top government officials, international agencies, companies involved in agribusinesses, farmers, among others.

The Deputy Governor and a large crowd of officials and other participants visited the exhibition stand of Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) and were warmly received by the company's head of Corporate Communications, Dr Jossy Nkwocha, who informed them that IEFCL now has a new fertilizer plant in Port Harcourt that produces 1.5 million metric tons of fertilizer per annum.

Dr (Mrs) Banigo said she was quite impressed with Indorama's participation at the exhibition, especially in displaying its Urea fertilizer, which she noted, would be very useful for farmers in the state.

The Deputy Governor stated that the Rivers State Government will like to collaborate with Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) to sensitize and train farmers in the state on the best application of fertilizers to boost their crop

yield.

All major companies in the state involved in agriculture as well as the notable farmers drawn from the 23 local government areas (LGAs) of the state displayed their agricultural products at the event.

Indorama's stand showcasing its live fertilizer bags, sample granules, handbills, branded jotters, t-shirts, pens, roller banners etc made the stand quite attractive to many visitors.

Apart from the Deputy Governor, some of the dignitaries that visited the stand include former Nigerian Ambassador to South Korea, Chief Desmond Akawor, the Honourable Commissioner for Agriculture, Mrs. Onimim Jack, the Managing Director of M. Saleh Agric Ventures, Chief Nabil Saleh, among others.

The World Food Day is a declaration of the United Nations to draw attention to measures to improve agricultural processes with the aim of increasing crop yield, ensuring food security and banishing hunger and poverty across the world.



Deputy Governor of Rivers State, **Dr. (Mrs) Ipalibo Banigo** (3rd left) at Indorama's Exhibition Stand while **Dr. Jossy Nkwocha** (2nd left) explains a point at the World Food Day held in Port Harcourt.



Group photograph of participants at the West Africa Fertilizer Value Chain Conference held in Accra, Ghana. 6th from Left is Indorama's representative, **Dr Balbir Singh**.

Indorama Fertilizer Unveiled at WA Fertilizer Conference in Ghana!

Indorama's Urea fertilizer brand was unveiled to enthusiastic participants from various countries, industrial sectors and institutions at the West African Fertilizer Value Chain Conference held in Accra, Ghana on 8 – 9 September 2016.

The event recorded over 50 delegates from the fertilizer industry in the sub-region such as manufacturers, blenders, distributors, development partners and banks, among others.

Dr Balbir Singh, a senior agronomy/marketing executive of Indorama Fertilizer & Chemicals Limited (IEFCL) was a keynote speaker as well as a panelist in the two-day event. He exposed participants to the exciting potential of Indorama Urea fertilizer to positively affect the economy of the region, as well promote food security.

For instance, Dr Singh informed his audience that since the company started production of the commodity in late June 2016 to September 2016 ending, it has supplied over 150,000 metric tons of fertilizers to over 20 million farmers in Nigeria, and they look forward to bountiful harvest this year.

In an interview with Indorama-Nigeria Impact, Dr Singh explained that the gathering afforded opportunity to

all those involved in the fertilizer value chain to become aware that Indorama has started production of quality urea since June, 2016 in a cutting edge technology plant with capacity to produce 1.5 million metric tons per annum (MTPA).

He added that participants became aware of the high quality of the product, the company's distribution network and dedicated marketing and business development team who have thus far supplied approximately 150,000 MT to Nigeria's domestic market covering about 32 states of the federation.

He added "our agronomy, business development and extension programme with International development partners, agriculture ministries, Universities, in-house demos will help the fertilizer value chain for farmer sensitization and increase in per hectare fertilizer usage in west African countries."

The conference has also resulted in fertilizer blenders and

distributors across ECOWAS showing interest in business partnerships with Indorama, even as "financial institutes become aware of our massive operations and will provide credit/financial /loans to our business partners easily."

He added that other issues discussed at the conference include understanding of fertilizer value chain, from production to usage at farms, and easy access to finance for investment in the fertilizer sector as a major bottleneck, which is restricting development of fertilizer business and usage per hectare in West Africa.

Aside from Indorama, other major fertilizer industry representatives were Yara, OCP, ETG, TAK, Golden, Olam, USAID, IFDC, AFAP, and different banks. The conference also recorded the presence of fertilizer distributors from Ghana, Senegal, Cote d'ivoire, Nigeria, Togo, Niger, Chad, Kenya and South Africa.



Display of certificates: Members of NECA's Network of Entrepreneurial Women (NNEW), South-South Zone chapter, who participated at a training tagged "Fertilizer Usage, Marketing and Management" by Indorama Fertilizer & Chemicals Limited in Port Harcourt.

Indorama Trains Female Entrepreneurs to Partake in Fertilizer Value Chain

As part of its agriculture extension services to users of its fertilizer brand, Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) has organized training for 21 members of NECA's Network of Entrepreneurial Women (NNEW), South-South chapter, Port Harcourt to enable them participate in the fertilizer value chain.

NNEW is a business membership organisation floated by the Nigerian Employers Consultative Association (NECA), with chapters in Abuja, Lagos and Port Harcourt, aimed at nurturing entrepreneurship among the womenfolk.

The training tagged "Fertilizer Usage, Marketing and Management" was held on Tuesday October 4, 2016 and meant to empower participants with knowledge and useful practical skills to succeed in the ultra-competitive world of business.

The programme was declared open by Dr Jossy Nkwocha, Head of corporate communications and special adviser to the Managing Director, who stated that the programme was part of Indorama's initiative to ensure that Nigerian farmers use fertilizer appropriately to grow more crops and

produce more foods to ensure food security in the country.

Three lectures were delivered by quite brilliant faculties – all members of Indorama fertilizer marketing and business development team. The first lecture titled "Indorama, Indorama fertilizer & fertilizer marketing in Nigeria" was handled by Dr Surendra Srivastava and exposed the NNEW members to channels and rules of fertilizer marketing in the country.

The second paper titled "Agronomy – Land, Urea and Crops Dynamics" by Dr. Balbir Singh dealt with the use of fertilizer for various soils and crops for effective yield. The third paper titled "Entrepreneurship, Leadership and Management", delivered by Ms. Sandrina Gomes took the ladies through various leadership and management models and concepts to guide them in making

success of their businesses.

The sessions, which were interactive, were followed by questions by the participants who displayed their grasp of the subject-matter and a curiosity to learn new skills that will help them to participate in agri-business at different levels. The faculties were glad to answer all questions raised.

Speaking on behalf of the participants, the chairperson of the group Mrs Mercy Bello Abu expressed appreciation to the management of Indorama for the gesture and the sacrifice of the resource persons. She assured that her members will make the most of the opportunities that the training offers them.

The highlight of the training was the presentation of certificates of participation to all who took part in the programme.

Recently, Chief Audu Ogbah, Nigeria's Minister of Agriculture commended Indorama's efforts at promoting participation of women in the fertilizer value chain through the female entrepreneurship development training, at the Agrikexpo and NABG Conference 2016 held in Abuja.

At that event, the Minister also appreciated Indorama's efforts at fertilizer production and agriculture extension services especially on agronomy, field demonstrations, Centre of Excellence, crop management practice on website and farmers' meetings in different states.

Indorama Staff and Stakeholders Celebrate HSE Week



Winners of HSE Week Competition pose with Technical Head, **Mr. A.B. Rao** (5th left), the guest speaker **Dr. Chibubuogo Eze** and other Indorama Managers at the event

Indorama-Nigeria's 2016 Health, Safety, Environment & Fire (HSEF) week celebration was rounded off with a grand finale on Tuesday, 18th October, 2016 at the company's boardroom where 24 winners emerged from the competitions which ran through the week. They all received hampers containing several goodies as prizes from Management.

While welcoming both staff and guests to the event, Mr A. B. Rao, the Technical Head, stated that Indorama-Nigeria takes HSE very seriously, hence its annual competitions to create more and more awareness about HSE issues. He said that the company's baby, the fertilizer plant was included in the programme this year.

Dr Chibubuogo Eze, an associate Professor of Environment at the Rivers State University of Science and Technology made a delightful presentation on the topic: "HSE Panorama in Indorama", in which he noted that a combination of attitude, environment and policies determines safety. He also advised everyone to adopt safety as a culture.

He lauded Indorama for its care of the environment and its continuous tree-planting. "I congratulate you; I have gone round, I saw that you have planted many trees; that is wonderful," he said. Dr. Eze later presented some of his books on environment to the company.

The highlight of the event was the award presentation of prizes to the winners of the different categories of the competition such as speech making, First Aid/CPR, SCBA (Self-Contained Breathing Apparatus) donning and live fire-fighting. Other categories are poster writing, safety slogan, spot the hazard, and HSEF quiz.

In the HSEF speech-making competition, there were 14 contestants and Sandra Felix came first; Godswill Eke of HR came second and Gomba Emmanuel, third. The First Aid/CPR competition had six contestants and Mastan Ul Haq came first, Oyebowale Karigidi, second and Odoka Matthew, third.

The SCBA donning category recorded 44 contestants. Festus Victor came first; Ngozi Onyia, second and Eke Chinedu, third, while in the live fire-fighting

category, Udoka Matthew came first; Titus Nok and Nwandu Lillian came second and third respectively.

The HSEF quiz contest produced Obiazie Amadi Samuel in first position; Arikrishnan Subramanian, second and Osadolor Jude, third. In spotting the hazard contest, Nwandu Lillian, Obe Ebewe and Ogbonnaya Chijioke came first, second and third respectively.

For the slogan competition which recorded 149 entries, Mr Udoka Matthew came first, S. Dinesh Kumar came second and Okolo Lucky Uche came third. For the posters category, Kenekchukwu Orakwute came first, Jayesh Devaliya, second and Sandra Felix, third.

While giving his closing remarks, Mr Rao canvassed for more participation from all employees, especially from the Services departments, who seem to be displaying apathy to the competitions, stressing that "it is necessary for everybody to be involved."

Mr James Saloka of Environment department gave a vote of thanks after which the event ended with taking of group photograph.



M.Sc Students, UNIPORT and their lecturer, **Dr. Kayode Oduola**, in a group Photography with **Dr. Jossy Nkwocha**, the Plant Shift Superintendent (PSS) **Engr. Martins Chigbu** and other plant engineers during a study tour of Indorama Petrochemical plant

UNIPORT M.Sc Students on Study Tour of Indorama Eleme Petrochemicals Plants

Nineteen aspiring chemical engineers who are currently undergoing M.Sc programme at the University of Port Harcourt's Centre for Gas, Refining and Petrochemicals participated in a one-day study tour of Indorama Eleme Petrochemicals plants on Wednesday, 12th October 2016.

The tour exposed the students to various units in the operations department including the Olefins, Polypropylene, Polyethylene and Power Plant, Utiliteis and Offsite (PPUO). The students were conducted round the plants by Engr. Martin Chigbu, Plant Shift Superintendent (PSS).

In each of the plants, there were engineers who took them on the practical workings of the individual plant's operations. They includes: Engr. Eze Luke, Olefins Plant; Engr Charles Osuji, Polyethylene plant; Engr. Eugene Vole, Polypropylene plant; Christian Opusunji, Bagging warehouse, as well as Douglas Tonte, David Ukpong and Raymond Emah for PPUO.

The students were taught how IEPL gets Natural Gas Liquid (NGL) for cracking process using different catalysts to produce ethylene, which is used in producing polyethylene and

polypropylene resins. They were also taught the operations of other machines/equipment such as heat exchangers, furnaces, steam boilers, pumps, cooling towers, storage tanks, and distillation columns, among others.

After the plant tour, the students and the resource persons engaged in interactive session moderated by Dr Jossy Nkwocha, head of Corporate Communications. In his opening remarks, he said Indorama-Nigeria has continued to grant study and excursion tour to students as part of the company's Corporate Social Responsibility (CSR) to help in molding the younger ones to achieve their career goals. Last year, 2015, a batch of 15 M.Sc students from the same UNIPORT Centre of Gas, Refining and Petrochemicals undertook 6-weeks Intensive Internship in the company.

Some of the students who spoke

to Impact magazine said they were indeed grateful to the company as the tour enriched them with good practical knowledge of various modern industrial machines and systems, especially the complex petrochemicals processes.

Said Jennifer Abang: "We visited four plants. It was a wonderful experience to see the practical aspect of polymer processes and technologies. The tour showed me the different aspects of chemical engineering; it showed me how precision and attention to details are very necessary for an aspiring chemical engineer."

Another student, Ugochimjereze Akujobi said the study tour has crystalized his view on some chemicals processes. "It was joy for me for a company of this magnitude to receive us and make its facilities available for us; it shows transparency and how much value it places on education of the younger generation. This tour acted as a bridge between the theoretical and the practical. I say thank you to Indorama!" he enthused.

In a vote of thanks, Dr Koyejo Oduola, Acting Director of the Center thanked the management for helping the students achieve their goals. He said they were indeed grateful for the synergy between the company and the university. He said the knowledge the students gained would help them in their endeavor as aspiring engineers.

Sustaining a Learning Culture

...111 Employees attend trainings in USA, France, India, Dubai, South Africa, etc.

The Indorama Training Centre (ITC) located in Indorama Petrochemicals complex -Port Harcourt, believes a sustained learning culture is what guarantees a world-class organisation. On a monthly basis, ITC organizes Internal, In-Plant, In-House and external training programmes for Indorama employees.

Mr Rudrappa Mahesh

In an interview with Impact magazine, Mr Rudrappa Mahesh who is currently leading ITC highlighted various on-going training programmes designed to improve the capacity of the employees. According to him, *"Knowledge, competence and experience are three-word working tool, which an employee needs for career development and organizational growth". He also added: "It is world-class employees that make up world-class organisations."*

Mr. Mahesh explained that it is Indorama's policy to improve employees' capacity to perform job effectively. He said the training modules are split into: internal, in-house, in-plant, external and knowledge-sharing, each of which is designed to improve current performance and provide suitably trained staff to meet present and future business needs.

Indorama -- a world-class organisation with world-class systems and procedures -- requires people with world-class competencies and experiences to operate its various plants and service departments.

In the past ten years, company has embarked on various training and development initiatives aimed at

enhancing the human capacity of staff by ensuring that they remain abreast with the world's latest technologies and innovations. The trainings cover technical, functional, leadership, management skills, among others and accommodate the various employee-cadres in the organization: Management, Senior and Junior staffs.

Mr. Mahesh affirmed that Indorama's management continues to invest in the training of employees. In 2015, the company trained 30 young Nigerian engineers overseas for three

&etc.

He added that the company has designed 36 external training programmes, which are on-going; most of which are technical and plant operations related. According to him, rather than waiting for a machine or equipment to break down and start looking for persons with the technical skill, employees are trained and equipped with such technical skills for any eventuality.

Recently, ICT launched the 'Knowledge Sharing Initiative'. The initiative provides individual employees the opportunity of sharing knowledge with others. This is a collective effort that is aimed at informing, refreshing and increasing the knowledge base of the workforce, through capacity building and providing learning opportunities for various fields of study or area of concern.

He applauded the Managing Director of Indorama-Nigeria, Mr. Manish Mundra, for approving the budget to facilitate the training of staff which is yielding results. Some of the trainees who spoke to Impact magazine said they are grateful to the management of the company for its policy of human capacity building.

The company has designed 36 external training programmes, which are on-going; most of which are technical and plant operations related.

months to operate the newly built fertilizer plant. Today, those who were trained are now facing the task of operating the plant, which commenced production in June 2016.

According to him, so far in 2016, 111 employees have participated in various external trainings across such countries as United States of America (USA), France, India, Dubai, South Africa

Rain of Accolades as U. K Chatterjee Bows Out of Indorama-Nigeria

At two separate events, Mr Uptal Kumar Chatterjee (UKC for short) sat listening to what people thought about him. These were solemn moments as his colleagues and subordinates recounted their experiences with him. Though no one is flawless, the rain of accolades on UKC from various people showed that the retiring Projects Director of Indorama-Nigeria would be deeply missed by all.

The first farewell luncheon in honour of Mr Chatterjee was held on Wednesday, 17th August, 2016. It was attended by top management. It kicked off with a citation of UKC read by Dr Jossy Nkwocha, Head of Corporate Communications and Special Adviser to the Managing Director. It summarized the personality and career of the celebrant and stirred the rain of accolades that followed.

Mr. Munish Jindal, Director of Finance, described Mr Chatterjee as a pragmatic leader who never shied away from any responsibility. "He was always ready to accept new challenges and he accomplished all tasks put before him," he said.

In his ten-year stint in Indorama Nigeria, UKC headed very strategic departments including Health, Safety, Environment & Fire (HSE&F), Power Plants, Utilities & Offsites (PPU&O), Bagging and Olefins, where he achieved new heights of production, according to Mr. Jindal.

The Finance director praised Mr Chatterjee's effective handling of the company's three greenfield projects namely the world-class fertilizer plant, the

gas pipeline and port terminal.

"He set an example for all of us. He provided inspiration and leadership as well as excellence in the handling of the projects. Today, we have one of the best projects in Africa in terms of cost and size; and this is a major milestone," Mr Jindal said.

Mr A. B. Rao, Technical Head, said Mr. Chatterjee's contributions to the company are numerous. "He has lots of knowledge, yet he is humble. He is very approachable. We have all gained a lot from him. He leads by example," he added.

Mr Hermant Deshmukh, Head of Operations of the fertilizer plant said Mr Chatterjee is a good team leader. "He is kind-hearted, very approachable and open for discussions. His guidance helped in forming good team and in achieving goals. He is very passionate about his job. Indeed, he is a great mentor for all of us who worked under him," he said.

Another round of farewell programme held on Monday, 22nd August was attended by many employees from various departments and plants. It was also attended by members of the Nigerian Environmental Society (NES), represented by its former National President, Engr. Anda Wai-Ogosu and Chairman of the Rivers State chapter, Dr Adeyemi Adewale.

The sent-forte also commenced with citation of Mr Chatterjee by Dr Nkwocha. The citation showed that he is a Chemical Engineer of over 40 years' experience. He was among the first batch of expatriates that arrived Eleme in January 2006 for the acquisition of the moribund

Eleme Petrochemicals Company Limited (EPCL) and the turnaround of the plant and facilities.

After the citation, different people took turns to speak about the celebrant. Some of those who spoke included Engr. Obioma Ebisike of the New Projects department and Tonte Douglas of PPUO and Engr. Wai-Ogosu.

Engr. Ebisike spoke about a direct boss who usually challenged him to new tasks and targets through leading by example and staff motivation. Mr Douglas spoke about Mr Chatterjee as a man who though was strict but fatherly in disposition.

Engr Wai-Ogosu said Mr Chatterjee is a friend of the Nigerian Environmental Society and did everything to preserve the Indorama environment. "As a consultant, I worked with him also for ten years, I found him quite professional, decisive and dependable. We will really miss him," he said. He presented a souvenir to the celebrant on behalf of the NES.

In response to all the accolades heaped on him, Mr Chatterjee was literally lost for words. He said he was overwhelmed with such outpouring of tributes and best wishes. He said the achievements attributed to him were results of team work, loyal subordinates and the support of top management. He thanked everyone for their cooperation over the past ten years.

The Indorama management presented him with sent-forth gifts including a Nigerian traditional attire, bowler hat, walking stick and art work. It was indeed an honour well-deserved!

Mr. UK Chatterjee (arrowed) pose with Staff and friends during a send-forth ceremony for his retirement at the boardroom.





The HSEF team of Indorama-Nigeria poses with **Mr A. B Rao** and **Dr. Chibuogo Eze** who donated his books to the company during the HSE week celebration.



Mr Mastan Ul Haq of fertilizer plant receives his prize for HSE First Aid/CPR from Technical Head, **Mr A. B Rao**.



Engr Charles Osuji of PE Plant and his wife pose with their daughter, **Mirian Chimerem**, during the dedication/thanksgiving at Watchman Catholic Charismatic Renewal Movement, Eielenwo Parish on 1st May, 2016.



Mr Jayesh Devaliya of Electrical Dept receives his HSE Poster prize from **Engr. Wai Ogosu**, former President of the Nigerian Environmental Society.



Ngozi Onyia of QAQC Dept receives her HSE SCBA Donning prize from **Mr Ashok Mohapatra**



Comrade Innocent Ugwunta receiving the prestigious Nigerian Humanitarian Award in Abuja by Global Majesty Publications for selfless service to humanity on October 15 2016



Group photograph of Indorama Team at the Made-in-Nigeria exhibition organised by the Manufacturers Association of Nigeria (MAN) in Abuja recently.

QHSE POLICY

We, at IEPL, are committed to the continual improvement of our Quality, Health, Safety & Environment practices and the delight of our customers & stakeholders through:

- Improving the business processes by adopting innovative approaches & best practices.
- Implementing effective quality management system across the entire supply chain ensuring highest standards of quality & services.
- Preventing injury and ill health by ensuring safe operational and occupational health practices in all facilities involving all employees and associates.
- Protecting & preserving the environment by preventing pollution, maximizing recycle or reuse and reducing waste, discharge & emission.
- Continual reviewing of quality, health, safety & environment objectives, procedures & practices for attaining highest level of operational efficiency and plant performance.
- Complying with all applicable QHSE legal & other requirements and positioning as a responsible corporate entity.
- Creating lasting partnership with customers and associates through offering quality products & services at all times.



Manish Mundra

Managing Director

INDORAMA

UREA | PHOS ACID | DAP | NPK

Indorama is one of the fastest growing integrated fertilizer producers out of Africa. We are committed to the creation of wealth, food security and job growth.



**Indorama
Eleme Fertilizer
& Chemicals Ltd.**

Tel: [234] 908 707 0001
e-mail: fertsales@indorama.com.ng
www.indoramafertilizers.com

**Industries
Chimiques
Du Senegal**

Tel: +221-338791002
Website: www.ics.sn



...Investing in the next frontiers of Africa