

**Ex-head of State
Extols Indorama
Fertilizer**

**EU Ambassador Says
Indorama is Champion
of Investment in Nigeria**

**Okwoi-Sogu
Soup**

**Eleme's Unique
Native Cuisine**

INDORAMA - NIGERIA

IMPACT

In-House Magazine of INDORAMA-Nigeria

ISSN NO: 2449-0679 • January - April, 2017

www.indoramaeleme.com



CSR

INDORAMA

Making Life Better For Communities, Others



The first quarter of 2017 has rolled away. Here at Indorama-Nigeria, it was a period of challenges and triumphs. Though the economic index, nationally and internationally, remained uncheering, our various teams worked very hard to help the company to keep its head above water.

Our petrochemical products remained the lifeline for many Nigerian industries. Our fertilizer continued to find its way into the farms of millions of Nigerian farmers nationwide, promising a rich harvest this year.

Indorama promises to continue to bring smiles into the faces of manufacturers that use our products as raw materials. We also promise the Presidential Committee on Fertilizer Initiative that we will work hard to supply our Urea to blending plants to produce NPK fertilizers at cheaper cost.

We are also impacting positively on our host communities through various Corporate Social Responsibility (CSR) initiatives. I am happy our communications team has

made this the main focus of this edition of our Impact magazine. We believe strongly in improving the living standards of people who live around our operations.

As we enter the 2nd Quarter, I call on our employees to renew their commitment and initiatives to grow our company. As part of our continuous efforts towards organizational restructuring, leadership development and management effectiveness, I am pleased to announce the following organizational changes:

Mr Praveen Jain takes over as the Head of Finance & Accounts. Mr Jain, as Head of Commercial since 2011, made excellent contributions to improving the systems and practices of all areas of Commercial function. Besides, post commissioning of Fertilizer

project, he also had been overseeing the purchase for Fertilizer and contributed to smooth plant operations.

Mr Sanjay Garg becomes the Head of Commercial and Jetty Operations. Mr Garg, as the Head of Project Commercial since 2011, excellently handled the huge commercial requirements of all three projects: Fertilizer, Pipeline and Jetty and ensured the timely availability of all Equipment, Machinery and Material enabling the completion of all projects successfully.

I congratulate Jain and Garg on their new positions and urge all employees and associates to extend usual support and cooperation to them.

Manish Mundra
Managing Director / CEO



FeedBack

LETTERS TO THE EDITOR

From the Presidency: Re: "Indorama's Ten Years of Great Impact in Nigeria"

I am directed by His Excellency, Prof. Yemi Osinbajo, SAN, Vice-President, Federal Republic of Nigeria, to acknowledge with thanks, the receipt of your letter dated December, 22nd 2016 and a copy of Indorama-Nigeria IMPACT magazine. Please, accept the assurances of His Excellency, the Vice-President's best wishes.

Ade Ipaye
Deputy Chief of Staff to the President
Office of the Vice-President,
Federal Republic of Nigeria,
Aso Rock Villa Abuja

From the Office of SFG: "Indorama Celebrates Nigeria!"

I am directed to acknowledge the receipt of your letter of 28th September, 2016 forwarding copy of a special edition of Indorama Impact magazine on the occasion of Nigeria's 56th Independence Anniversary and commend you for the initiative. Please, accept the assurances of the warm regards of the Secretary to the Government of the Federation.

Oladebo Bukola
Public Sector Relations
For: Secretary to the Government
of the Federation

From the Hon. Minister of Information

I am directed by the Honourable Minister of Information and Culture, Alhaji Lai Mohammed, to acknowledge the receipt of your letter dated 28th September, 2016 and to express his appreciation of Indorama-Nigeria Impact magazine which celebrates Nigeria's 56th Independence. Please, accept the assurances of the Honourable Minister's warm regards.

Mrs. G.E. Edet
For: Honourable Minister
Federal Ministry of Information and Culture
Abuja

We're Proud to be Associated with You

I have been directed to acknowledge, with thanks the receipt of Indorama-Nigeria Impact magazine, December 2016 edition.

The ten years that Indorama has spent in Nigeria has been very eventful. The Raw Materials Research and Development Council is proud to be associated with your numerous achievement and we look forward for further collaboration in moving the economy of this country to an enviable height

Sule, Yakubu O.
For Director-General/CEO
Raw Materials Research and Development
Council, Abuja

We greatly appreciate Impact Magazine!

We acknowledge with thanks, the receipt of your new edition of Indorama Nigeria Impact magazine (December 2016) celebrating Indorama's 10 Years of Great Impact is our society. The magazine is, as usual, greatly appreciated.

Mrs E.E. Akpan
Managing Director
Showers Nigeria Limited, Port Harcourt

Letter of Acknowledgement

This is to acknowledge with appreciation, the receipt of various issues of your Indorama-Nigeria IMPACT magazine. These publications will undoubtedly enrich the Reference collection of the Institute's Library as they contain highly stimulating and enlightening articles. Thank you for your kind gesture and we do hope to receive more of your publications in the future. Please, accept the assurances of the warm regards of the Management of the National Institute.

Florence Adejumo (Mrs)
Deputy Librarian / Head Acquisition
National Institute for Policy and
Strategic Studies,
Kuru, Plateau State

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Editor's Note

One of the hallmarks of Indorama's operations in Nigeria is its Corporate Social Responsibility (CSR) initiatives, aimed at making lives better in and around the host communities. In the past ten years of Indorama's operations in Nigeria, it has executed so many sustainable community development projects. In this edition of Impact magazine, we present a special report of the company's social responsibility activities and interventions. It is indeed rich package, garnished with an interview with Kendrick Oluka who leads the team.

This edition also features prominently the exploits of our fertilizer team. The Presidential Committee on Fertilizer Initiative, with Governor Mohammed Abukakar of Jigawa State visited Indorama fertilizer plant in Port Harcourt, while former Head of State General Abdulsalami Abubakar (rtd) was one of numerous guests at Indorama's pavilion at an international Agric fair in Abuja.

The European Union ambassador in Nigeria also came calling and commended Indorama fertilizer as a change agent in Nigeria's Agric revolution.

Innovation and improvement in quality remain our watchword in publishing this magazine. We have effected some changes to make the publication more appealing. As usual, enjoy the magazine and get back to us with your comments.

Jossy NKWOCHA, PhD, FNIPR
Head of Corporate Communications/
Special Adviser to the MD/CEO

Managing Director/CEO,
Indorama-Nigeria

Manish Mundra

CEO, IEFCL
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Published by

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Printed by



Biz Pages Limited

37 Wogu Street, D-Line, Port Harcourt.
08033102821, 08064017555, 08055807709

FG Presidential Fertilizer Committee Visits Indorama Plant, Gives Kudos to Management!

“Seeing is believing”, the saying goes! So it was on Saturday, 4th February, 2017 when the Presidential Committee on Fertilizer Initiative (PCFI) visited the Indorama world-class fertilizer plant in Port Harcourt to assess the company's preparedness for the Federal Government's programme, which aims at supplying NPK fertilizer to farmers nationwide at cheaper cost.

Chairman of the Committee, Alhaji Mohammed Badaru Abubakar who is also the Governor of Jigawa State paid the facility visit to Indorama Eleme Fertilizer & Chemicals Limited (IEFCL), in the company of the President of the Fertilizer Producers & Suppliers Association of Nigeria (FEPSAN), Mr. Thomas Etuh; the Managing Director of the Nigerian Sovereign Investment Authority (NSIA), Mr Uche Orji, and the General Manager of the Jigawa Agricultural Supply Company Ltd (JASCO), Hassan Idris Girbodo.

The team was received on arrival by the Managing Director/CEO of Indorama-Nigeria, Mr Manish Mundra. After a detailed presentation of Indorama's 10-year high impact on Nigeria's economy, he then zeroed in on the new fertilizer plant which is designed to produce 1.5 million metric tons (MT) of Urea fertilizer per annum.

The fertilizer plant has a compliment of 83-kilometre gas pipeline to supply gas to the facility and a state-of-the-art export jetty at Onne Port to evacuate surplus Urea for export to earn foreign exchange.

Thereafter, he conducted the guests round the Indorama plant which is the world's largest single-line Urea facility. They visited the Ammonia, Urea and Utilities plants, as well as the bagging and loading sections. At the Bagging section, the Presidential team inspected the specially packaged granular Urea bags meant for delivery to fertilizer blenders.

In supporting the Federal Government's Fertilizer Initiative, Indorama will this year supply 360,000 metric tons of Urea to Fertilizer blenders, who in turn will produce NPK fertilizers and supply at cheaper price to farmers across the federation.

Alhaji Abubakar said he was impressed that Indorama has fully keyed into the Presidential Fertilizer Initiative whose goal is

to help the Federal Government to achieve higher food production and food security in the country.

Mr Mundra informed the team that the Ammonia section of the fertilizer plant is presently undergoing scheduled maintenance shutdown to optimize its ammonia production and reduce energy consumption, activities that will enhance Indorama's participation in the Federal Government Fertilizer Initiative.”

“The shutdown of the Ammonia plant is part of Indorama's excellent maintenance culture and innovation, and the plant will be re-started on 24th February,” Mr Mundra assured.

Governor Abubakar said he was quite impressed with Indorama's operations especially in helping the Federal Government to achieve its agricultural roadmap, “the Green Alternative”.

“I must say that I am impressed that Indorama is supporting the

Federal Government initiative. This is one of the initiatives to bring down the cost of food items in the country,” the Chairman said.

President of FEPSAN, Mr Etuh, also commended Indorama for keying into the Federal Government Initiative and promised that members of the association, especially the blending plants will make the best use of the opportunity to facilitate greater crop harvest this year.

As at the end of January, 2017, Indorama has supplied about 250,000 metric tons of granular Urea fertilizer to farmers nationwide since June 2016 when it commenced production. Through import substitution, the company has helped the Federal Government to save foreign exchange and also earn scarce forex through the export of its surplus production after meeting domestic demand.

Indorama Fertilizers has initiated Indorama Agriculture Development Programme for farmer training and education by conducting Granular Urea demonstration at farmers' fields, free distribution of best crop management practices folders (Maize, Rice, Wheat, Sugarcane, Cotton, Tomato, Sorghum, Yam and Cassava), Urea field efficacy trials with some universities.

Manish Mundra, MD of Indorama-Nigeria (left) shows the special presidential UREA bags to Gov. Mohammed Badaru, Chairman of the Committee during their visit to Indorama plant





(Left - Right) Ibifiri Bobmanuel, President of REIF, Ambassador Michael Arrion, Hemant Deshmukh of Indorama, Filippo Amato and others during the visit

EU Ambassador Calls Indorama the Champion of Investment, Agric Revolution in Nigeria!

The ambassador of the European Union Delegation to Nigeria and ECOWAS, Mr Michael Arrion has described Indorama as the Champion of Investment and Industrialisation in Nigeria as well as the Change Agent in Nigeria's agricultural revolution.

Mr Arrion said that Indorama through its huge investments in Nigeria has created various opportunities and enabling agricultural diversification through its Urea fertilizer, among other impacts. He said the European Union and Indorama can collaborate to support sustainable agricultural projects and Small and Medium Enterprises (SMEs) in Nigeria.

He made this statement on Tuesday, 7th March, 2017 after a facility tour of Indorama Eleme Petrochemicals plant, which is the only producer of polymer and PET resins (petrochemicals) in the country and the world-class Indorama fertilizer plant, which produces 1.5 million metric tonnes of Urea fertilizer per annum.

Mr Arrion visited Indorama-Nigeria's expansive Complex in Port Harcourt in company of Head of Trade and Economics Section, Mr Filippo Amato and the President of the Rivers Entrepreneurs and Investors' Forum (REIF), Mr Ibifiri C. Bobmanuel. The trio said they

were deeply impressed with the operations of Indorama and the huge impact the company is making in the socio-economic development of Nigeria.

The guests were received by top management of Indorama-Nigeria led by the Chief Technical Officer (CTO), Mr Deepu Sivadas who represented the Managing Director, Mr Manish Mundra. After a brief presentation, he conducted the guests round the fertilizer control room, the ammonia plant and various other sections of the plant.

Mr Sivadas's presentation shows that Indorama has made

huge investments in Nigeria which will total \$4.2 billion by Year 2020. The ambassador described this as very courageous, and encouraging to potential investors in the country. According to him, the EU is working hard to attract European investments into Nigeria.

"I am impressed with your model of investment. We have visited many companies in Nigeria, but yours is the champion of investment and industrialisation in the country" he enthused.

Others management team of Indorama who received the guests included the head of operations of Indorama Fertilizer, Mr Hemant Deshmukh; head of Corporate Communications and Special Adviser to the MD, Dr Jossy Nkwocha; head of the Agronomy section of Indorama fertilizer, Dr Balbir Singh, Mr Murali Mohan and Purshottam Agarwal, among others.

"I am impressed with your model of investment. We have visited many companies in Nigeria, but yours is the champion of investment and industrialisation in the country"

Ex-Head of State, Governors, Commend Indorama @Abuja Agric Expo!



Ex-Head of State, **Gen. Abdulsalami Abubakar (r)** listens to Indorama's officials at the Indorama stand at the Abuja event

Former Head of State, Gen. Abdulsalami Abubakar (rtd) and some state governors were among numerous guests who visited the stand of Indorama Fertilizer at the International Agriculture Conference and Exhibition held in Abuja from 14 - 16 December 2016.

Ex-President Olusegun Obasanjo, Chief Audu Ogbe, Minister of Agriculture and Rural Development, members of the National Assembly, top government officials and many people from the international Agric agencies, Agric research institutes and other critical stakeholders attended the conference whose theme was

"Agriculture value chain and Agribusiness in Nigeria" – all aimed at increasing farming productivity in Nigeria.

The Indorama team at the conference used the platform to expound the company's efforts to ensure that international standard granular Urea is made available to farmers across all 36 states of Nigeria, while highlighting the company's very active involvement in farmers education and training.

Indorama's presentation by Dr. Balbir Singh spread the message of the company's women entrepreneurship training and various agronomy activities to uplift knowledge and awareness about agriculture and crop management practices, which would help in ensuring food

security in the country.

The presentation strengthened the Indorama fertilizer brand, as participants including Gen. Abubakar, visited to the company's exhibition stand to learn more about Indorama's world-class Urea fertilizer. At the Indorama pavilion, Gen Abubakar took copies of Crop Managements Practices, B2G Brochure, Indorama Impact Magazine, Indorama Fertilizer News, and sample of granular Urea sample.

Gen. Abubakar expressed appreciation of Indorama's farmer-education programmes especially among women agripreneurs. He also lauded international standard quality of Indorama granular urea (low biuret, more crushing strength, slow release).

According to Dr S. K. Srivastava, leader of the Indorama team to the conference, guests appreciated Indorama's efforts on Crop Management Practices folders, soil testing services, farmer service centres, agronomy services in local languages and other farmer-sensitization services, in particular female farmers' entrepreneurs training".

Key Speakers at the conference were Chief Obasanjo, Chief Ogbeh, Governor Atiku Bagudu of Kebbi State, Governor Umaru Tanko Al-Makura of Nasarawa state, Governor Abdullahi Umar Ganduje of Kano State, Governor Willy Obiano of Anambra State and Senator Abdullahi Adamu, Chairman of Senate Committee on Agriculture.

In HR Management, Attitude is More Important than Qualification!

Hemant Kumar, Director HR – Indorama Corporation was recently interviewed by The Human Factor, and shared his views on how best to attract and retain the best employees! We found it quite educative to share



Question: What has been your journey like as an HR professional?

Answer: It's been a long and interesting journey from a trainee in DCM group to the Director of Indorama. Along the way, I have worked with many varied industries right from hardware and software companies, to manufacturing units, from textiles to petrochemicals.

What were the biggest challenges you faced?

The challenges have been different with each industry. For example when I was with the software companies the biggest challenge was controlling the attrition rate. At Indorama a big challenge was finding manpower for our industry in Nigeria. However the two biggest challenges faced by me have been – keeping every employee of my team motivated and retaining the best talent in my organization.

What are the challenges HR faces in the new era of the 'digital age'?

In my opinion, digitization has really not created challenges rather it has helped businesses in accomplishing many of the traditional responsibilities in a more efficient, cost-effective and

This also I have learnt from my Group Chairman Mr. S P Lohia. Always make your people feel cared for and never lose an opportunity to appreciate them. That is the best reward you can give them.

better manner than was possible before. So it has been more of a boon than a bane!

Any advice you would like to give on how to manage people/teams?

It is all about the right leadership. Organizations that give their people the freedom to perform, trust them with responsibility, make them feel accountable for their actions and teach them how to respect authority are able to successfully manage their workforce. A leader who ensures that each and every member in the team feels like a winner and helps him achieve his goals will seldom face many problems. So trust your people, guide them well and make them feel like winners.

How effective and how important are rewards and

recognitions in strengthening employee engagement and retention?

Rewards are definitely important, but throughout my career there is one thing I have realized that nothing is more important than the power of the human touch. This also I have learnt from my Group Chairman Mr. S P Lohia. Always make your people feel cared for and never lose an opportunity to appreciate them. That is the best reward you can give them.

How can a company attract the best people?

I would like to list down four factors which I feel are important if one wants to attract the best people. 1. A strong brand image of your company. 2. An environment of growth and development within your company. 3. Flexibility in ways of

working. 4. An open leadership where employees can speak and express their thoughts and ideas without fear.

What is the secret to hiring the right candidate?

Again I would like to list down a few important points. 1. Maintain a good reputation as a potential employer. 2. Be proactive during the recruitment process. 3. Search for an employee who is a good 'cultural fit' than just a good 'job fit'. 4. A candidate with a positive attitude and one who is self-motivated is always more valuable and useful to any company. Attitude is more important than qualifications.

What advice would you give young candidates if they want to stand out and get noticed during an interview?

Your attitude is the most important thing. So keep a positive attitude, work on your communication skills and speak with power and conviction. Prepare well as subject knowledge does matter but more importantly show that you are willing to learn and have the ability to think out of the box. These are a few factors that will help you stand out and be noticed.

CSR

Indorama Makes Lives Better for Host Communities, Others!

Indorama Eleme Petrochemicals Limited (IEPL) and its sister companies in Port Harcourt, Nigeria have made lives better for its host and transit communities as well as the larger society through its numerous Corporate Social Responsibility (CSR) or Corporate Social Investment (CSI) initiatives.

In the past ten years, the companies have executed many community development programmes such as building of schools, construction of roads and drainages, rehabilitation of

hospitals and supply of medical equipment, and electrification projects.

Others include award of scholarships to indigent undergraduates from Eleme and Elenwo, employment opportunities for indigenes,

sponsorship of worthy events, donation of drugs and food items to some charity organisations in the area, and youth empowerment programmes.

The most recent of the projects was the building of a

massive secondary school complex for Aleto community in Eleme. The school was handed over to the community on 11th January, 2017. In November, 2016 the company also donated a set of 79 solid, high-quality seat-fitted tables to the Nigerian Navy Basic

Some of the Corporate Social Responsibility Projects in pictures

COMMUNITY
Obirikom

PROJECT TYPE
Bore-Hole



COMMUNITY
Ebogoro

PROJECT TYPE
School Hall



COMMUNITY
Uju

PROJECT TYPE
Class Room Blocks



COMMUNITY
Ipo

PROJECT TYPE
Modern MKT





COMMUNITY

Obor

PROJECT TYPE

Electrification



COMMUNITY

Okansu

PROJECT TYPE

Street Light



COMMUNITY

Umuechem

PROJECT TYPE

Solar Water/Market Office

Training School, Onne, Rivers State. These were well-appreciated by both the community and the Navy school authorities.

The company recognizes the fact that health is wealth; and therefore contributes to the medical wellbeing of the people. In September 2011, it carried out a full renovation of Nchia General Hospital, Eleme and donated drugs and various medical equipment worth N80 million to the hospital. This was followed up in March 2012 with a two-day eye camp at which about 500 persons having various eye diseases were treated free of charge (given drugs and eye

glasses).

The CSR projects also include the donation of N530 million in July 2015 for the rehabilitation

of the Eleme-Onne Federal highway which had become impassable. The project,

which was coordinated by the Rivers State Government, rescued the expressway which was completely impassable during the year's

rainy season. Today, vehicles going to the Port Harcourt refinery, Nigerian Ports

Authority (NPA) complex, Oil and Gas Free Zone, etc have easy access.

Perhaps, the biggest CSR is the allotment of 7.5% equity shares of the company to the six host communities. Although there is a dispute on the management of the shares/dividend by Elano Investment Limited (the holden company), it is seen as a huge catalyst for development of the communities and its people.

Below is a presentation of CSR projects handled in the pipeline transit communities running across Rivers and Imo states.

In September 2011, Indorama renovated Nchia General Hospital, Eleme and donated drugs and various medical equipment worth N80 million to the hospital. In March 2012 with a two-day eye camp at which about 500 persons having various eye diseases were treated free of charge.

COMMUNITY

Egbeda

PROJECT TYPE

Bore-Hole



COMMUNITY

Omuanwa

PROJECT TYPE

School Chapel Hall



COMMUNITY

Umuogodor

PROJECT TYPE

Bore-Hole



Indorama Builds, Hands Over Secondary School to Aleto Community



Munish Jindal, CEO of IEPL (3rd from left) shakes Principal of the school, Mr. Friday Lucky at the hand-over while the others watched.

Indorama Eleme Petrochemicals Limited (IEPL) has inaugurated a Secondary School it built for Aleto community. On 11th January, 2017, the company handed over the school to the community.

Mr. Munish Jindal, Chief Executive Officer (CEO) of Indorama Fertilizer, who represented the Managing Director of Indorama-Nigeria, Mr Manish Mundra, handed over the school to His Royal Highness (HRH), Dr. Philip Obele, the paramount ruler of Aleto, at a brief ceremony.

The school, a U-shaped one-storey building consists of 12 classrooms, laboratory, library, computer laboratory, Principal's office, Vice Principal's office, staff room, stores and conveniences for males and female staff, and male and female students. There is also an electricity generator house and an electricity generating set.

In a brief speech before he cut the ceremonial tape to inaugurate the school, Mr Jindal said he was grateful

for all the support that the company has been receiving from the host communities, while thanking HRH Dr. Obele for his support towards ensuring the successful completion and handover of the school project. He stressed the company's desire to see the students turned into hardworking gentlemen and women who will further contribute to the growth of the society.

"IEPL has not come just to handover the school building to the community alone, but also to handover the students to their principal and teachers to refine them into gentlemen and women who will come back to contribute to the development of the community in subsequent years", he said.

He also assured the community that IEPL will always fulfill its commitments to the Eleme communities and other stakeholders stressing that with the cooperation of all concerned, Indorama will bring more development projects that will be useful to the present and future generations.

In his remarks, HRH (Dr) Obele, stated that education is the bedrock of development of any society and expressed his heart felt gratitude to the management of Indorama, especially the MD/CEO of Indorama-Nigeria, Mr Manish Mundra, for his efforts and contributions towards the

development of Eleme community, and the building of the school, which he described as "ultra-modern edifice, a 12-class room block with administrative offices; erected in a serene environment and presented as a bride to Aleto people".

While thanking Indorama management, the paramount ruler solicited the assistance of the company to equip the school with relevant furniture like desks, chairs and tables, as well as equipping the laboratory and library. He also requested for school bus to facilitate the movement of students to and from school.

"Aside from building school for the community, Indorama's community development project is placing food on people's tables in their host communities. I will continue to thank IEPL for what they have been doing for Eleme community and if anybody is angry, that person should do more than what IEPL has done and take over the glory. We will give you all the support you need," he assured.

Mr Kendrick Oluka, head of Community Relations and Development thanked the communities for their support. He disclosed that the company has also awarded contracts for the building of Elelewon Boys Secondary School in Akpajo Community Secondary school "to be built just like what we have done

here," he said adding that the company is also building a Health Centre in Okerewa, another of the host communities.

The Principal of the school, Deacon George Baah thanked IEPL for the donation of the school building, explaining that they have been squatting in a temporary location for the past six years. "We are indeed very thankful to Indorama because we have never seen anything like this gesture in Eleme. This is the first of its kind", he said, pledging that the school authorities will properly manage the infrastructure given to it.

The Head Prefect (Boy) of the school, Friday Lucky, thanked Indorama and stated that their academic performance will be enhanced by the conducive teaching and learning environment in their new school premises. "Environment affects students, so we are grateful for this wonderful improved environment. Before we didn't have library where we read, but now we have one and a laboratory and computer lab, so with these, academically we will improve," he said.

Other members of the IEPL management that graced the occasion include Mr Pradeep Ekka, Head of Human Relations, and Mr Nyime Oluka, senior manager, Human Resources.

Indorama Donates 79 High-Quality Seats/Tables to Navy School Onne

Thursday, 24th November, 2016 was a happy day for the Nigerian Navy Basic Training School, Onne, Rivers State as Indorama Eleme Petrochemicals Limited (IEPL), as part of its Corporate Social Responsibility (CSR), donated a set of 79 solid, high-quality seat-fitted tables to the institution. The items were received on behalf of the school by the Commandant, Commodore Dickson Ikechukwu Olisemenogor, and many senior officers, all of whom, dressed in Navy's impeccable white uniform, were full of praises for IEPL for such a gesture.

The Management of Indorama was represented by Dr Jossy Nkwocha, head of Corporate Communications /Special Adviser to the MD; Mr Ranbir Seth, head of Security; and Mr Kendrick Oluka, head of Community Relations & Development.

Managing Director of IEPL, Mr Manish Mundra, in a speech read on his behalf by Dr Nkwocha, said the items were to enhance learning in the school. The speech reads: "I feel extremely delighted to be here today to handover 79 sets of solid, high-quality seat-fitted tables to the Nigerian Navy Basic School Onne, Rivers State.

"I recall that on 7th July 2015, during a courtesy visit of the then Commandant of the School, Commodore Peter Onaji to our company, I had asked the Commandant to identify a project that we can execute for the

school as our contribution to learning in the school.

"I am indeed happy that immediately the school identified seat-fitted tables as its need at this time, they collaborated with our team to ensure that we have these seats/tables that are of high quality and fit into the standard of the school.

"I am very hopeful that these items will in fact add great value to learning/manpower development in the Navy, which we consider a partner-in-progress, and a great institution

in the Nigerian security apparatus.

"I must say that we as a company have enjoyed the support and cooperation of the various arms of the Armed Forces of Nigeria. We appreciate them. We feel that this kind of collaboration will impact more positively on the socio-economic development of Nigeria.

"As part of our Corporate Social Responsibility (CSR), we will continue to enhance the wellbeing of people around us through various CSR

As part of our CSR, we will continue to enhance the wellbeing of people ...to show that we care and appreciate the support of various stakeholders and publics.



programmes and initiatives, to show that we care and appreciate the support of various stakeholders and publics.

"Generally, we are committed to the industrial and economic development of Nigeria through our products and services.

"In conclusion, it is my pleasure to formally hand over these seats/tables to the Nigerian Navy for the enhancement of learning and manpower development in the school."

Commodore Olisemenogor was visibly joyful for what he described as a thoughtful gesture from Indorama, considering that the school needed the items very much. "I will bring this to the notice of the Chief of Naval Staff, and on his behalf, I want to appreciate Indorama for this very thoughtful gesture," he said.

Commandant of Navy School, **Commodore Olisemenogor** receives the chair/tables from Indorama Team namely - **Jossy Nkwocha, Ranbir Seth and Kendrick Oluka.**

“We’ve impacted lives positively in our host communities and beyond”

- **Kendrick Oluka**



Kendrick Oluka, head, Community Relations & Development in this interview spoke on the various ways Indorama has impacted positively on the people of the host communities and the various Corporate Social Responsibility (CSR) projects executed by the company in the past ten years.

Indorama Eleme Petrochemicals, I will say, has the best community relations approach in terms of community engagement and company relations management. This is so because we have a policy where there is a regular

interface, engagement between the communities and the company.

We have six host communities and also have an instrument called Project Advisory Committee (PAC) that was set up in 2006 when Indorama took over the management of the company.

The PAC allows us to meet once in every quarter, to discuss our relationship in terms of sustainable project development, employment and our usual engagement. And this is one of the best approaches we have in place to manage the relationship between the company and the community.

Besides, we also have a Memorandum of Understanding (MoU) with the host communities. It is renewable every three years. So for the last ten years that Indorama has been in Nigeria, we have executed three MoUs.

The last one which expired recently is about to be renegotiated.

The MoU is very effective. We have scholarship, sustainable community projects, employment in terms of number of management, senior and junior staff the company needs to employ; indirect employment and sub-contracts -- all these are the basic contents of the MoU.

It will interest you to know that we have executed all the MoUs to the satisfaction of both the communities and the company. And each MoU has specific budget for sustainable development projects for each of the host communities.

We have achieved a lot in terms of developmental projects. For instance, the projects are carried out in phases. In Agbonchia community, the first phase has been achieved which is road project. Phase 2,

3, and 4 have been achieved also which are all road projects.

Some of these projects are sited in newly developing areas which opens up such areas for development and budding new towns.

Recently, we commissioned new roads within Agbonchia community. Phase 5 was a drainage project, which has been completed. Phases 6 and 7 have just been awarded. In Aleto community, we did something different. They decided to buy 17.5 plots of land with the initial N10 million budget. In the second phase, which was N15 million, they started a secondary school project which has been completed and commissioned.

All the monies for three MoUs went into the secondary school project, and it has become our flagship project in terms of CSR in the last ten years. It is a very magnificent project and that has given rise to other

communities trying to do same.

In Okerewa community, we constructed roads and drainages. Presently, we are building a massive health centre there. In Akpajo, we constructed roads, and electricity project, including a 350MVA sub-station. We are also building a big secondary school of 14 class-room blocks for the community. In Elelenwo community, we have constructed several roads.

As a matter of fact, we constructed the road leading to the new area called Odani Green City. The road into that city was constructed by Indorama; the development it brought there has given rise to the cost of land there now between N5 to M10 million per plot. We are also building an 8-clasromm block for Elelenwo Boys High School.

We have not left the youths behind. We built an Information Communication Technology (ICT) centre so that the youth can be trained in ICT skills. We bought the land and built the ICT centre for the youths. We are in the process of equipping it.

I would describe the relationship that exist between the host communities and the company in the past ten years as excellent. On the 7.5% shares of the company owned by the six host communities, it was greeted in a positive way, dividend paid by the company were all shared among members of the communities, except for Aleto, Akpajo and Agbonchia communities who are yet to share their dividends due to court litigation to settle some differences, but the rest have continually enjoyed their dividends.

However, in the past two years, there has been some agitation from some members of the community for the management of Elano Investment to be changed from the people

currently managing it. Some persons within the communities are not comfortable with the way the Elano directors are managing the dividends, and that has developed a negative narrative that is quite disturbing to us as a company.

The communities' response to the various CSR projects carried out by the company has been so good that they have acted in a way to show that they are quite impressed. In the past 10 years of operations, the has been peaceful relationship between the company and the host communities.

None of the host communities has risen up against the company on account of any

excuse except the issue there have with Elano directors. Certain members of the communities felt that the company should stop paying dividends to Elano Investment. For that reason, they protested against IEPL.

I am happy to say that we did a pipeline project that passed through 31 communities in six local governments in Rivers State and one local government in Imo State cutting across 84 kilometres distance. We did it in record time of one year six months. No life was lost, no accident was recorded, no issue whatsoever. It's all because of our own community relations engagement approach.



I am happy to say that we did a pipeline project that passed through 31 communities in six local governments in Rivers State and one local government in Imo State cutting across 84 kilometres distance. We did it in record time of one year six months.

We engaged the people for two years before the pipeline construction commenced. All through the project construction period, the entire 31 communities were part and parcel of the construction project and they gave us excellent and wonderful support.

No company in the Niger Delta has enjoyed this. It is on record that 84 kilometres pipeline project was done within 18 months, without any disturbance whatsoever in Niger Delta!

The secret behind our operations and what we have done so far in CSR is simple. First, openness and sincerity, productive engagement and keeping to our word. And all of these, point to continuous engagement, every youth leader, community leaders, women leaders and all relevant members of the communities were properly briefed before the project, during the project and after the project; and they gave us massive support.

We never promise anything we cannot do. For any of our engagement, they made their demands and the ones we cannot handle we tell them; and the ones we can handle, we said this we can handle.

It would also interest you to know that during the 84 kilometres pipeline projects, we did CSR projects in each of the 31 communities including building a police station for Elelenwo communities and a divisional police headquarters for Awara community in Imo State. In all, we have excellent support from the communities.

I can tell you that in terms of CSR projects, which we describe as community sustainable development projects we are the best. We have our footprints in CSR projects. We have impacted lives positively in all our host communities and beyond.

PHOTO SPLASH



Manish Mundra, MD/CEO of Indorama-Nigeria makes a presentation to the visiting Presidential Committee on Fertilizer Initiative led by its chairman **Governor Mohammed Abubakar** of Jigawa State.



Mr Etuh (2nd left) President of FEPSAN and a member of Presidential Committee on Fertilizer Initiative making a point during discussion with Indorama management.



Mr. Zakim Ahmed, Rivers State Commissioner of Police (6th right), and **Mr. Manish Mundra**, MD/CEO IEPL (4th right), in a group photograph when the CP visited.



Manish Mundra, MD/CEO of Indorama-Nigeria in a conversation with Air Commodore **Mahmud Nda Madi**, Commander 115 Special Operations Group Nigeria Air force, PH who led a team to visit the Petrochemicals Complex on April 4, 2017.



Mr Deepu Sivadas of Indorama presents a souvenir to **Mr Sampson Fiberesima**, GM of Radio Rivers when Radio journalists and managers toured the company's environment.



Mr. Blessing Jaja (4th right) of Olefins plant in a group photograph with other trainees and facilitators during their training on MSMV Steam Turbine & Compressor, by ELLIOTT Group, Jeannett, Pennsylvania, United States of America (USA)



Mr AB Yarima, Comptroller (centre) of Nigeria Immigration Service and members of his team in a group photograph with Indorama Management Reps led by Mr Pradeep Ekka (5th left) in group photograph during a working visit to the company on March 22nd 2017.



Officials of National Authority on Chemicals and Biological Weapons Convention, and Indorama after their inspection of Indorama facility recently. The team led by Mr. Rasheed Raheem Kolapo, assistant Director. Included Rita Afeji, David Ogwuche, Olisa Stella-Maris, Olubukola Okolo and NAFDAC Rep, Gloria Dick-Williams.



Mr Deepu Sivadas (left) of Indorama presents a souvenir to Mr Michael Arrion, EU Ambassador, while Mr Ibifiri Bobmanuel, president of Rivers Entrepreneurs and Investors Forum observes.



Mr Balbir Singh (standing) of Indorama-Fertilizer marketing explains a point during the visit of delegation of the EU Ambassador to the Petrochemicals Complex.



QAQC Staff in a group photograph with facilitators during their training on Customised Polyolefin at Central Institute of Plastics Engineering Technology, Gujarat, India. The staff are Mr. Aizeboje James, Mrs. Hannah Ayodele, Mr. Jude Osadolor, Mr. Anyiam Felix and Mr. Isokariari Lenton.



(L-R) Engr. Maurice Ekwuluo, Chief Samuel Oborolo (Team Leader) and Mrs. M.E. Amesi, all of Rivers Ministry of Environment during the inspection visit to Indorama complex

Study Tour

Armed Forces Command College Students Applaud Indorama

Students of Course 39 and Officers, Armed Forces Command College, Jaji have commended Indorama Eleme Petrochemicals Ltd for contributing to economic and social development of the country.

The team was led by Brigadier General J. O. Irefin of the Nigerian Army. He made the commendation when they visited the company on study tour on November 23rd, 2016.

"We are highly impressed with the numerous contributions of IEPL to the socio-economic development of our country and being an excellent example of Public Private Partnership (PPP) model through community and stakeholders engagement," he said.

According to him, the theme of the tour was "Enhancing Economic Development through Public, Private Partnership". He hinted that the visit would among other things afford them the opportunity to understand the contributions of the company to the Economic Development through Public, Private Partnership and the challenges the company is facing.

Receiving the team on behalf of Management of IEPL, Mr Munish Jindal said he was happy and proud to receive the guests. He gave them a brief presentation on the story of IEPL. He said the company's success story is as a result of support from various stakeholders.

Brig-Gen. Irefin thanked the Management of the company for

granting the students the opportunity to come and see the operations of the Petrochemicals and fertilizer plants, and how the pair are adding value to the Nigerian economy, through job creation, import substitution and forex earnings.

"I want to thank you most sincerely for the warm reception we have received. May I use this opportunity to acknowledge the various contributions and purposeful drive of the management of Indorama Eleme Petrochemicals," he said.

The guests were later taken round the plants by Dr Jossy Nkwocha, head, Corporate Communications and Mr. Ranbir Seth, head of Security.

After the plant tour, they were

taken to IEPL products display room where they were shown and given explanation of the products and by-products of IEPL

In closing remarks, one of the students, Lt Cdr O. Ibrahim, expressed joy for the knowledge gained. "This visit has broadened our knowledge and made us well informed on the operations of Indorama Eleme Petrochemicals. We are better informed on the visionary leadership and your contributions in the area of community development and the essential services and facilities which have generated employment to support the government.

"On this note, I want to assure the Management that the knowledge gained today will be useful to us in the course of our studies. On behalf the Commandant, staff, and students of the Armed forces College, I thank you most sincerely for finding time out of your busy schedules to grant us this visit. Thank you and God bless," he enthused.

This visit has broadened our knowledge and made us well informed on the operations of Indorama Eleme Petrochemicals. We are better informed on the visionary leadership and your contributions to Nigeria's socio-economic development

Group photograph of the students, officers and Indorama executives during the study tour



Capacity Building Overseas

Indorama Staff Recount Experiences

As overseas training in Indorama-Nigeria continues, some employees who have benefited have recounted their experiences to Impact magazine. They are grateful to Management for its policy of human capacity building. In 2016, about 111 employees participated in various external trainings across USA, France, India, United Arab Emirates, South Africa, among others.

"It has encouraged me in personal development and competency on my job" – Ms Orié Uduma, Human Resources Department

Mine was a leadership development programme in India for ten days. One of the things we learnt was how to rightly position oneself as leaders in the organisation. And to do that, you must first develop organisational skills and the ability to work in small teams. If you are able to work in a team, you can resolve a lot of conflicts and build structures, etc.

The training has encouraged me to pursue personal development and increase my content. There are things you think you know how to do, but the training has helped improve my competency on the job. In this kind of training, it is expected that your responsibilities will increase. There are certain barriers you need to break, you cannot build a silo around yourself, you can't be a one-man army. You must have a room for everyone.

"It has widened my experience on the job and cleared my doubts" --- Obinna Peter Ejiaku, Polyethylene plant

I was in Dubai, United Arab Emirate, on Mechanical Seal training. Indeed, the training has created a level of efficiency in me. Before now, there were certain things on the job I thought were right but during the training I saw that they were absolutely wrong.

The training has widened my experience on the job and cleared my doubts. I think this is a step in the right direction taken by the company. I promise to share the knowledge and experience with my colleagues. My gratitude goes to the Management for this gesture.

"I have been learnt how to assemble Mechanical Seal and the corrective measures to follow" --- Monday Obelle, Olefins Mechanical department

My joy knows no bound for the opportunity granted me to be trained abroad. For the Management to make training of their

employees a curriculum which covers a calendar year.

I think it is something worth commending. This training has taught me practically how to assemble a mechanical seal and the corrective measures one needs to know to get it right. My experience on my job now is pretty expanded. It has helped me build confidence.

"This training has exposed me to additional knowledge of my job" --- Hannah Ayodele, QAQC department.

The training was basically on Polymer Analysis (Polyethylene and Polypropylene). We were taught about troubleshooting the instruments we use in analysing of Polymers and the different processes different from the one we are using.

Analysis is usually carried out by what we call Mould; you do it when you want to get adhesive in Polymer both for PP and PE. When we mould it, sometimes we experience the materials sticking to the mould. But at the training, we were taught about "Mould Release". It is like spray which you spray inside the Mould before you put your sample. With this, it makes the work easier. I also learnt a new method of analysing Polypropylene (PP). I just want to thank the Management for giving us the privilege.

"My knowledge of Steam Turbine Maintenance procedure has improved" --- Mr Blessing Jaja, Olefins Plant

We were shown round their design shop and how Compressor Blades and Shaft are manufactured. The training gave me better understanding by increasing my knowledge on equipment maintenance with emphasis on LLF (Look, Listen and Feel).

My knowledge on Steam Turbine Maintenance, Multi stage Compressor maintenance, and Overhauling has really improved. It has instilled confidence in me to handle Steam Turbine jobs and compressors very well. The knowledge is really impacting on my job.

"Overseas' training has improved me and my job positively" --- Benson Agba, Mechanical Department

The training was on Gas Turbine Mechanical Maintenance. I was privileged to meet an Original Equipment Manufacturer (OEM), you get more knowledge and experience because when someone has a product, the person is in the best position to explain about the product.

When you get first-hand information from an OEM, you get better knowledge and improve on every side. When we carry out maintenance work here, we don't get to see everything, but there, we saw the parts how it was refurbished, surface-finished, etc. In everything one does, the knowledge and understanding you have on what you do is very important. The training has improved me as a person. My job input has been affected positively.

"With this training, my experience and confidence have improved" --- Adebisi Lukuman, Electrical department

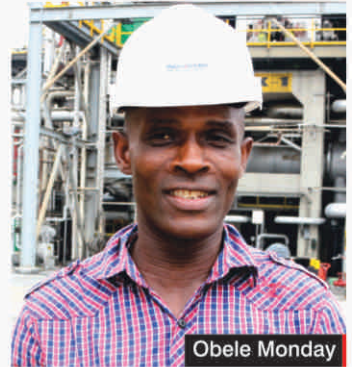
I learnt the processes and procedures involved in the maintenance of our Generator before troubleshooting. In recent times, we upgraded our Generator Exciter system from the old exciter system. In order to get abreast with the new system, one needed to prepare himself.

The old system works on hardware only and more on relays, conductors, but the new exciter system has both soft and hardware' and you can easily identify any fault. In the new system, there is man and machine interaction compared to the old where you don't know what is happening. Here you know exactly what the problem is and you troubleshoot to bring the system back to life. With this experience now my confidence to interact with the system has improved.

"I have become more knowledgeable and confident" --- Sunday Resi, Electrical Dept.

The training was on basic Variable Frequency Drive on Alternative Current (AC) and Direct Current (DC) on Extruder Drives. The training has widened my knowledge in converting AC to DC which has made it easier in modern electrical work.

When we came back, one of our extruders had problem and I led the team to ensure we achieved results and my HOD was highly impressed. The training was all on practical on the processes and procedures of AC/DC. Now I have new ideas concerning that which I went for.



Obele Monday



Orié Uduma



Sunday Resi



Hannah Ayodele



Benson Agba

LIST OF STAFF FOR 10 YEARS LONG SERVICE AWARD

SN	NAME	DEPARTMENT			
1.	KUE FRANCIS NUANAA	Olefins	90.	GBANEN KABARI PEACE	Technical Service
2.	YEMOH KEME	Bagging	91.	CHINWI THANKGOD T.	Logistics
3.	ABIOLA OLUSEGUN	QA/QC	92.	BOB OKONMAH	Administration
4.	OKOLO LUCKY UCHE	QA/QC	93.	OSAROMUBE GOLDEN	Logistics
5.	GBOGIM FRIDAY BURABARI	Mechanical	94.	CHU STEPHEN EJIREOBE	HSEF
6.	OKOYE STEPHEN CHUKJEMEKA	Olefins	95.	IDIKI-OGAN IBITAMUNO	Technical Service
7.	ADEGBE MOSES AKWU	PE Plant	96.	BASHIR MOHAMMED	HSEF
8.	GODA OBO NGOFA	PE Plant	97.	CHU OKOCHI	Instrumentation
9.	POKIMA DEINMA LEMUEL	Olefins	98.	AMEMOBARI OLUCHI	Instrumentation
10.	EGWURUGWA PROMISE	Olefins	99.	GOMBA TEMPLE	Mechanical
11.	ABANU SORDUM BARILE	Olefins	100.	OKPARAJI EMMANUEL	Mechanical
12.	EDE THANKGOD ORDI	Mechanical	101.	CHINDA PATRICK	Mechanical
13.	MESHACK O. GOMBA	Security	102.	EZE CHARM	Mechanical
14.	EJIE OLUKPE	Security	103.	ONURA MBA	Electrical
15.	NGOFA RUZZEL NKPORON	Community Relations	104.	RISI SUNDAY	Electrical
16.	ODEY KOJO MICHAEL	Bagging	105.	LAWRENCE FELIX	Mechanical
17.	CHINDO CHARLES	Bagging	106.	OLUKA HEZEKIAH	Electrical
18.	LAWRENCE ISRAEL OPUSUNJU	Bagging	107.	OSAROWAI AJIWA	Mechanical
19.	LALE LOVEDAY MIMI	Bagging	108.	NWAFOR OBARI SUNDAY	Instrumentation
20.	ALEX IGBARIMA FUBARA	QA/QC	109.	NGOKANYA CLEMENT OMUTE	Mechanical
21.	PAUL IROANYA ONYETURUCHI ANGELA	Technical Service	110.	OBELE KPOKPO MICHAEL	Mechanical
22.	NNADI OBIRIEZE CHEKWA	QA/QC	111.	OLUKA PROMISE	Mechanical
23.	YOHANA FRIDAY	PP Plant	112.	NBAKPONE FESTUS O. N.	Human Resources
24.	NKORMA BEST KAAANAWI	QA/QC	113.	KOLAWOLE ADEDAYO OGUNTUYI	Marketing
25.	IKOPBO ITA JOHN	QA/QC	114.	DUSON EFEELOO LAH	Logistics
26.	DAN NSIEGBE JUSTICE	Administration	115.	CHIKEKA CLEMENT IBEAWUCHI	Logistics
27.	ONYEJIANK ANGUS OLARACHUKWU	Inspection	116.	OBOT PETER	Information Technology
28.	ANIGBOGU NDUBUISI GODSWILL	PE Plant	117.	ONYIA NGOZI BLESSING	PP Plant
29.	MOZIE ALEXANDER UGOCHUKWU	PE Plant	118.	OKIDIKA FN PROGRESS	HSEF
30.	BODE BODE OSARO	HSEF	119.	EFFIONG TOM URUK	Mechanical
31.	GBENE BUTE EMMANUEL GOTE	PE Plant	120.	ONCHE OCHEFIJE	Security
32.	LUCKEN GBALIPRE THANKGOD	PE Plant	121.	KAIRO DICKSON	Electrical
33.	HASSAN TANKO YAMUSA	PE Plant	122.	CHU NWAFOR	Electrical
34.	OKEREKE EZEKIEL NWANKWO	PE Plant	123.	NNAH AGORO	Electrical
35.	IBRAHIM ABUBAKAR HAMMA	PE Plant	124.	CHIBUNDU UDOCHUKWU ASTON	Electrical
36.	AKWAJI USHIE SOLOMON	Logistics	125.	JOHN ABBEY	Electrical
37.	ABBEY SOKEPIRIYE JOHNSON	PPUO	126.	OCHINDO MOSES JOEL	Mechanical
38.	IDADOKIMA ITEKENA SAM	PPUO	127.	JONAS TOBY	Mechanical
39.	OKANI A. HARRY	PPUO	128.	GOMBAWAI OBARI	Mechanical
40.	CHRISTOPHER ESHIET	Mechanical	129.	ALALE SAMPSON	Instrumentation
41.	NWOKE FRANK	PPUO	130.	CHUJOR GODPOWER	Mechanical
42.	OBEH ALEXANDER ENOKELA	PPUO	131.	EZENWUGO PATRICIA	Technical Service
43.	WORLU MARTINS CHIDI	PPUO	132.	UTEMEH CHUKWUEMEKA	PPUO
44.	NWABUEZE NNAMDI	PPUO	133.	UGUN BEN OLUWASEUN OYEDIRAN	Instrumentation
45.	ENYIDA SYLVESTER NDUBUEZE	Mechanical	134.	ILOBA GABRIEL ONYEISI	Logistics
46.	DURU JOSEPH	Mechanical	135.	BRIGGS TIMA	HSEF
47.	OKONYE FRANCIS	Mechanical	136.	IMABIN JUDE OSADOLOR	HSEF
48.	ABAH OGWUCHE JOSHUA	Mechanical	137.	SIMPSON O. IPAGAMO	HSEF
49.	NJOKU CANICE STANLEY	Mechanical	138.	KALANWA JULIANA C. ONUOHA	HSEF
50.	AMADIKE ANTHONY	Mechanical	139.	OKEREKE CHIOMA VIOLA	HSEF
51.	AVAJAH UDODIRIM DONATUS	Mechanical	140.	ESSIEN ESSIEN FRIDAY	HSEF
52.	KUE ADOLPHUS BARIBE	Instrumentation	141.	ADEROJU SIMEON OLUFEMI	HSEF
53.	OMOVIGHO CHRISTIAN	Instrumentation	142.	MONEKE ANASTASIA CHINWENDU	HSEF
54.	AKINOLA OLAYINKA LEKAN	PE Plant	143.	DINAA CAROLINE .I	HSEF
55.	FRIDAY KARTEY	Mechanical	144.	IROHAM CHIKE	HSEF
56.	ESSIEN ANIENO ENO	Olefins	145.	UGWUNTA INNOCENT IYKE	HSEF
57.	ORJI ANSELEM C.	PE Plant	146.	ODIWE JOHN BULL OJINIKA	HSEF
58.	TEEYEE SIMEON JUNIOR	Instrumentation	147.	VIKPITE EMMANUEL BARIFAA	HSEF
59.	BARIBOR KEMTE DONABON	PE Plant	148.	NNAJI LILIAN NGOZI	HSEF
60.	SUNDAY NKOH	Mechanical	149.	EDITH EZE CHARM	HSEF
61.	KPUIGBARA SUNDAY	Bagging	150.	OMOROTIONMWAN NOSA JUDE	HSEF
62.	NWAFOR ISRAEL EJORNWA	PE Plant	151.	PETERS EKAETE CYRIL	HSEF
63.	SAGBE ELERA	Security	152.	EKWEGH BENSON EBERE	Electrical
64.	OWATE FRED	Security	153.	NWANKWO NDUKA	Electrical
65.	ONYEJEKWE PAULINUS	Instrumentation	154.	ADETUNJI FRIDAY MUSA	Mechanical
66.	IBIM EMINEDOKI	Bagging	155.	OMEJE TIMOTHY SUNDAY	HSEFPE
67.	OKWAKPAM O. CHARLES	PP Plant	156.	FUBARA K. ABRAHAM	Plant
68.	DANIEL NAMSO IMAHA	Mechanical	157.	NKWOCHA JOSSY	MD Secretariat
69.	ALO ADELEYE FELIX	PP Plant	158.	CHRISTIAN EUCHARIA NNAEMEKA	Human Resources
70.	OLLOR CELINAH	Technical Service	159.	ACHA IYOBOSA ISABELLA	HSEF
71.	NDU IKECHI CHIKA	Logistics	160.	OYENIRAN ALICE ABISODUN	QA/QC
72.	ONUKOGU CHRISTIAN UCHE	QA/QC	161.	JAMES JOSEPH ENO	Instrumentation
73.	FRANK OTEIVA MOKIE	QA/QC	162.	IROROBEJE ISAAC	Instrumentation
74.	AIYEDE JULIUS SHEGUN	PP Plant	163.	ILELEJI FRANCIS	Instrumentation
75.	WEST BENSON TALBOT	HSEF	164.	ESIRI EFE PRESLEY	Instrumentation
76.	FISIYE A. A. DAEREGO	Olefins	165.	OLUKA EZEKIEL EJIREONWI	PPUO
77.	NWIDOH RAPHAEL EEBA	Mechanical	166.	UKPONG DAVID O.E.	PPUO
78.	VIELE EUGENE LEDISI	PP Plant	167.	AROKOYO OLUWAFEMI AMBROSE SUNDAY	PPUO
79.	ONUOHA CHARLES CHINEDU	PSS	168.	OEDIRAN ADEBAMBO	PPUO
80.	ADEKA IKWUE OGBOLE	HSEF	169.	MARSA TORO	PPUO
81.	OBELE MAXWELL GOMBA	HSEF	170.	IBOROMA JOHNSON	PPUO
82.	OSUJI CHARLES FELIX	PE Plant	171.	ODENIYI OLUWASEGUN HENRY	QA/QC
83.	ASIKAOGU LIVINUS O.	PE Plant	172.	MICHAEL ACHAZIEM	MD Secretariat
84.	OJIMBA BENJAMIN	PPUO	173.	KORIM CHIDIEBERE E.	Training
85.	NWAKAMA JACOB	PPUO	174.	EHWARIEME OVIGWE FRIDAY	Instrumentation
86.	OKEREKE FRIDAY CHINAEMEREM	PPUO	175.	OPIKE OKEZIE JUSTINA U.	HSEF
87.	KPEDEN LEDISI INNOCENT	Logistics	176.	NWOGBO IMAOBONG GABRIEL	Information Technology
88.	OGBOZOR ANTHONY IFECHUKWU	Olefins	177.	CHUJOR OLAKO SAMUEL	PPUO
89.	OLUKA EJIRE JOSEPH	MMD	178.	KIOYE LAWSON T.O.	PPUO
			179.	AGUIYI GLORIA N.	Technical Service
			180.	YABRIFA LAWRENCE	Logistics
			181.	OLUMOYE ONESI ROTIMI	Technical Service
			182.	FUANBIAL GERARD	PPUO
			183.	ESEH CHIKA SUNDAY	PPUO
			184.	ALALE JONAH	Logistics
			185.	CLEMENT GOMBA	Security
			186.	SAMUEL NIMFAS	Logistics



Personal Finance Management

11 STRATEGIES TO BEAT RECESSION

A time of recession is a period of economic decline during which trade and industrial activity are reduced. It is usually characterized by low economic gains, high inflation, low purchasing power, low consumption rate and increased poverty. Nigeria was officially declared to be in recession around the second quarter of 2016.

Now that we are faced with recession, the bitter fact is that the effect takes long to wear off, even after the recession is officially over. So, we need to make some lifestyle changes in order to cope with, and go through these trying times.

Below are useful financial strategies to help you wade through the recession and even after.

1. Track Your Spending:

Carefully keep a record of your spending: where you spend, what you spend on, and how you spend. This will help you understand how your income is used, and what you can do to eliminate wastes.

2. Get On A Budget:

Once you have carefully tracked

your spending, draft a budget: make a list of your projected monthly income and plan your expenses accordingly. Avoid carrying your ATM or bank cards around, take only what you need. Make provision for important needs only, and follow your budget carefully.

3. Save Some Money:

It is usually difficult to save during period of economic downturn due to the low purchasing power, but as much as possible, set aside some fund on a regular basis to prepare for any unforeseen circumstances since it will be difficult to get a loan if any unforeseen issue pops up.

4. Stop Adding to your Debt:

Eliminate credit cards, stop the habit of buying to pay later, get only what you need and can afford or go for cheaper alternative. Avoid bank financing to buy household equipment; if you can't afford it now, push it forward and save towards it.

5. Reduce your Debt:

While you stop adding to your debt, plan to reduce any pending debts. Make provision in your budget to start paying off your old debts. You can adopt a monthly or periodic system of offsetting the backlog of your debt profile.

6. Diversify your Income:

Seek alternative supplementary income sources. It could be as little as selling off old stuffs you don't need on OLX, Jiji.ng or other classified ad sites to make some money, or invest some money in real

estates (during recession, you easily get land and properties at cheaper rates since people hardly buy them) and sell later at higher prices, or look for good investments around to make some money, no matter how small, but use common sense to avoid scams with unrealistic high profit margins.

7. Life Style Changes:

Make necessary lifestyle changes, reduce family trips and save the money for important things like children education. Reduce your entertainment night-outs and sit-outs. You can save a lot from that. Downgrade your monthly DSTV package to a cheaper one -- a basic package with some sports, news, movie and kids' zone would be fine.

8. Prioritize your Spending:

Determine necessities, differentiate between needs and wants and concentrate on what's needed: such as safe place to live (plan for your rent), clothing, food, and health care, and school. Focus on these priorities only.

9. Reduce your overall Energy Cost:

People tend to focus on reducing other costs while forgetting energy costs. Meanwhile, energy usage can be a serious draining pipe on your income. Consider switching off lights in unused rooms at home and in the morning; use energy saving bulb; when using electric heater, be sure you switch off after using it. This strategy alone reduced the writer's monthly household energy bill by over 40%. Think about

walking those short distances instead of driving. You'll also reduce your expenses on fuel.

10. Learn to Live within your Means:

This requires discipline and conscious effort to achieve. If you are like many Nigerians, you may find that you are spending more than you're earning and steadily going into debt. Do not stress or over-stretch yourself over anything you want but cannot afford at the moment. Do not aim to be like others, be satisfied with your current state while hoping for a better tomorrow. Don't fall victim of "keeping up with the Joneses".

11. Take your job / business more seriously:

With hundred and even thousands of job cuts announced almost every day during recession, it is only common sense to take your job more seriously than ever. Of course, a good worker is always a good worker, recession or no recession, but as a strong advice, you need to know that companies are on resource management during recession, and they won't allow any form of waste, either in the form of bad employee or wrong financial move. So, dedicate your time and effort to help move your organization forward. Avoid truancy and negligence.

Conclusion: The eleven strategies discussed above will surely help you to survive the recession and even move higher!



Ministry of Environment Officials Inspect, Commend Indorama Environment

Officials of the Rivers State Ministry of Environment, on Thursday, 16th February, 2017, carried out routine inspection of the environment of Indorama Eleme Petrochemicals and Indorama Eleme Fertilizer & Chemicals Limited. The team, which was led by the Director, Pollution Control, **Samuel J. Oborolo** commended Indorama Group for good environmental practices. Group photograph shows the officials and Indorama executives during the inspection. From Left – Right: **Mr. Randolph Shadrach, Engr. Maurice Ekwuluo, Dr M.K. Jain**, HOD of Environment of Indorama; **Engr. Anda Wai-Ogosu**, Environment consultant to Indorama; **Chief Samuel J. Oborolo**, RS Director of Pollution Control; **Mrs. M.E. Amesi** and **Dr Jossy Nkwocha**, Head of Corporate Communications of Indorama.

**Full story in next edition of IMPACT Magazine*



Indorama Environment Radio Executives Tour Complex

Radio journalists and on-air personalities from all the Radio stations in Port Harcourt paid a detailed facility tour of Indorama's expansive complex on Thursday, 23rd March 2017. They visited the petrochemicals and fertilizer plants, the control room, bagging sections, etc. They saw first-hand all the policies, practices and regulatory compliances that make Indorama environment a world-class facility. The journalists said they have been better informed about Indorama operations and environment.

Group photograph shows guests and some Indorama executives led by Head of Quality Assurance and Quality Control (QAQC), **Mr A. K. Sharma**, Head of Corporate Communications, **Dr. Jossy Nkwocha**, Head of Environment **Dr. M. K Jain** and Environment consultant, **Engr. Anda Wai-Ogosu**

**Full story in next edition of IMPACT Magazine*



Group photograph during the send-forth with Mr. Stoica Ichim in traditional attire.

Stoica Ichim Recalls Fond Memories, Attributes Success to Team!

... As Staff of Olefins Plant bids Him Farewell

“We all did it together in Olefins plant. It was all our success. Together we all ran the plant, shared ideas and faced challenges. I needed a team to achieve success and that team are all of you here. Without you, there was no chance to succeed in operating the plant. Together we have repositioned the plant. We have built a mark, we have left a footprint. This has become good memories for the rest of my life”.

It all sounded like the lyrics of a soulful song. They were the words of Mr Stoica Ichim, former head of Olefins plant as colleagues and friends gathered to bid him farewell on January 23rd 2017.

He has been transferred to head operations in the Olefins plant in Indorama Ventures, United States of America (USA).

Mr Ichim was so pleased to take a higher responsibility to lead a team in the Olefins plant, US. Having worked in Nigeria for over 20 years, he says he also has fond memories of the country.

He attributed his achievements to team work. According to him, he achieved a lot because his team made it possible. “You say I am good. It was my team that made it possible for me to be good. I describe them as as dedicated and hardworking,” he said.

He advised them to continue to work harder and ensure that the plant is operating optimally. “I am sure that you people will continue where I stopped. I know you all believe in yourselves and are confident of what you can do. I am leaving behind experienced

people,” he affirmed.

Mr. Ichim said his years of working in Nigeria were without regret. He joined the old Eleme Petrochemical Company (EPCL) in 1995 under the Management of the Nigerian National Petroleum Corporation (NNPC) until Indorama took over ownership in 2006. Before then, according to him, he had worked in four other companies in the country.

He informed his colleagues and friends that one of his biggest achievements was reduction of timing in getting production in the Olefins plant from two days to five hours and thanked the Management for the opportunity given to him to unleash his potential.

The gathering was both cheerful and solemn burnished with lots of tributes and well wishes. They said they would miss him dearly.

Mr. Asit Baran Ray, head of Olefins plant who succeeded Mr. Ichim said the celebrant maintained a good working relationship with the team and demonstrated uncommon level of acumen in the management of the Olefins plant.

Mr. Nitin Nakhade, head of Olefins Mechanical section described Mr Ichim as a person who carried his subordinates along in any assignment. He said Mr. Ichim made the plant's goals to supersede any individual's aspirations; and put everyone in the picture of where he was going.

Mr. Ernest Ikpuku, a manager in Olefins plant applauded him for the love and trust that existed between him and other colleagues. “We will miss him dearly,” he said.

Abanu Barile, shift engineer; Eze, Luke, safety ambassador; Prasanta Karak of Olefins Instrument and Mr. A. Basu, Olefins superintendent all spoke of their working relationship with Mr. Ichim --- in all cases describing him as exceptionally friendly and hardworking.

In a vote of thanks, Olabinjo Adejoro said the team remains grateful for the knowledge they gained and promised they will keep the ball rolling and pray that God leads Mr Ichim in all his future endeavours.

OBESITY

A Silent Killer!

... Causes, Treatment, Prevention



What is Obesity?

Obesity is the excess accumulation of fat in the body that puts an individual at an increased risk for health problems particularly diseases like hypertension and type 2 Diabetes Mellitus (DM2).

It is important to note that obesity is not restricted to adults therefore right from childhood, children should be taught how to eat healthy and remain physically active so that they adopt a lifestyle that prevents both childhood and adult obesity.

Obesity can be objectively defined in terms of the Body Mass Index (BMI) which is an index of a person's body weight in relationship to his/her height. However we must note that a person's BMI may be affected by race or ethnicity and by body composition therefore athletes with a large muscle mass may have a high BMI.

BMI can be calculated as follows: $BMI = \text{Weight (kg)} / \text{Height (m)}^2$.

This means weight divided by height. E.g. a person with a Body weight of 70kg and a height of 1.5m has: $BMI = 70 / 1.5 \times 1.5 = 31.1 \text{ kg/m}^2$.

- Obesity is BMI of 30kg/m² or more.
- Overweight is BMI of 25 to 29.9kg/m²
- Normal weight is BMI of 20 to 24.9kg/m²
- Underweight is BMI of 20kg/m² or less

Also very important to health is avoidance of abdominal obesity (aka belly fat or central obesity) which is: a waist circumference of greater than 102cm (40 inches) in men and 88cm (35 inches) in women.

What is it about abdominal fat that makes it strong marker of disease risk? The fat surrounding the liver and other abdominal organs is very metabolically active and releases fatty acids, inflammatory agents, and hormones that ultimately lead to high levels of bad cholesterol, blood glucose which causes

Type II Diabetes and Hypertension.

Causes of Obesity

- Unhealthy eating particularly intake of excessive calories, refined sugars in pastries, sugar sweetened drinks, sweets, ice creams and excessive intake of carbohydrates and unhealthy fats lead to excessive fat deposition
- Sedentary lifestyle or lack of exercise as in continuous sitting down for long hours without physical activity.

- Some drugs e.g. steroids, antidepressants, anti-seizure drugs etc. can lead to increased weight either by increasing fluid accumulation or fat deposition in the body.

- **Pregnancy:** though it is normal to put on some weight in pregnancy and also to eat a little more, women need to bear in mind that the right kinds and amounts of food should be eaten to avoid excessive weight gain which may become difficult to shed off after pregnancy. The recommended pregnancy weight gain is the range of 9 to 18kg depending on present BMI

- **Inadequate Sleep:** this is because poor sleep affects certain hormones in such a way that a person's appetite remains stimulated and hence leads to overeating.

- **Stressful Conditions:** People occasionally try to manage stressful conditions by over eating and most times, the wrong types of foods or drinks. This leads to overweight and then obesity, and with obesity comes a poor self-image which in turn may lead to more over-eating hence a vicious cycle exists which may be difficult to break out from.

- **Genetics:** certain genes inherited affect a person's body weight and also cause bone densities to differ leading to overweight

How Common is Obesity?

According to WHO's global estimates,

- As at 2014, more than 1.9 billion adults were overweight
- Of these, 600 million were obese.
- Over 41 million children under 5 years are presently overweight or Obese
- Obesity prevalence has more than doubled between 1980 and 2014
- In Nigeria, according to a study carried out in 2014, about two-thirds of urban, professional, high socio-economic status Nigerian adults are either overweight or obese.

Possible Complications of Obesity

1. **Hypertension** - Obese individuals have an increase in fatty tissue that increases their vascular (blood vessel) resistance and in turn increases the work the heart has to do to pump blood throughout the body. Hypertension has been identified as the most common obesity-related problem. Obese people have a higher chance of developing hypertension than people with normal body weight.
2. **Type 2 Diabetes Mellitus:** Almost 90% of people living with type 2 diabetes are overweight or obese. People who are overweight or have obesity have added pressure on their body's ability to use insulin to properly control blood sugar levels, and are therefore more likely to develop diabetes
3. **Dyslipidaemias** (cholesterol related disease)
4. **Obstructive Sleep Apnoea:** Excessive fat accumulation in the neck causes an external pressure on the airway leading to narrowing and reduced air flow and hence breathing difficulty, especially when sleeping
5. **Stroke:** the inter-relationship between stroke, hypertension and type 2 diabetes gives obesity an indirect link to stroke causation.
6. **Arthritis:** particularly in the hip and knee joints as excessive fat gives these joints more weight to carry and work to do leading to increased wear and tear in the long run
7. **Gynaecological problems** like

irregular periods and infertility: obesity causes a distortion in the hormones that regulate normal menstruation and fertility hence weight control is an important part of managing these conditions.

8. **Cancers** like breast, uterine, cervical, colon, gall bladder:

Management of Obesity

This involves a multi-pronged approach, bearing in mind that weight loss is safest when done slowly but consistently over a long duration. Weight is gained over time and should be shed in the same manner, no quick fixes. Managing obesity therefore involves the following:

1. Increased physical activity to about 150 minutes / week (adults) and 60 minutes daily (children). One can start with mild exercises and gradually increase to more vigorous ones. Exercises include walking, jogging, cycling, swimming, playing outdoor games etc.
2. Healthy eating which includes:
 - avoiding high sugar-containing foods, snacks and drinks;
 - increased intake of vegetables and fruits;
 - reduced calorie intake;
 - increased water consumption.
3. Avoidance of quick fix weight loss pills or drinks, crash diets as these can be unhealthy and are also unsustainable
4. Networking: Engaging the use of support groups which involve people with weight challenges coming to work together to achieve weight loss goals.
5. Others: Other more aggressive ways of handling obesity especially in special conditions include doctor prescribed weight loss medications or even weight loss surgeries.

Conclusion: Since obesity is a major health risk, it is advised that individuals should make serious efforts to prevent it or manage it properly if it currently exists.

OKWOI-SOGU

SOUP

Eleme's Unique Native Cuisine

Food is a very important part of the culture of any people, and that is why in many instances, foods that people hold dear and consider special becomes part of their unique identity.

T

That is why, even though Eleme People of Rivers State in South-South Nigeria eat different soups that can be found

in other parts of the country, like Egusi soup, Ogbono soup, Okro soup, and bitter leaf soup among others, they still hold the Okwoi-sogu soup dear to their hearts, and their palates. It is the native soup of the Eleme people.

The name Okwoi-Sogu in Eleme language means the grinded pumpkin leaves soup, which describes the process of preparing the delicacy. Fondly called the Eleme native soup, it occupies a special position in the culinary line-up of the

peoples of the communities that make up Eleme Local Government Area.

And it is not just the older folks in the communities that cherish the soup, even the young ones say it is "wonderful and palatable", according to Miss Fema Keda Koté, an indigene of Eleme and computer science student of the Federal Polytechnic, Nekede.

Mr Amechi Nwafor, another indigene of Eleme in the Admin department of Indorama, with a smile on his face, said simply, "the soup is very sweet and nice", noting that he prefers it during the rainy season when fresh "Ugu" (Pumpkin) leaves are readily available.

The main ingredient needed to

make the Okwoi-Sogu soup is fresh "Ugu", the green leafy vegetable widely available in Southern Nigeria. Other ingredients are, "ungolo" (prawn), fresh crayfish, "Isam" (periwinkle), "sungu" (fresh fish), "ebuekpina" (dry fish), stock fish, meat, dry pepper, maggi and palm oil.

Preparation

According to Mrs. Sarah Osaro of Double Bee Catering Services, once all the ingredients for the soup are ready, the preparation is just smooth sailing, as she described below:

Step 1:

You steam the meat separately;

steam fish, stock fish and sea foods together in little water and keep aside.

Step 2:

Wash the picked Ugu leaves properly with salt water and put in a pot with water and put on fire to boil. After it has boiled, pour out the water, and then grind the Ugu leaves to form paste.

Step 3:

Put the Ugu paste inside the pot, and then put the pot on the fire, add a little palm oil, add the already cooked meat and steamed fish, ungolo, fresh crayfish, Isam, stock fish, with the little water that was used in cooking them, and mix all in the pot.

Step 4:

Add salt and pepper to your taste. Let the mixture boil for 3 minutes in the pot before bringing it down.

Step 5:

Okwoi-Sogu soup is ready! The soup can be eaten with garri, wheat, pounded yam or semovita, depending on preference and at any time of the day, even though most people make it more of a lunch-time cuisine.

The Okwoi-Sogu soap is both delicious and nutritious and remains a one of the rich cultures of the Eleme people of Rivers State.

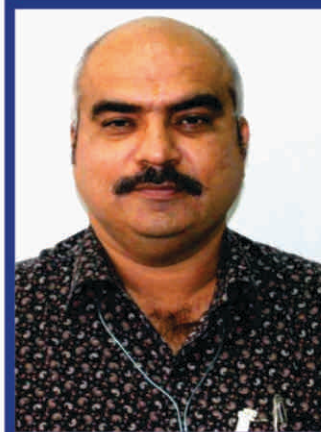




WORDS OF WISDOM

1. "You aren't your experiences. You are what you make out of them." --- *Deborah Bell*
2. "Old habits can't be thrown out the upstairs window. They have to be coaxed down the stairs one step at a time." -- *Mark Twain*
3. "Good timber does not grow with ease; the stronger the wind, the stronger the trees." -- *J. Willard Marriott*
4. "We don't realize how much we create reality through language. If we say that life is hard, it will be hard." -- *Fernando Flores*
5. "By making and keeping promises to ourselves and others, little by little, our honor becomes greater than our moods." -- *Stephen R. Covey*
6. "Success is not permanent and failure is not fatal." -- *Mike Ditka*
7. "Only when your consciousness is totally focused on the moment you are in can you receive whatever gift, lesson, or delight that moment has to offer." -- *Barbara De Angelis*
8. "A long, healthy, and happy life is the result of making contributions, of having meaningful projects that are personally exciting and contribute to and bless the lives of others." -- *Hans Selye*
9. "In life you are either a passenger or a pilot... it is your choice." -- *Unknown*
10. "Optimism doesn't wait on facts. It deals with prospects. Pessimism is a waste of time." -- *Norman Cousins*
11. "The unexamined life is not worth living." -- *Socrates*
12. "Thousands of geniuses live and die undiscovered either by themselves or by others." -- *Mark Twain*
13. "Synergy: The combined effect of individuals in collaboration that exceeds the sum of their individual effects." -- *Stephen R. Covey*
14. "The greatest risk is the risk of riskless living." -- *Stephen R. Covey*
15. "The dreams you see most clearly are most likely to come true." -- *Barney the dinosaur*
16. "It is not the critic who counts, not the man who points out how the strong man stumbles or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes short again and again because there is no effort without error." -- *Theodore Roosevelt*
17. "If you have no confidence in self, you are twice defeated in the race of life. With confidence, you have won even before you have started." -- *Marcus Garvey*
18. "Your children need your presence more than your presents." -- *Jesse Jackson*
19. "Within your heart, keep one secret spot where dreams may go." -- *Louise Driscoll*
20. "He that is overcautious will accomplish little or nothing." -- *Johann Friedrich Von Schiller*
21. "Whoever said love is blind is dead wrong. Love is the only thing that lets us see each other with the remotest accuracy." -- *Martha Beck*
22. "One of the nice things about problems is that a good many of them do not exist except in our imaginations." -- *Steve Allen*
23. "Conviction is worthless unless it is converted into conduct." -- *Thomas Carlyle*
24. "There are two ways of spreading light: to be the candle or the mirror that reflects it." -- *Edith Wharton*
25. "Great ambition is the passion of a great character. Those endowed with it may perform very good or very bad acts. All depends on the principals which direct them." -- *Napoleon Bonaparte*
26. "The mind ought sometimes to be diverted, that it may return the better to thinking." -- *Phaedrus*
27. "The golden opportunity you are seeking is in yourself. It is not in your environment; it is not in luck or chance, or the help of others; it is in yourself alone." -- *Orison Swett Marden*
28. "Why are so many people afraid to make even the smallest effort? One of the most common reasons is that they are afraid of being rejected or appearing foolish. But if you want to play the game of life and win, you've got to be willing to feel stupid." -- *Anthony Robbins*
29. "What lies behind us and what lies before us are tiny matters compared to what lies within us." -- *Oliver Wendell Holmes*
30. "The only place where success comes before work is in the dictionary." -- *Vidal Sassoon*
31. "I would rather have a mind opened by wonder than one closed by belief." -- *Gerry Spence*
32. "I was once asked if a big business man ever reached his objectives. I replied that if a man ever reached his objective he was not a big business man." -- *Charles M. Schwab*
33. "Help us to be thankful for this day and every day and treat each one as a precious gem to be filled to the full with meaning and with love." -- *Norman Vincent Peale*
34. "Strength does not come from physical capacity. It comes from an indomitable will." -- *Mahatma Gandhi*
35. "The history of the world is a chronicle of the deeds of a small number of ordinary people who had extraordinary levels of commitment." -- *Anthony Robbins*

by Chetan Singwala





Mr. Bhagat Singh in traditional attire in group photograph with colleagues during the send-forth.

Mr Singh Takes a Bow from Indorama-Nigeria

It was an atmosphere of mixed feelings as Team Polypropylene (PP) Plant and friends from other departments of Indorama Eleme Petrochemicals Limited gathered to bid farewell to Mr Bhagat Singh who retired from the company after 10 years of service.

The farewell party was held on Monday 19th December, 2016 at the PP Plant conference room. It was attended by Nigerians and expatriates and representatives of Process, Electrical, Instrument and Mechanical departments of the PP Plant.

While giving an account of the celebrant, the Head of Department PP Plant, Mr Ashok Mohapatra described him as his left and right hands. "I may not realise how much I will miss him until he is gone but I already know that my left and right hands are gone and

I do not know how I will cope," he said.

The HOD however wished him well and acknowledged his dedication to his job and the welfare of others.

Also giving his tribute, Mr Silvanus John from Instrumentation section described the celebrant as a pillar of the Plant. "We are going to miss one of the pillars in PP Plant. He is one man courageous enough to take decisions and actions whenever the Plant is on emergency," he said.

He also described Mr Singh as someone who is willing to correct you when you are wrong and commend you when you are right. "I want to congratulate you for your effort in the PP Plant throughout your stay with us, may you be successful wherever you go" Silvanus said.

Speaking on behalf of the electrical department, Mr John Osaro described Mr Singh as a man who does whatever it takes to get the job done and also a father to all.

Speaking on behalf of the Process section of the Plant, Mr Vitalis Onwuka described the celebrant as a straight forward and sincere person, while also appreciating his approach to work.

"What we admire mostly is your outspokenness; you are not afraid to correct or commend anybody and personally I will miss your jokes and night duty without you will never be the same, farewell and may God bless you," he said.

Mr Eugene Viele, the PP Plant Superintendent who also spoke, described Mr Singh as a pillar of the night shift duty.

He said Singh will not allow you feel sleepy or idle on night duty because he knows how to carry everyone on duty along.

He said, "He occupies you with interesting stories that will keep you awake and before you know it, you are there".

In response to the accolades, Mr Singh thanked everyone for honouring him with their presence in his send forth.

"Thank you for all the goodwill. In the past 10 years, we have shared some sweet and sour memories and I apologise to all those who I may have wronged in any way while carrying out my duties. Thanks a lot to all of you for your support" he said.

The party ended with light entertainment and taking of group photographs.



Top Indorama Management led by **Mr. Munish Jindal** and **Mr. Deepn Srivadas** cut the 10th year cake

Indorama-Nigeria celebrates Two-Day end of year party, 10 years of great impact

The usual end-of-year celebrations of Indorama-Nigeria took a different turn in December 2016. There were two parties on two days.

On Friday December 16, 2017 staff of Indorama Eleme Petrochemicals Limited gathered at the grounds of Indorama Recreation Club, where management, staff and their families were treated to great food, choice drinks, first-rate entertainment and professional dancers and renowned humourist Prince Hezekiah.

The next day, Saturday December 17, staff of Indorama Eleme Fertilizer and Chemicals Limited, the newest baby of Indorama-Nigeria, had their day, with another comedian, Najja Mumu anchoring the event.

The children were not left out in the fun as they had a swell time with diverse games, bouncing castle, small chops, ice cream, food and drinks and "Uncle Clown" keeping the children positively engaged.

Even though it was not a day of talks, the management of Indorama-Nigeria used the opportunity to express

appreciation to staff and all stakeholders for a successful 2016.

Mr Munish Jindal, Chief Executive Officer, Indorama Eleme Fertilizer and Chemicals Limited, recounting the successes achieved by Indorama in 2016 and thanked staff who worked hard in the last 10 years to help the company attain great heights.

He also expressed gratitude to everyone who played a part to ensure successful realisation of the company's milestone accomplishment and timely completion of the world's largest single line urea fertilizer plant now contributing to food security and economic growth of the country.

Mr Jindal also used the opportunity to thank the federal and Rivers state governments and the Eleme host communities for their

cooperation and support in providing enabling environment that has contributed immensely to the success of the company.

The highlight of the occasion was the presentation of awards for 10 years long service awards to staff by Mr Jindal and supported by top management staff, raffle draws and gifts to staff.

Another highpoint of the party was the yearly Employee Suggestion Scheme (ESS) competition, where the best business and operations enhancement suggestions are rewarded with cash and commendation letter by management. Aside from individual winners, the department that produces the highest number of approved suggestions wins the overall prize. This year, Olefins Plant won ESS Trophy.

Mr Jindal thanked the employees, Federal and Rivers state governments and the Eleme host communities for their cooperation and support in providing enabling business environment for Indorama to succeed



1. Indorama PENGASSAN Women led by **Comr. Joy Anosike** donates some food items to inmates of Priesthood Motherless Home in Elenenwon on December 15th 2016.

2. **Mr. Patrick Okoro** (1st right)of Commercial department, during the wedding of his daughter, former Miss **Kendra Uchenna Okoro** and her husband, **Mr. Gospel Effiong** on 17th December 2016 at Atrium Event Centre, PH.

3. **Comr. Innocent Ugwunta** (left), PENGASSAN Chairman, **Comr. Charmi Eze**, NUPENG Chairman (2nd left); **Mr. Munish Jindal**, CEO IEFCL (centre) presents 10 year award to **Comr. Saloka Amadi**, during staff end of year party.

4. **Mr. R.D .Sharma** (native attire) in group photograph with some of QAQC & PTDC team, during is send-forth party on 17th Feb., 2017.

5. **Mr. Munish Jindal** presents a trophy to Olefins plant, for winning the ESS Competition while **Mr. Pradeep Ekka** watches.

6. **Mr. Chinedum Emeana** of Corporate Communications department and his wife **Chidinma** at the Presentation of their children, **Oluchi** and **Edna** at the World International Sacred Peace Movement, PH on December 4, 2016.

INDORAMA

ELEME FERTILIZER & CHEMICALS



**the World's Largest
Single Line Urea Plant**
with 1.4 million Tonnes per annum capacity



... E Don Beta!