

**Fed. Min. of Health Officials Eulogize
Indorama's Medical Facilities!**

INDORAMA - NIGERIA

IMPACT

APRIL 2023 • • • ISSN NO: 2449-0679

INDORAMA FERTILIZER'S

SUCCESS STORIES

- **Model Farms**
- **What the Farmers say!**
- **IFL and CSR for farming communities**
- **Interview with the CEO**

**FG Officials
Commend
Indorama
for Huge
investments**

**New Rivers
Environment
Commissioner's
visit**

**Once Again,
IEPL Wins Int'l
Safety Award
2023 with
Distinction!**

Message from the MD



The First Quarter of 2023 was dominated by political activities in Nigeria, culminating in the presidential election on 25th February and the Gubernatorial elections on 18th March. It is heartwarming that peace has continued to reign, and we also look forward for a peaceful inauguration of those elected into office. A peaceful and stable polity impacts positively on businesses, including ours, the Indorama-Nigeria Group.

This Quarter, our operations and production, especially in our petrochemicals plants, suffered the continued shortage of the supply of our feed-stock (natural gas liquid). Our team of engineers have continued to provide alternatives to ensure we remain in production, albeit minimally.

In this edition of our IMPACT magazine, our Corporate Communications team devotes the cover story to the Success Stories being recorded by our Fertilizer marketing officers and agronomy field officers who are making giant strides through Model farms.

They have also provided 25,000 SATO sanitary toilets for farming communities in Kano, Bauchi, Sokoto, and Zaria.

We are partnering with SATO to provide 100,000 of such toilets in a period of four years in different parts of the country.

Let me use this opportunity to congratulate the entire Team Indorama-Nigeria on winning the prestigious International Safety Awards (ISA) with Distinction! This is the 5th time we have won the award organized by the British Safety Council (BSC) with Distinction. Indeed, this award is well deserved considering that safety is a priority in Indorama-Nigeria.

I wish everyone all the best.

MANISH MUNDRA

Managing Director (Nigeria), Executive Director (Africa).

FEEDBACK - Letters to the Editor

Re: "Why Safety Is No. 1 Priority in Indorama" – Message from The Presidency

I am directed to acknowledge receipt of your letter dated 14th December 2022 forwarding copy of the special edition of Indorama-Nigeria Impact Magazine with focus on how and why safety is No. 1 priority in Indorama and to convey the commendation of the Secretary to the Government of the Federation (SGF) to the management of the company for their initiatives to prioritise and implement appropriate strategies that mitigate industrial risk.

I am further directed to inform you that the SGF is of the view that promoting security in your organisation for higher productivity would also serve as reference point to other companies operating within the country.

Please accept the best regards of the Secretary to the Government of the Federation.

Agnes L. Abraham

Deputy Director (Economic Monitoring, Multilateral and Research)

For: Permanent Secretary, Political and Economic Affairs Office

RE: "Why Safety is No. 1 Priority in Indorama!" – Message from NESREA

I am directed to acknowledge receipt of copy of your IMPACT Magazine titled "Why Safety is No. 1 Priority in Indorama."

I am also directed to inform you that the Agency is highly delighted by the beneficial contents of the magazine, which obviously presented your company's commitment towards ensuring human and environmental safety.

In view of the above, I am further directed to commend you for articulating such a rich activities and achievements of your company and for your kind gesture of giving a copy of the magazine to the Agency.

Please accept the assurances of the Director-General/CEO's best

regards.

Isa Abdulsalam,

Director: Inspection and Enforcement,

*For: Director-General/CEO
National Environmental Standards
and Regulation Enforcement Agency
(NESREA), Abuja*

RE: "Why Safety is No. 1 Priority in Indorama!" -- Kind words from Port Harcourt Chamber of Commerce

We wish to acknowledge receipt of copies of the Indorama-Nigeria IMPACT Magazine which, highlighted Safety Priority in Indorama Eleme Petrochemicals Limited and other major stories.

We commend your efforts in maintaining the quality of the Indorama-Nigeria IMPACT magazine.

We wish you a prosperous and successful business year.

Eze, Sir Mike Elechi,

*J P, FNIM, NPOM
FHCCIMA President*

CONTENTS



This edition of Indorama-Nigeria IMPACT Magazine, is, as usual, richly packaged with the activities happening at Indorama-Elеме Petrochemicals Limited (IEPL), Indorama Elеме Fertilizer & Chemicals Limited (IEFCL), among others.

For instance, our Cover Story is about the Success Stories recorded with various Model Farms established and nurtured with Indorama Urea fertilizer and other inputs. The interviews with the farmers speak to the great achievements recorded with the Model Farms.

The Cover story also contains a Corporate Social Responsibility (CSR) initiative of the Indorama and SATO to provide 25,000 SATO toilet panss for some communities while also planning to provide another 100,000 in the next four years.

There were several visits of regulatory authorities to our Complex for inspections or familiarization. Let me just mention that Indorama-Nigeria won the 2023 International Safety Awards (ISA) with Distinction, the 5th time in a row. We congratulate the entire Indorama-Nigeria team on this feat.

Please sit back and enjoy the exciting stories we have brought to you in this IMPACT magazine. Send your comments to jossy.nkwocha@indorama.com.

Jossy NKWOCHA, PhD, FNIPR
Head of Corporate Communications/
Special Adviser to the Managing Director

08

Indorama Fertilizer's Success Stories

Model Farms, setting the pace!

04

Fed. Min. Of Health Officials Eulogize Indorama's Medical Facilities!

06

Labour Ministry Lauds Indorama's Resilience, 'Local Content' Employment

13

Our Model Farms have greatly helped to increase Food production in Nigeria

- Munish Jindal



25

American Safety Society holds Conference in Lagos

Managing Director,
Indorama Nigeria and
CEO, Africa
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Published by
Indorama-Nigeria Corporate
Communications Dept.
Phone: 081 5040 3021
corporate@indorama.com.ng

www.indoramaeleme.com

www.indoramafertilizers.com

PRINTED BY



Biz Pages Limited

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

FED. MIN. OF HEALTH OFFICIALS EULOGIZE INDORAMA'S MEDICAL FACILITIES!

On Thursday 23rd February 2023, officials of the Public Health Department of the Federal Ministry of Health Abuja led by Dr. D.O. Akinola embarked on national surveillance visit to Indorama-Nigeria complex in Eleme, Rivers State for advocacy and assessment on standards of occupational health and safety services.

Mr. A. K. Sharma, Head of Quality Assurance and Quality Control (QAQC) on behalf of top Management, welcomed the visiting team and remarked that Management would be committed to whatsoever input, suggestion or observation of the officials in the course of their surveillance and advocacy exercise.

The company's video safety briefing was played to the guests while Dr. S.C. Basu, Head of Medical Services made a presentation which highlighted world-class Indorama's Medical Centre with state-of-the-art health facilities and

equipment as well as various occupational health practices in the company for employees, their families, and other workers.

He also noted that as part of the Occupational Health and Safety (OHS) practices, the company has outside HMO hospitals for employees and their families, as well as agreements with various specialist hospitals in Port Harcourt and Lagos whereby their medical consultants visit on weekly basis.

According to him, there is also opportunity in the company for air evacuation of critically ill patients to take care of the medical needs of employees and their dependents.

Finally, he noted that in 2022, the company recorded 100% responses from the employees during the Periodic Medical Examination (PME), which is done annually for all workers as a proactive approach to occupational health management.

In his remarks, Dr. Akinola recalled that the Public Health Department is one of the oldest departments in the Federal Ministry of Health created with the mandate to formulate public health policies and guidelines and facilitate their implementation and evacuation through health promotion, surveillance and prevention.

Other mandates according to him include co-ordination, monitoring and evaluation of health systems and its performance, provision of comprehensive health information, documentation and harmonization of survey data and reporting in line with national standards.

He further stated that quality and effectiveness, monitoring risks factors, risk assessment, environmental monitoring audit, surveillance of fire protection and fire management, data sources, data collection frequency and data collection instrument amongst others are of great concern regarding their mandate.

He said he was impressed with the presentation of Dr Basu which covers most of their mandate.

Thereafter, the guests namely Dr. D.O. Akinola, Mrs I. O. Umah, Mrs Assumpta Nwankwo and Joke Adetona Adejoke embarked on tour of the Indorama Medical Centre, where they saw so many modern equipment a the two modular laboratories for handling Covid-19 cases; the Isolation centre; etc.

At the end of the tour, Dr. Akinola commended Indorama-Nigeria for its preparedness for the National Surveillance visit even at short notice. He further stressed that his team has seen appreciable efforts and commitment of the company and adjudged its medical facility world-class.

Earlier, Dr. Jossy Nkwocha, Head of Corporate Communications who moderated the occasion introduced both the guests and members of Indorama team including Manikandan Mannu, Head of Health, Safety, Environment and Fire (HSEF); Mr. Pradeep Pawar, Head of Safety IEPL; Mr. Balaji Rao, Head of Safety IEFCL; West B.T. of Fire Department; Akinola Olayinka, Plant Shift Superintendent (PSS), Mrs Toyin Olasinde of Environment department as well as Messrs Charles Igwe and Chinedum Emeana both of Corporate Communications.

Dr. Akinola (3rd Left) and his team in a group photograph with Indorama personnel, led by **Dr. S.C. Basu** in front of the Indorama Isolation Centre.



FAMILIARISATION VISIT

New DPR Agency Applauds Indorama for Relationship with Host Communities

Officials of the Nigerian Midstream and Downstream Petroleum Regulatory Authority (NMDPRA), which was recently carved out of the Department of Petroleum Resources (DPR), has lauded the management of Indorama-Nigeria for its cordial relationship with its host communities.

The officials led by Mr I. L. Tuboalabo, the Field Co-ordinator, Port Harcourt, said they were satisfied with the company's Corporate Social Investments in the communities, which is making life and living more comfortable amongst the peoples and residents of the host communities.

Upon arrival at the Indorama Petrochemicals complex, the guests were received at the Quality Assurance Quality Control (QAQC) Conference Room, by top executives of the company from various departments, led by Mr A. B. Rao, Technical Head.

Mr. Rao welcomed the August guests who were on a familiarization visit on Thursday, February 9, 2023 after they were carved out of DPR. He

congratulated the new organization and the officials, and promised that the company would work in compliance with the regulations as it did under DPR.

Thereafter, a series of PowerPoint presentations were made to highlight different aspects of the company's operations by different Heads of the various units and operations including operations, Health, Safety and Environment, marketing, Community relations and Social Corporate Responsibility (CSR), Training, Emergency Management and Fertilizer Operations.

After the presentations, the guests were taken on a tour of various sections of the plants to see things for themselves.

The team led by Mr Tuboalabo included Mr B. F. Bennett, Head Operations, Port Harcourt; A. S. Cotterrel, Head of Gas and Renewal Energy; I. Ockiya, Technical Assistant and Engr. Paul Akpana, who had been seconded to Indorama facility by the former DPR.

Mr. Tuboalabo stated that Indorama is a success story based on its

antecedents; and have capacity to overcome various challenges. "For instance, although Year 2022 was challenging for the industry because of increased pipeline vandalism, Indorama was able to overcome this challenge," he said.

Mr. Tuboalabo further commended Indorama for always being compliant to regulations, assuring that the Authority will continue to give it all the support it needs to continue to be successful.

Other members of the Indorama team who received the visitors include PJS Bajwa, head of fertilizer operations; Asit Ray, head of Olefins plant; B.C Jana, head of PE plant; Anil Gupta, head of Power Plant, Utilities and Offsite (PPUO); Manoj Chaturvedi, head of Ammonia Plant; Dr. Jossy Nkwocha, Head of Corporate Communications; Pradeep Pawar, Head of Safety of IEPL; Balaji Rao, head of Fertilizer Safety; Praveen Dhamanage of the Fire Unit; S.K Das of Technical services; Engr. Charles Osuji of PE Plant; Bashir Mohammed of Safety; Toyin Olansebe of Environment,

Officials of NMPRA and Indorama Team in a group photograph after the familiarisation visit



Labour Ministry Lauds Indorama's Resilience, 'Local Content' Employment

The South-south zonal director of the Federal Ministry of Labour and Employment Dr. Beatrice Barisi Pius-Imue has declared that Indorama Eleme Petrochemicals Limited (IEPL) is a resilient company after it was able to survive the headwinds of the Covid pandemics while still building the Train 2 of its 1.5million metric tonnes Urea Fertilizer plant.

She said this when she led members of her team on a working visit to the Indorama Petrochemicals Complex on Wednesday 16th November 2022. Her team included Rivers State Controller, Mrs Winifred Emy-Nkwota; Assistant Director, Mrs Grace Adeleye and Chief Inspector of Factories, Mr. Simon Ononyaba.

Dr Pius-Imue also commended the management of Indorama for the healthy gender mix of its personnel, its collaborations with the ministry; good relations with in-house labour unions, and commitment to providing employment opportunities to Nigerian professionals, artisans as well as partnerships that

create growth prospects for allied businesses.

She noted that one of the main foci of the federal ministry of labour and employment was to enforce decent work in line with International Labour Organisations and national laws.

She lauded Indorama for creating decent working environment for its staff and associates.

The zonal director also expressed her pleasure with Indorama's investment in socio-economic and infrastructure development for its host communities. She observed that employment stops youth restiveness and praised the company for providing opportunities to be gainfully employed to youths.

She introduced the ministry's skill acquisition department, which she said, was open and ready to collaborate with Indorama in its commitment to empowering youths with needed marketable vocational skills.

She pointed out that Indorama's activities make the work of its corporate marketing team easy.

Earlier, Mr. Pradeep Ekka, Head of Function, Human Resources Department, welcomed the visiting team on behalf of the Managing Director and management of Indorama. He said the company holds the ministry in high esteem and values feedbacks of the ministry which has been instrumental in improvements in its labour relations practices.

In his presentation to the visiting team, Mr. Ekka highlighted Indorama's diversity and inclusion programmes, its CSR investments as well as its global and regional business leadership pedigree.

He said that Indorama management is at peace with the various unions and treat them as collaborating partners and not as negotiating agencies.

Other team members who accompanied Mr. Ekka to receive the visitors in the HR Conference Room include Mrs Eva Onyebuoha, Mr. Debo Ajaguna, Mrs Eucharia Christian, Fineman Ebiekwa, Osaze Jerry-Iyamu, Joseph Ogbebor and Benneth Mandah, all of HR.

Others are Dr. Jossy Nkwocha, head of Corporate Communications; and Chinedum Emeana, also of Corporate Communications, Abanu Sordum Barile, Osaki Dokubo, both Plant Shift Superintendents (PSS) and Stephen Oyelami of Health, Safety, Environment and Fire (HSEF) department.

Dr. Pius-Imue (4th Right) of FML&E and **Mr. Ekka** (5th Right) of Indorama and their teams in a group photograph.





FG officials from NSA and FMITI with Indorama Team members in a group photograph.

FG Officials Commend Indorama for Huge investments in Nigeria!

Officials from the Office of the National Security Adviser (NSA) and the Federal Ministry of Industry, Trade and Investment (FMITI) have commended the management of Indorama-Nigeria for its massive investments in the economy of Nigeria, especially in boosting food production in the country through its two world-class fertilizer plants.

The officials who came on a facility inspection visit of Indorama' fertilizer operations on Friday, 13th January 2023 were Mr Okibe S.O, the Team leader and Mr. Emule Orobosa, both from the Office of NSA as well as Mr. Ojiude Emmanuel Chinonso from FMITI,

On arrival, the team was received by top Indorama-Nigeria executives led by Mr Paramjeet Bajwa, the Head of Operations of Indorama Eleme Fertilizer and Chemicals Limited (IEFCL). This was followed with a detailed presentation by Swapan Das of the Technical Services Unit of the Fertilizer Plants.

Thereafter the guests were also conducted round the Ammonia and Urea Plants of both the Trains 1 and 2.

After the facility inspection, Mr Okibe expressed the appreciation of the Office of the NSA and the FMITI to the management of Indorama for the massive foreign direct investments (FDI) that the company has brought into Nigeria which is contributing to economic growth across the petrochemicals and fertiliser value chain, especially in enhancing food security in the country.

Aside from expanding the petrochemicals side of the company and adding several grades to its range of polymer resin products, the firm has also built two Trains of Urea Fertilizer Plants, as well as the PET Plant and other investments.

He said the focal point of their inspection mission was to ensure that the security measures in place in the complex is adequate, especially in the fertilizer area. He observed that from their observation and information, the security set-up is okay. He asked if some sensitive locations were covered with CCTV cameras and the officer in charge provided them with satisfactory details.

In his own brief comment, Mr Orobosa, also of the Office of NSA noted

that part of their mission was to provide all necessary support that the company may require going forward, adding that Indorama is the only company that is fully implementing agreements reached in a stakeholders' meeting to ensure enough supply of fertilizers to farmers in Nigeria before export on a percentage ratio.

"Indorama is the major reason for Urea fertilizer's available in many parts of Nigeria" he said.

Mr. Ojiude from FMITI said Indorama was always ready with every detail required and add that he was even surprised that Dr. Surendra Srivastava, head of Sales and Marketing of IEFCL came from Abuja for the facility inspection.

In response, Mr Bajwa thanked the officials and stated that Indorama-Nigeria is always committed to compliance with all laws, rules and regulations of the Federal Government. He said IEPL was not an exception. He added that Indorama sells fertilizer to only verified and approved channels.

Other Indorama team who received the guests include Dr. Jossy Nkwocha, head of Corporate Communications who moderated the event, Prakash Chandra of Ammonia Plant, Balaji Rao, head of Safety Unit of IEFCL, Mohammed Bashir also of Safety, Carl Kpenden of Environment; Chinedum Emeana of Corporate Communications as well as Efe Innocent America and Ifesinachi Onuorah of Ammonia and Urea plants respectively.

INDORAMA FERTILIZER'S SUCCESS STORIES

Model Farms, Setting The Pace!

To be different is to dare! And to dare is to break the norm, refuse to conform to the status quo! Daring also means challenging the systems in place for improvement. Improving Agriculture and livelihood of our farmers nationwide ranks topmost in the minds of Indorama fertilizer agronomists and marketing executives across Nigeria.

Agriculture is one of the most important sectors of the Nigerian economy employing about 70% of over 200 million Nigerian population. Farming is predominantly in rural areas where there is adequate land for cultivation. The rural farmers, however, have little or no farmer-education, a problem created by the near absence of Agricultural Extension services.

These farmers often rely on old and obsolete knowledge inherited from their grandparents. This has denied these farmers of numerous Agricultural innovations and practices such as Best Agronomic Practices (BAP), Beneficial Management Practices (BMPs), etc.

Fertilizer consumption among other farm inputs ranks very low in Nigeria (36 kg/ha) compared to Brazil (365.2kg/ha), Israel (280.7 kg/ha), India (209.4kg/ha), and Germany (197.2kg/ha). Even for farmers who can

afford fertilizers, lack of technical-know-how in handling their farming practices doesn't improve their yield outcome either.

Most farmers do not conduct soil tests and thus rely on blanket fertilizer recommendations which usually lead to imbalanced fertilization. They are not aware of the best timing to sow in the face of oscillating rainfall onset and cessation.

The quest for Indorama Fertilizer to improve agriculture in Nigeria started from its inceptions; this has seen the emergence of several programs and projects to make true this desire with the latest being the introduction of value-added urea, the Neem Coated Urea (NCU) and our Model Farms Project

Indorama Neem Coated Urea

Nitrogen (N) is the single most important nutrient in the world among the big three, contributing greatly towards Food Security. Nitrogen is however, highly volatile and prone to many lost avenues especially denitrification and leaching. Urea being one of the nitrogenous fertilizer, efforts is constantly on to reduce its losses and make it more



Dr. S.K. Srivastava,
Head of Fertilizer Marketing & Sales

consistent in the soil. This is what births the Neem Coated Urea (NCU) technology by Indorama Fertilizer, the first of its kind in Nigeria, aimed at improving Nitrogen Use Efficiency. This is Indorama's modest way of returning power to farmers who have been worthy partners in the journey of food Security in Nigeria. The Neem Coated Urea as attested to by the farmers who have already used it, has superior quality over the conventional Urea and rightly so due to the value additions.

Benefits of Neem Coated Urea include but not limited to the following:

1. Increased Nitrogen Use Efficiency (NUE) -- Effective conversion ratio between urea used and yield realized)
2. Increase in Crop growth/Yield -- Due to NUE which resulted in high tillers and heavier panicles in rice, bigger and heavier maize cobs with prolonged deeply green vegetation for all crops across different regions in Nigeria
3. Reduction in Pest and Disease Attacks -- Due to its feeding deterrent, insect growth disruptor (IGD), and sterilant effect on pests
4. Improvement in Soil Health through reduction in harmful insect pest population
5. Reduced pesticides use -- Due to its Bio-pesticidal effects where it acts as a control for various agricultural pest species, including Coleoptera, Heminoptera, Diptera, Orthoptera, and Isoptera

Note: All of these effects are attributed to the Azadirachtin potency of Neem seed oil which is used in coating the Urea

Indorama Model Farms

INDORAMA Model Farm is an initiative to improve the agricultural practices (land preparation, use of improved seed, 4Rs use of Fertilizer, safe use of pesticides, etc) which is complemented by the company's value-added Urea the NEEM COATED UREA leading to higher crop productivity amongst Nigerian farmers.



Indorama Model Farm is a part of the Grow with Indorama initiative conceived in 2021 with full implementation in 2022. This initiative seeks to encourage the strict adoption of sustainable farm innovations among farmers through Best Agronomic Practices (BAP)/Beneficial Management Practices (BMPs), such as 4R principles – which emphasize climate-smart agriculture in part by the use of the Right source of nutrients, at the right rate, applied at the right time, and in the right place and responsible but optimum use of other crop growth resources such as seeds, and safe use of pesticides.

The Model Farm targeted two major crops (Maize/Rice) in the out gone 2022 wet season to improve crop productivity, incomes and livelihood of the smallholder farmers who dominate the farming communities of Nigeria.

This programme can equally be viewed as an empowerment scheme for farmers where Indorama Fertilizer provides all the needed inputs on a hectare basis, ensuring production at no cost to the farmers who at the end of the season go home with all the proceeds and income.

This is apart from the technical support throughout the growth period by Indorama's well-trained Field Agronomists who monitor the project for compliance and success while inculcating a lifelong farmer-education consistent with global standard

In 2022 wet season, 20 model farms were established across Nigeria in the following locations: Awalu Iliyasu

Gamarya (Gaya LGA, Kano State), Abubakar Babajo (Danja LGA, Katsina State); Mallam Bala Ibrahim (Kafur LGA, Katsina State); Hamisu Ibrahim (Kudan LGA, Kaduna State); Salmanu Usman (Kubau, Kaduna State), Ibrahim Audu Banki (Lere LGA, Kaduna State), Babawo Sale Abdul (Basa LGA, Plateau State); Mr. Ibrahim Daye (Mangu LGA, Plateau State), Ibrahim Saka (Ilorin East LGA, Kwara State), Mr. Tayo Fisco (Ede South LGA, Osun State), and Mr. Tunde Ojo (Afijio LGA, Oyo State).

In the same vein, model Rice farms were established in the following locations: Rabiu Ya'U Ali (Galum Mallam LGA, Kano State), Hamisu Abdullahi (Hadejia LGA, Jigawa State), Dahiru Usman (Sokoto South LGA, Sokoto State), Naziru Bala (Aguie LGA, Kebbi State), Umaru Muhammad (Lavum LGA, Niger State), Abdullahi Abdulkadir (Dass LGA, Bauchi State, Usman Magaji (Jama'Are LGA, Bauchi State), Bernard Udegbunam (Ayamelum LGA, Anambra State), Okochi Gabriel (Ishielu LGA, Ebonyi State).

These farmers with their farms were intentionally selected covering many states in all the zones of the country to generate the needed multiplier effect for other farmers in the cluster in terms of learning from the innovations that were deployed on the model farms and closely monitored by Indorama field agronomists.

With 20 farmers directly touched across Nigeria in farm clusters of not less than 10 farmers each, the Model farms generated yield results never seen by the

direct beneficiaries themselves and the adjoining farmers in the clusters.

This is evident through countless outpouring of testimonies during the Farmers Field Days across Nigeria during which the yield differences between Indorama sponsored Model farms and the farmer's practices were showcased. Many farmers testified to the knowledge transfer ability of the scheme giving them great optimism for the farming future.

Unarguably, Nigeria has one of the lowest yields in crop productivity in sub-Saharan Africa with yields as low as 0.5 to 2.5 tons per ha in major crops like maize, Rice, sorghum, millet, etc which seems to correlate with low fertilizer usage in the face of highly depleted soil nutrient.

With Indorama Model Farm, a yield of 6.4MT/ha on Rice in Augie LGA of Kebbi State was realized and 4.9MT of maize was harvested in Kubau, Kaduna State representing a sharp contrast in yield averages of these crops in Nigeria, implying that, crop productivity is directly proportional to the type, quality and quantity of the Agro input used especially fertilizers which serve as the crop food.

Many farmers have seen this initiative as an encouragement that has come to remind Nigerian farmers that all hope of improving yield on the farmers plot is not lost.

The successes recorded on the Model farms were cross-regional, from the North, South, East and West and framers shared their testimonies as captured below:

COVER INTERVIEWS

By INDORAMA'S AGRONOMY AND
MARKETING FIELD OFFICERS

What the Farmers say!

"I thank God for the opportunity to be alive to witness this kind of gesture from Indorama; I have been a farmer throughout my life but this is the first time I have witness such a bumper harvest, this goes to show that if we farm in the proper way and with the right inputs, our success is assured".

"I have already made up my mind without looking back to farm the Indorama way," he said during field day in November



Haruna Ibrahim



2022. "I never thought farming can be this rewarding until Indorama introduced to us a game changing Model Farm initiative which seeks to empower farmers.

– Ibrahim Audu Banki
(Lere, Kaduna State)

"When indorama fertilizer company brought the Model farm initiative which seeks to promote Best Agronomic Practice and the use of value added fertilizers -NEEM coated urea as a surest way to improve crop productivities, we felt that it would help us to know more in agriculture and Improve our yield and therefore keyed in without hesitations. our crop yield and the economy of our people have improved and we are more confidently for the future ahead."

– Haruna Ibrahim
(Zaki LGA, Bauchi State)

Haruna Ibrahim is a member of Zaki community under Zaki LGA, Bauchi state.

The farmers in this community have an uncommon interest to pursue economic prosperity through farming for a simple reason; to take better care of their families and other financial issues. He is also the Vice Chairman of the Rice farmers Association in Zaki LGA. "I thank God for the opportunity to be alive to witness this kind of gesture from Indorama; I have been a farmer throughout my life but this is the first time I have witness such a bumper harvest, this goes to show that if we farm in the proper way and with the right inputs, our success is assured".

"I have already made up my mind without looking back to farm the Indorama way," he said during field day in November 2022. "I never thought farming can be this rewarding until Indorama introduced to us a game changing Model Farm initiative which seeks to empower farmers.

– Ibrahim Audu Banki
(Lere, Kaduna State)

"When indorama fertilizer company brought the Model farm initiative which seeks to promote Best Agronomic Practice and the use of value added fertilizers -NEEM coated urea as a surest way to improve crop productivities, we felt that it would help us to know more in agriculture and Improve our yield and

therefore keyed in without hesitations. our crop yield and the economy of our people have improved and we are more confidently for the future ahead."

–Haruna Ibrahim
(Zaki LGA, Bauchi State)

Haruna Ibrahim is a member of Zaki community under Zaki LGA, Bauchi state.

The farmers in this community have an uncommon interest to pursue economic prosperity through farming for a simple reason; to take better care of their families and other financial issues. He is also the Vice Chairman of the Rice farmers Association in Zaki LGA.

In his view, farming is the most common job available to them in the area but went on to lament the poor yields per ha (1.8 - 2.1 t/ha) in the area as a result of unsustainable farming practices. "The way we have been cultivating crops is not yielding anything tangible results" he said.

According to him, "before, we use to plant ordinarily without even having the inputs at hand and we don't use to test the soil before planting because we don't have the means of testing the soil". After Indorama tested our soils, we discovered that really some soils are not good for rice production except with serious management strategies hence the poor result most times.

Secondly, when Indorama came in 2021, they brought Bauchi Agricultural Development Project (BADP) people who gave us improved rice varieties. We now planted and saw wonderful results. Super excited by the new knowledge gained, they can't wait to take their destiny into their hands.

Salmanu Usman is a maize farmer in Anchau, Kubau LGA of Kaduna State. His crop production was encouraged and boasted through Indorama Model Farm hosted on his farm. The Indorama field staff held him by the hand throughout the production process from land preparation to harvest which ended with a field day.

"In my over 20 years of farming, I witnessed something fascinating this year 2022, I was approached early in the season by Mr. Ibrahim Zango, the Indorama agronomist covering my area on the Model farm initiative and the value-added urea, the Neem Coated Urea. I was

COVER INTERVIEWS



taught quality farm techniques and supplied with all the necessary farm inputs for maize. All these combined, I observed robust and deeply green vegetative growth from my maize on the field and the biggest surprise came at harvest when all the maize cobs from the Indorama Model farm showed bigger and heavier cobs. I am grateful to Indorama because, apart from the proceeds, I was educated for life". Said Salmanu Usman (Anchau, Kubau LGA, Kaduna State).

"All Glory be to Allah, this company approached me that they will like to carry out demonstration on a new urea fertilizer brand called Neem-Coated Urea (NCU) on my farm. I was given all inputs and I was carried along in all the activities done on my rice farm. This fertilizer (NCU) is very qualitative as I see changes right from tiller numbers, crop height and panicle length. I am calling the attention of my fellow farmers to embrace this Indorama Neem Coated Urea. I am very grateful to Indorama." He said.

According to him, "during the reproductive stage of the crop growth where I observed heavy panicles from bunchy tillers developed during the growth phase. At harvest, a total of 75 bags of rice paddy were obtained from 1 hectre Indorama sponsored plot".. On this, he added: "I have been producing

rice in this field over many years but the highest I have ever gotten was 63 bags, however, after using this Indorama Neem Coated Urea I got 75 bags, that is 12 bags increment and I realized that I have been overspending before in terms of seeds and fertilizer. During the field day conducted, all my fellow farmers that have witness the efficacy of the fertilizer have testified the importance of this Urea. I am very grateful to Indorama."

- Rabiu Ya'U Ali
(Garum Mallam, Kano State)

Mallam Naziru Bala is a rice farmer in Augie LGA of Kebbi State. Luck smiled on him in 2022 wet season through Mr. Abubakar, the Indorama staff covering his area who approached him for demonstration on his field. He remains grateful to Indorama for featuring him in what he described as Indorama goodwill, noting that the demonstration brought both immediate and future benefits.

"I have been farming rice both raining and dry season, although not minding the variety and other necessary considerations but when I was approached by Mal. Abubakar, the Indorama staff about establishing demo on my farm, I was provided with every input needed from seed, pesticides, NPK

fertilizer and their new product NEEM COATED UREA (which was the main reason for conducting the trial to show its efficacy), and also given instruction on how best to cultivate rice right from nursery establishment to this present moment. I have nothing but to thank Indorama for this kind gesture." - Mallam Naziru Bala (Augie LGA, Kebbi State).

"Thank you Indorama, and may Allah bless the Company, I have promised to stick to the knowledge gained and also be an advocate for the Neem coated urea, as it is the best fertilizer I have ever used ever since I started using inorganic fertilizer.

From Ayamelum, Anambra State, **Mr. Benard Udegbumam** can't thank Indorama enough for the opportunity to be one of Indorama's model farm beneficiaries in 2022. He recalled the fear expressed by other farmers in the community about the authenticity of the project as the packages were too good to be true. In his words, the only reason I accepted this initiative on my farm was because I am ever open for innovations to improve my current practices, being part of this journey has however opened my eyes beyond the ordinary and I am grateful to Indorama for their farmer-centric empowerment programs.

Few weeks into the journey, the result from the field was amazing right from the vegetative stage as the rice plants grew rapidly and greenish throughout the farm which stood out among other rice farms in the cluster. "This was attributed to the efficacy of Neem Coated Urea and I got a record high yield during harvest. I wish to express my gratitude to the Indorama management for all the inputs provided for the model farm and the best agronomy training given to farmers in our community. These kind gestures are highly appreciated," he said.

He expressed optimism that Indorama Neem Coated Urea will experience high patronage in the community because of the position it occupies in the farmers hearts.



COVER STORY

By DR. TITILOPE OYERINDE & SWAPNIL SURYAWANSHI

Indorama Fertilizer and its CSR

...Provides 25,000 SATO toilets to Farming Committees

The Nigerian government unveiled a National Action Plan in 2018 to provide safe, sustainable sanitation and hygiene services to Nigerians by 2030, with the goal to put an end to open defecation by 2025.

Significant mobilization will be necessary to accomplish these aims. Fortunately, the ambition for better services may be supported by the networks, resources, and innovation of the private sector.

Reflecting a shared belief, SATO - a global provider of affordable and sustainable toilets and handwashing products and the largest fertilizer producer in Africa, Indorama, have joined forces to deliver improved and quality hygiene and sanitation solutions for local communities in Nigeria.

Under the partnership, Indorama will purchase SATO's innovative toilets and distribute them through its extensive network of Agro dealers. Farmers, their workers, and their families in Kano, Bauchi, Sokoto and Zaria.

They will now have access to affordable and water efficient sanitation systems that are easy to use and maintain.

With 25,000 toilets now in situ, Indorama plans to build an additional 25,000 SATO toilets annually over a four-year period. Furthermore, 400 masons will be trained to carry out the work; creating a legacy that will support broader sanitation infrastructure for years to come.

Over 400,000 people will benefit from using the SATO toilets installed at the end of the four-year period, which will result in the creation of jobs, a decrease in open defecation, and diseases such as cholera, diarrhea and typhoid.

Commenting on the news, Michael Adegbe, SATO Country Manager, Nigeria said: "We're delighted to partner with Indorama on such a great and timely initiative. Communities across Nigeria lack adequate facilities to eradicate open



Dr. Titilope Oyerinde
Head of Agronomy Services

defecation by 2030.

This partnership is effective because it will not only provide access to quality sanitation and hygiene in places where it has previously been most limited, but also upskills the local communities.

By utilizing already-existing relationships with farmers to launch new products, other members of the community are given the opportunity to learn the value of hygiene and sanitation and are more willing to give them a chance."

In an interview at the World Toilet Summit, Dr. Titilope Oyerinde, Head of Agronomy Services at Indorama, Nigeria said: "We have been partnering with SATO since 2021 in improving water sanitation and hygiene services in rural communities.

Our farmers have quickly embraced the SATO pans because they recognize it is a more sustainable and healthier alternative to open defecation. In the future, we hope to see a Nigeria where everyone can live in cleanliness, safety, and health."



About SATO

We are SATO, part of LIXIL, an award-winning social business that has positively impacted the lives of more than 35 million people across 44 countries. Our purpose is to empower people everywhere to live a better life, every day, and to enjoy a brighter future through innovative sanitation and hygiene solutions. We do this by designing affordable, sustainable, and accessible products based on the specific wants and needs of our customers. We are proud of our impact and aim, with LIXIL, to improve 100 million lives by 2025 through sanitation and hygiene. Press contact details: satoafrica@hudsonsandler.com



About Indorama

Indorama Corporation is one of Asia's leading chemical companies operating across Asia, Europe, Africa and Americas. Indorama Eleme Fertilizer & Chemicals Limited (part of Indorama Corporation) operates two world's largest single train urea plants, making it the largest urea producer in Africa.

Through its extensive Agricultural extension activities spread across the country, the company has educated more than 4 million farmers since it started operations in 2016.

Our Model Farms have greatly helped to increase Food production in Nigeria

- **Munish Jindal, CEO, Indorama Fertilizer**

What is the secret of the Indorama Fertilizer Model Farms?

Model farms are special field demonstration championed by Indorama Eleme Fertilizer and Chemicals Limited (IFL) across Nigeria. The initiative is used to educate the farmers and show them practically how to deal with farm related issues like, soil health, plant nutrition, best agronomic practices, seed sourcing, fertilizer and its application principles, climate change, agribusiness, pest and disease management.

The model farms are being carried out with standard operating procedure of crop in question and standard research data collection template is designed to collect appropriate data right from land preparation to harvesting. IFL supports the selected farmer with all required farm inputs such as hybrid seed, herbicides, fertilizers, insecticides, Neem Coated Urea (NCU) and agronomist in-charge provides technical support for the farmers to ensure good management and accuracy of data. The main aim of model farm is to establish a farm that demonstrates best agricultural practices thereby increasing the fertilizer use in Nigeria.

What are the contributions of the Model farms to Nigeria's crop harvest since they were introduced?

The model farms and the neighboring farming communities that adopt the same practices have confirmed the increase in yield compared to their normal practices in all types of crops examined. Maize Model Farms recorded average yield of 4.62 ton/ha (North Central), 4.27 ton/ha (Northwest) and 3.97 ton/ha (South). Compared to farmers field, Maize Model Farms gave % yield increase of 39% (NC), 48% (NW) and 70% (South). Rice Model Farms



recorded average yield of 5.6 ton/ha (North Central), 5.8 ton/ha (Northwest) and 5.7 ton/ha (South). Compared to farmers field, Rice Model Farms gave % yield increase of 42% (NC), 29% (NW) and 33% (South).

How has Indorama fertilizer done in the market in recent past in the face of competition?

The IFL Marketing strategy is quite robust and equipped to tackle the difficulties of any form of competition in the Nigerian fertilizer market. IFL's domestic marketing strategy is supported by four solid pillars: a strong pricing strategy, effective branding and marketing communications, and agronomic assistance to farmers through various extension programs and trainings. To set its products apart from those of its rivals in the Nigerian market, IFL also offers value-added Fertilizers like Neem Coated Urea. Since IFL began

urea marketing in Nigeria, it has maintained a market share of 75-80%.

As CSR Initiative, Indorama and SATO have provided 25,000 innovative SATO toilets to Rural Communities in some parts of Northern Nigeria. What are the benefits of these toilet facilities; and when can they be extended to more communities?

Globally about 4.5 billion people lack safely managed sanitation. It is estimated that over 1 in 5 people around the world lack access to basic toilets. In lower- and middle-income countries (LMICs), people often embrace open defecation and share dry pit latrines, or basic holes in the ground, that lead to health problems. Lacking improved water, sanitation, and hygiene (WASH) infrastructure leads to the spread of WASH-related diseases that remain among the major causes of mortalities. Approximately 53% of the urban population in LMIC still relied on on-site, unimproved sanitation, such as unimproved pit latrine and open defecation.

To meet the United Nation's Sustainable Development Goal 6.2 – achieving access to adequate and equitable sanitation and hygiene for all and to end open defecation by 2030 – investment in WASH must quadruple. Indorama have identified an innovative solution to solving this challenge in Nigeria. IFL has been partnering with SATO since 2021 in improving water sanitation and hygiene services in rural communities. Our farmers have quickly embraced the SATO pans because they recognize it is a more sustainable and healthier alternative to open defecation. In the future, we hope to see a Nigeria where everyone can live in cleanliness, safety, and health.

PHOTO GALLERY



01



02



05



06



09



1 and 2 – When officials of DPR paid a recertification visit to Indorama.
 3 and 5 – Visit of Ministry of Labour officials – **Mr Pradeep Ekka** presents souvenir to the South-south zonal director, **Dr. Pius Imue**, while Indorama personnel applaud.
 Pix 4 – (left to right) **Dr. Mahendra Jain**, Head of Environment, **Engr. Andah Wai-Ogosu**, environmental consultant, **Carl Kpedem** and **Luke Eze** when officials of Rivers State Ministry of Environment visited.
 6 and 7 – **Dr. D.O. Akinola** of the Federal Ministry of Health speaking when his team visited Indorama recently.



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- 9 – When officials of the new DPR (NMDPRA) came on familiarisation visit to Indorama. **Mr. I.L. Tuboalabo**, team leader speaking.
- 8,10 – **Mr. Innocent Kpedem** responding to officials of the NMDPRA while other Indorama officials listen.
- 11 – **Mr Deepu Sivadas** (left) and **Dr. Jossy Nkwocha**, when they received visiting Council members of MAN Rivers/Bayelsa States’ branch.
- 12 - Indorama Fertilizer officials during the visit of officials of NSA and FMITI. Right to left – **Prakash Chandra** of Ammonia; **Dr. S. Srivastava**, Marketing and Sales; Balaji Rao of Safety and Swapan Das of Technical Services.

“Admin department helps in cost optimisation!”

...Mr Chandan Kumar of Admin Dept

I joined the Administration Department of Indorama-Nigeria group in January 2018. It was a dream job for me. After being here for five years I have come to realise that working with Indorama is much more than I thought it would be. Indorama is a company anybody would love to work with.

Working with Admin department gives you opportunity for great exposure as you have a chance to interact with all staff, junior, middle management and top management.

As Admin staff, you are associated with every staff of the organisation; you know all staff, even if not by name but by their faces because of the privilege of being able to interact with all staff by virtue of the admin work.

I must confess that coming to Indorama and this admin department five years ago, what I met on ground was more than what I expected in the sense that everyone is friendly and supportive, like one big family; I have never felt alone. In this admin, our leaders guide, are



I must confess that coming to Indorama and this admin department five years ago, what I met on ground was more than what I expected in the sense that everyone is friendly and supportive, like one big family;

supportive and help us to grow in our roles.

It has been a great experience working in Indorama, especially the Admin department.

The admin department is very important to this company. It has access to every employee of this company and facilitates their welfare, addresses their grievances and generally ensures that employees are happy. You know, when people are happy, they produce the best output irrespective of the challenges they face.

The Admin department is open to the challenges of all staff, to resolve issues and ensure that all personnel are in the right frame of mind to deliver on their responsibilities. Admin department contributes immensely to checking and optimising the cost of operations and facilitating increased productivity through its functions.

For instance, if one is working in Mechanical department for instance, and the person is not happy with either their accommodation, canteen services, welfare, transportation facility etc their performance may likely go down, which in turn will negatively impact production and profit margin.



“Learning, new knowledge keep us motivated to achieve goals for the company”

...Mr. Vinay Nalawade, Admin. Department

I joined Indorama-Nigeria in March 2014 and have been working in the Admin Department of the Company. In the day-to-day activities of the department, I am directly saddled with the task of supervising both staff and operations which include water supply within complex, procurement of furniture, office equipment, repair and maintenance of these items for plant and estate.

Others include complete travel management of the company: staff and government officials, planning, scheduling, and promoting office events such as meetings, conferences, workshops, etc. We also take care of GSM lines, courier management, hotel booking for the staff and government officials.

Our tasks also involve transport taking cognizance of seamless movement of staff, contractors, and visitors within and outside the complex. We also ensure that the fleet of vehicles available are maintained as per the laid down standards.

The estate management team

ensures that the staying experience for all the staff and their families are well taken with utmost care. We also take care of feeding arrangements for the staff through the canteen team that operates almost 24/7 with world class chefs.

Admin department ensures that the organizational activities are smoothly and efficiently ran. One of the primary goals of the department therefore is to direct, control and supervise the support services with a view to facilitate holistic successes in the company.

We achieve this goal by ensuring effective and efficient communication network in all facets of the company. No notable challenge has been reported in the course of our jobs. However, whenever we are faced with any issue, management and senior staff are always available to proffer solutions. We provide timely supports and feedback mechanisms in all operations.

I feel proud to be part of Indorama –Nigeria family. With confidence, I can categorically say that the time we are

spending in the company is the best in terms of professional experience, skill acquisition and personal life. There are lots of opportunities, learning, knowledge and challenges which keep us motivated to achieve more goals and objectives for the company.



“Without admin nothing happens here!” - Ifeyinwa Ofordu

Administration is the fulcrum of this organisation. Without admin nothing happens here!

Specifically, I handle local and international ticketing, ensuring that all nationals and expats with due approvals get flight tickets to their destinations. I also arrange flight tickets for official engagements for our staff who need to travel for training, hospital visits, conferences, seminars and workshops etc. I work closely with a travel agency.

Once flight arrangement and timing are done and agreed with the beneficiary, I immediately schedule on Excel sheet which we update daily basis and prepare invoices to facilitate payment for the travel agency. I also use Excel sheet to track movement of our vehicles, and



with that prepare vehicle budget for a new year to help the company plan ahead.

I am also the department IMS Coordinator. I set up Admin IMS documentation from scratch, including the SOP, Level 1 and Level 4 documents, job descriptions and departmental organogram etc.

The challenge I face is that of time. And I overcome that with proper planning and time management. I also have the issues of network and sudden ticket request at any time in the day. To mitigate these challenges, the management provided me with a laptop.

In fact, I feel fulfilled working in Admin department because it provides a platform and opportunity to learn new things, innovate and adapt to change, which is constant in life.

Transportation is the Core of corporate movements – Mr. Osaro Emmanuel



The movements of goods, services, and personnel from one point to the other in a safe manner and rightful time are of importance to the department and the Company in general. In view of the foregoing, I have the responsibilities for the periodic engagement of the Federal Road Safety Corps (FRSC) to carry out their statutory mandate to prevent or minimize accidents through training and retraining of our drivers.

We introduce speed limits, speed snappers, spark arrestors for vehicles entering plant areas, carry out economic

cost implication of vehicles for hiring, generate and maintain data base of all company vehicles and moving machineries, liaise with mechanical maintenance regarding vehicle checks and advise.

We also liaise with Human Resources and Commercial departments in cases of scrapping of vehicles. Establishment of functional fleet workshop in the company would greatly reduce or eradicate the delay of contractors in attending to company vehicles. Furthermore, training and re-training of personnel would no doubt enhance productivity.

Logistics and hospitality are key Admin functions

– Mr. Dan Nsiegbe Justice

My two major responsibilities in the department are logistics and hospitality. Logistics involves the receiving and dispatch of all company's official documents and items (machineries, materials, samples, etc) through courier services. It is the modus operandi that the consignor fills the dispatch form which describes the nature and destination of the item (s) to be dispatched as per approval.

It's also our team's mandate to ensure that all items must strictly comply with all government rules and regulations. Furthermore, items received due to time band should be promptly delivered by us to

their respective consignees.

In general, late receipt of item (s) from consignor almost at the close of work makes prompt dispatch difficult and challenging. Also, bad weather conditions, traffic jam, delay or cancellation of flights amongst other factors have severally posed great challenges to the team

On the other hand, hospitality includes provision of hotel accommodation for all company official guests, secure and arrange venues for company's engagements such as training, union-management related meetings or negotiations, etc in well-secured, registered and government approved



places.

It is mandatory that our team collates feedbacks from our guests regarding their experiences while staying in the facilities provided.

However, our team commend the hotels and courier service providers for their resilience, commitment and giant strides over the years.



Materials inventory is very vital in administration – Chu Baby Grace

Raising material inventory voucher (MIV), requesting fuel slips, supervising, and issuing fuel slips, liaising with filling station dispensing personnel, generating fuel issuance reports and reconciling fuel records are my major duties and responsibilities. Others include processing of bicycle repairs,

coordinating, maintaining, and repairing vehicle and bicycle tyre.

Non availability of fuel due to industrial action embarked upon by some labour unions, have remained a major impingement towards the smooth delivery of fuel to our complex considering the number of vehicles in the company.

New Rivers State Environment Commissioner, Directors Inspect Indorama Facilities!

In a letter dated 12th December 2022, and signed by Pastor Emmanuel Fienemika, Director Inspectorate and Enforcement Department of the Rivers State Ministry of Environment wrote:

“I am directed to kindly notify you that the Hon. Commissioner of Environment, Rivers State Hon. Eke Emenike Geoffrey, Esq, will in accordance with Section 42 (1-7) of the Rivers State Environment Protection and Management Law No. 15 of 2019, visit your company/facility on Friday, 16th December 2022 at 9am with a team of directors in the Ministry.”

“During the visit, the Hon. Commissioner and his team of directors will inspect relevant facilities with potential operational impact on the environment and have a brief session of interaction with the Management of your Company on environment.”

On the D-day therefore, top Management team of Indorama-Nigeria

led by Mr Deepu Sivadas, the Chief Technical Officer (CTO), Dr. Mahendra Jain, head of Environment; Engr. Olu Anda Wai-Ogosu, Chief Consultant on Environment to Indorama; Mr Ashok Sharma, Head of the Quality Assurance & Quality Control (QAQC); Dr Jossy Nkwocha, head of Corporate Communications; among others received the commissioner and his team of officials.

At the reception, Mr. Sivadas informed the guests that Indorama was honoured to host the Hon. Commissioner who was newly appointed. He noted that Indorama has policies, procedures and equipment designs that do not permit any harm to the environment.

He also informed the Commissioner that Indorama submits its environmental compliance monitoring reports every quarter to the Rivers State Ministry of Environment and other regulatory authorities.

Thereafter, Dr Jain made a detailed presentation of the company's Environment profile, which showed clearly how the company maintains a sustainable environment. At intervals, the Commissioner asked questions, which were satisfactorily answered by Dr Jain and Engr Wai-Ogosu.

Since seeing is believing, the Commissioner and his team were conducted round the entire complex especially the Effluent Treatment Plant; the interlink between Indorama and the Okulu River, the flare stacks, which show clean operations and some air quality monitoring stations.

The Commissioner, although a lawyer was ready to see everything, and noted that he had already prepared to take some companies to court for infringing on the Rivers State 2019 Law on Environment.

In the case of Indorama, all that started well, ended well. In the words of the Commissioner: “We commend you for all you are doing. We came to Indorama to carry out inspection to see if Indorama is compliant with our laws and international conventions. We are under duty to also report to the House (of Assembly) on environmental issues,”

“Your green vegetation shows you have put things in order,” he said.

Other officials who were on the Commissioner's entourage include: Fienemika E. T; Sydney George Dumbari K; Dr K. O. Okoro; Hon. Stephen Achinite; Olowu Chijioke; Lekie Kinane; Fiberesimal.

At the Indorama side, other executives were Godspower Jaka who represented head of Community Relations & Development Mr Kendrick Oluka; Innocent Kpenden, Manager Logistics and Engr Luke Eze, a Plant Shift Superintendent (PSS); as well as Toyin Olansebe and Carl Kpenden, both of Environment Department.



Hon. Commissioner of Environment, **Hon. Eke Emenike Geoffrey** (3rd from left) listen as **Mr. PJS Bajwa**, (Head of Fertilizer Operations).

IEPL Wins another International Safety Award 2023 with Distinction!

SAFETY WORKS WHEN PEOPLE WORK TOGETHER



Indorama Eleme Petrochemicals Limited (IEPL) has once again won the prestigious International Safety Award (ISA) 2023 with Distinction.

The award came from the British Safety Council (BSC) and is given to organisations for demonstrating strong commitment to good health, safety management and wellbeing.

Indorama's Integrated Management System's Representative, Mr A. K Sharma broke the good news on 11th March 2023 and stated that this time, Indorama scored 50 out of 55 marks. "This is our 9th ISA award since 2014 and 5th with Distinction in a row," he said.

Mr Sharma further stated that "winning award from a renowned organization like the British Safety Council to maintain exemplary health, safety and wellbeing standards, once again, endorses our commitment."

The International Safety Awards have an extensive international reach.

The results showed that British Safety Council received 978 applications from various organisations spread across 44 countries.

The distribution of grades among the applications submitted in 2023 was as follows: Distinction -- 136 (14%); Merit -- 296 (30%); Pass -- 342 (35%) and Fail -- 204 (21%).

Mr Sharma noted that the percentage of Distinction awards in 2023 are 7% lower than 2022 (21%) and IEPL is one of 136 organizations awarded with Distinction. "It's a matter of pride to all of us," he said.

"Hearty Congratulations to the entire IEPL Team for achieving this award and maintaining high standards across the complex in the field of Occupation Health, Safety and wellbeing,"

Mr. Pradeep Pawar, head of Safety Unit at IEPL who coordinated the entire process with the British Safety Council (BSC) said the issue of safety in the company has always been a priority for

both top Management and all employees.

He singled out for commendation all HSEF (Health, Safety, Environment & Fire) Ambassadors, Safety Committee members, Heads of Departments (HODs) and other staff for following all the safety rules and regulation and maintaining excellent Occupational Health and Safety (OHS) and wellbeing records.

Mr Manish Mundra, Managing Director of Indorama-Nigeria was elated by the cheering news of the ISA 2023 award with Distinction. He congratulated Indorama-Nigeria team for a well-deserved award, which he says, shows the company's priority in Occupation Health, Safety and Wellbeing.

Mr Munish Jindal, Chief Executive Officer (CEO) of Indorama Fertilizer Limited (IFL) also responded to the award. "Congratulations to entire team for the prestigious award and certification," he said.

Both Mr Deepu Sivadas, Chief Technical Officer of Indorama-Nigeria and Mr A, B Rao, Technical head of IEPL also sent in their words of encouragement and elation to the entire Nigeria team.

"I commend Mr Pawar, the HSE ambassadors and indeed all our employees for working very hard to win this award for a record nine times. Hearty congratulations to entire Team-Nigeria," says Mr Sivadas.

And Mr Rao said: "I congratulate all our team members for this prestigious award and I remind them that we must continue to make safety, occupational health and wellbeing to maintain this leadership position".



■ AB Rao



■ AK Sharma



■ Pawar

Six Staff Emerge Winners in 2022 Employee Suggestion Scheme!

... Olefins Plant Wins the MD's Trophy



Nke Gomba



Dineshkumar



Okotie Ezekiel



Ighodaro Osaro



Nwabueze



Finebone

Six staff of Indorama Eleme Petrochemicals Limited (IEPL) namely Messrs Okotie Maro Ezekiel; Nke Gomba Benjamin Obey; Finebone Dagogo; Nwabueze Nathaniel and Ighodaro Osaro all from Olefins Plant and Dineshkumar Selvarji of Instrument Engineering have emerged winners in the 2022 Employee Suggestion Scheme (ESS).

Olefins Plant won the Managing Director's Trophy for winning the highest number of approved suggestions.

The suggestions were firstly approved at the Working Committee stage and subsequently approved for

cash reward and implementation by the Company's Steering Committee.

The letter of Congratulations signed by Mr. A.B. Rao, Technical Head, IEPL, reads in part: "Management appreciates your active participation in the scheme and urges you to continue to participate in the exercise as we continue the process of building and sustaining a world-class organization".

In separate interviews after receiving their cash prizes, the winners expressed profound happiness towards Management's commitment regarding the scheme.

Mr. Ezekiel who received the highest category award said: " I am

quite excited. I thank God for the privilege for the consideration of my suggestion by management."

Another awardee, Mr. Nke, said: "My two suggestions were approved by management for the growth of the company. I thank management for the scheme and its financial commitment."

Mr. Dineshkumar who was joyous for the award said: " The scheme is motivational and an excellent platform for expressing employees' innovative ideas. I thank management for instituting this knowledge-sharing scheme."

On his part, Mr. Osaro said: "With enthusiasm, I look forward to winning more awards in the future and that the scheme is a very encouraging one. Management should create more awareness of the scheme to all employees."

Mr. Nwabueze, another awardee, said: "The scheme has given me the privilege to think and originate suggestions for the operational needs of the company ". The implementation of approved suggestions and the financial rewards by management inculcate employees' belongingness in the company."

Mr. Finebone who expressed gratitude to the management for the consideration of his suggestion said: "The scheme is a very nice as it gives opportunities for meaningful contributions toward the growth of the organization based on field experience."

The Head of Department of Olefins Plant Mr Asit Ray said the employees in the Plant are very excited about the trophy and have vowed to keep it for 2023.

In all, 22 suggestions were received and evaluated by the two levels of committees.

NEWS

By CHINEDUM EMEANA

MAN RIVERS / BAYELSA
BRANCH
NEWS



Rivers / Bayelsa MAN Chairman, Vincent Okuku (left) with his team in a meeting with Indorama top management represented by Mr. Deepu Sivadas, Indorama's Chief Technical Officer, and Indorama representative at the MAN Council, Dr. Jossy Nkwocha.

New MAN Chairman Seeks More Cooperation and Support from Indorama

Newly elected Chairman of the Rivers/Bayelsa States' branch of the Manufacturers Association of Nigeria (MAN) and some of the branch Council members, on Friday, 9th December 2022, paid a familiarization visit to Indorama-Nigeria, owners of Indorama Eleme Petrochemicals Limited (IEPL) and Indorama Eleme Fertilizer & Chemicals Limited (IEFCL), which are strong members of the Association.

The Chairman Mr Vincent Okuku said the visit was meant to thank Indorama for its support over the years in all its advocacy for manufacturers in Rivers/Bayelsa States; and to ask for more support and cooperation for the new administration as well as to find out its challenges.

According to him, he and his team have also visited several other MAN-members companies in the state.

He further said that MAN cannot achieve anything without the support and cooperation of its member-companies, adding that over the years, both the Federal and State governments have come to respect the voice of MAN especially in asking for

conducive business environment for the manufacturing sector, which, he said, is the sector that creates employment and consumer goods for the economy.

"Our companies also pay huge taxes to both the States' and federal governments of Nigeria," he said.

Mr Okuku who was accompanied on the visit by the Executive Secretary, Mr Chibuzor Eze, and two Council members namely Chibuzor Chibuokem and Emeka Njoku noted that Indorama companies that are members of MAN have contributed immensely to the notable achievements recorded by the association at both the National and Local levels.

The MAN team was received by Indorama-Nigeria's Chief Technical Officer, Mr Deepu Sivadas, Indorama's representative at the MAN Council, Dr Jossy Nkwocha; Charles Igwe and Chinedum Emeana, both of Corporate Communications and Matthew Udoka of the Quality Assurance and Quality Control (QAQC) department.

Mr Sivadas assured the MAN team that Indorama-Nigeria would continue

to do its best to enhance the capacity of the Association in speaking for manufacturers in Rivers and Bayelsa States.

He also enumerated some of the achievements of the company especially its contributions in the supply of polymer resins which are raw material for many companies in Nigeria as well as Urea fertilizer for farmers across the country – the surplus of which is exported.

The major challenge of the companies, according to Mr Sivadas, is inadequate feed-stock (natural gas liquid -- NGL) supply, which has adversely affected its production of polymer resins.

The team was later taken on a facility tour of the petrochemicals' plants, the polyethylene bagging unit as well as the fertilizer plants, the Train 2 state-of-the-art Control Room and the fertilizer bagging section.

Mr Okuku stated that the Indorama facilities are amazing and working without any hinderances. "Even the greenery environment makes the place so beautiful," he said.

American Safety Society holds Conference in Lagos

American Society of Safety Professionals Nigeria Chapter

PDC 2023
Professional Development Conference/Exhibition

Theme:
"Transcending the Challenges of Artisan Refineries and Refining of Crude Oil in Nigeria for a Sustainable Environmental Future".

KEYNOTE SPEAKERS

Christine Sullivan
CSP, ARM
ASSP President

Mr. Deepu Sivadas
Chief Technical Officer
Indorama Eleme Petrochem. Ltd and Indorama Eleme Fertilizer & Chemicals Limited

Engr. Tukur Mohammed Lawal Funtua
Managing Director
Nigeria Communications Satellite (NIGCOMSAT).

Dr. Victor Dare

Dr. Olumuyiwa Akinrole Oludayo

Prof. Best Ordinioha
University of Port Harcourt

Prof. Babji AbduSALAM Magaji
B.Sc., M.Sc., Ph.D., (Human Physiology) MPH, MAd, MDRM, MBA, MLCJ, DALE (ABU), PGDE, ADLS (BUK), MPEN, MNEN, MWASR, MSONA, MBIRD, MESH, MSYN, TRICK, MADRHA, FOSHA, FDMSS, FISEN, ABU Zaria

27th - 29th April, 2023

Sheraton Ikeja Lagos

Registration: Jan. 1st to April 28th, 2023
Members - N45,000 | Non-members - N55,000
ASSP student members Registration N15,000
Registration Link: <https://nigeria.assp.org>

Account Name: American Society of Safety Professionals - Nigeria Chapter
Account Number: 0017496725
Bank Name: Sterling Bank Plc.

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In addition, Engr. Charles Osuji, also of Indorama, will be delivering a paper titled "Enhancing Process Safety with Digital solution" at the conference.

The invitation of Mr. Sivadas was an aftermath of the visit of the leadership of the Nigeria chapter to Indorama Complex on October 4th, 2022. During the visit, the CTO and Engr. Osuji presented the safety status, ideals, and achievements of Indorama Eleme Petrochemicals, and also the focus area of improvement of the company with safety integration in all aspects of Indorama operations.

The American Society of Safety Professionals (ASSP) is a global association of occupational health and safety (OHS) professionals. It is one of the oldest associations of safety and health professionals.

Established on 25th March 1911, the association in the past 111 years has exhibited excellence in supporting OHS professionals in their advocacy and effort to prevent workplace accidents, injuries, illnesses and fatalities across social and industrial sectors.

In its continuous effort to advance safety advocacy, ASSP conducts a national chapter and Global professional development conference and exhibition every year in Nigeria, as well as other country chapters, with the global conference/professional development and exhibition holding in America, the home base of the society.

At the 2023 conference, Indorama will be among exhibitors to showcase our "Essential materials and better lives" products, in addition to the rich safety ideals and commitment that has made it a company of pride in Nigeria and Africa, with records of milestone safety achievements locally and internationally. It is indeed an opportunity to showcase Indorama's rich and advancing improvement commitment to safety at work for workers and all stakeholders.

The Nigeria Chapter of the American Society of Safety Professionals (ASSP) holds her Professional Development Conference / Exhibition for 2023 at the Sheraton Hotels Lagos from 27th - 29th April, 2023.

Indorama's Chief Technical Officer, Mr. Deepu Sivadas will Co-chair of the event as Special Guest of Honor alongside the Managing Director of Nigeria Telecommunication Satellite (NIGCOMSAT), Engr. Tukur Mohammed Lawal Funtua.

ASSP's global president, Christine

Sullivan (CSP & ARM) and a host of other globally rated safety professionals are expected at the conference.

Mr. Sivadas will be addressing the conference on Indorama's operations, achievements and the company's commitment to safety as a core business strategy essential to running a giant integrated petrochemicals complex, housing the two largest trains of fertilizer plants with milestone achievements of millions of man hours without LTI across the entire complex for many years.

PP Plant sends off Ashok Mohapatra and Nitin Icchaporia after years of meritorious services



Mr. Mohapatra and Mr. Ichaaporia, both on traditional attire (middle) in a group photograph with colleagues.

December 21, 2022, would remain ever-green in Polypropylene (PP). On that day Mr. Ashok Kumar Mohapatra, the Plant Head, and Mr. Nitin Icchaporia, the Plant's Chief-in-Charge were jointly sent off after years of meritorious service.

Engr. Eugene Viele of PP Process who acted as moderator of the event, thanked everyone for finding time to attend the occasion at short notice.

In a commendation of Mr. Mohapatra, Aiyede Shegun also of PP Process described him as an erudite Plant head and a guru in Polypropylene (PP) Plant production process.

Mr. Shegun Aiyede recalled Mohapatra's sacrifice of time and comfort during operational upsets, his willingness to take charge of the control room panels and rushing back to the plant during silent hours whenever the need arise. Mr.

Aiyede further described him as a mentor whose calmness, kindness and empathy remain unmatched. "Furthermore, as a leader, the celebrant

severally demonstrated exemplary, selfless leadership and humility", he said. He wished him a happy retirement life and chanted "for he's a jolly good fellow".

In another speech, Mr. Vincent Uwuigbe enumerated his cordial working relationship with Mr. Mohapatra, which dates back to the days of the then Eleme Petrochemicals Company Limited (EPCL) in 1991.

Also speaking, Mr. John Osaro lauded the strides of Mr. Mohapatra toward the successful running of the plant. In the same vein, Eniafe Babajide noted that the calm, cool and open-minded dispositions of the HOD contributed in no small measure in his achievement of smooth operation of the plant.

Mr. Eze Charmi of PP Mechanical applauded the listening ears of the HOD regarding the welfare of the employees and stressed that same tempo should be vigorously maintained in the department. Mr. Adeleye Alo of PP Process appreciated both celebrants' roles in plant operation and sustenance over the years.

Mr. Vishwas Patil of PP Mechanical described the celebrants as calm, articulate and very nice fellows.

Mr. Dinesh Kumar of PP Electrical on his part, commended the way the celebrants supported each staff in their jobs to achieve success.

Thereafter, Mr. Dinesh Bhakat lauded the retiring HOD, whom he said freely allows individual initiatives in the plant operations. He further noted that Mr. Mohapatra's advise would be required from time to time.

Engr. Viele noted that the retirement of the celebrants has created a great vacuum in PP Plant. He therefore appealed to Mr. Mohapatra that despite his retirement, he should always be accessible and ready to assist the department wherever he is called upon.

Charles Igwe of Corporate Communications recalled how Mr. Mohapatra and Mr. Icchaporia with their disposition of humility, concern, love, technical and professional acumen aided him to promptly assimilate the required capacity, reliability and prowess regarding Polypropylene (PP) Plant operation upon the assumption of the position of Plant Shift Superintendent (PSS) in 2015. He wished both celebrants well in their future endeavours.

The soft-spoken Mr. Icchaporia in his response appreciated the huge love and honour accorded him at the occasion and lauded the friendly relationships of all staff while working in Indorama- Nigeria.

On his part, the retiring HOD firstly apologized to whosoever he had disappointed or failed noting that "we are humans". He further stressed his indebtedness to all during his working life in Nigeria and finally advised that team spirit should be vigorously pursued by all to achieve prosperity for both the employees and the company.

Dr. Viele moderated the toast of prosperity, good health and long life. Thereafter, closing prayer by Mr. Aiyede, merry making, presentation of gifts to the celebrants and photographs followed.

Logistics Dept Bids Farewell to Duson Efeeloo and Yabrifa Lawrence



Staff and associates of Logistics Department of Indorama Eleme Petrochemicals Limited (IEPL) on Friday 25th November 2022, organised a warm get-together to celebrate two retired employees from the department --- Duson Efeeloo and Yabrifa Lawrence.

They were showered with love, prayers of goodwill, tributes, advise and best wishes by their colleagues.

Mr. Kelvin Iwariso, a manager in the department thanked them both for their commitment to ensuring that Logistics always achieved its productivity targets, and their part in helping to accentuate the strong bond of love that exists among personnel in the department.

He noted that though they were dearly loved and would have wanted them to continue their service, but in every journey, there is usually an exit point. He wished them well in their endeavours after retirement.

Mr. Ankit Verma on his part recalled a cordial and friendly working relationship with the two celebrants, especially their strong work ethic and discipline.

Mr Kenechukwu Ujam reminisced about his professional development as a result of his close working relationship with Mr Duson who was always ready to share his knowledge and train others. He added that he has good memories working with both men and prayed for their wellbeing in retirement.

Mr Emmanuel Mezu noted that both men were a blessing to the Logistics department.

Taking a different approach, Mr Paul Nwankwo advised Yabrifa and Efeeloo to conduct themselves carefully and manage their finances prudently and beware of praise singers who may be targeting their retirement benefits. He counselled them to cut their coat according to their sizes.

Chief Cyrus Tanwi also hailed them for their cooperation with other staff and prayed for them to have a happy retirement. Mr. Chinedum Emeana of Corporate Communications shared his experience collaborating with both men, highlighting their professionalism, cooperativeness, and peaceful disposition.

Earlier, the Master of Ceremony, Mr Golden Osaromube, had requested the celebrants to share their experiences. Mr. Efeeloo who spoke first said he worked with everyone happily, even though he noted that there was some friction as was common in human relations. He acknowledged that the send-forth is a reflection that the people he is leaving behind are happy with him as he is happy with them.

On his part Mr Yabrifa noted that the Indorama is one place where everyone who joins knows his termination point from the beginning. He added that his adventure in the company has been both smooth and rough, observing that it is good that any friction in the workplace should be forgiven, stating that he has forgiven everyone that offended him.

He urged all the personnel still in the department to continue to strive to ensure that productivity targets are met. The event was rounded off by presentation of gift items to the celebrants, sumptuous entertainment, and group photographs.



Mr. Sharma (with ceremonial walking stick) in a group photograph with colleagues led by Mr. Ekka on his left.

Colleagues Celebrate Dhaniram Sharma of I.T. Dept. as he Retires from Indorama

It was a great moment on Thursday, 20th October 2022 when colleagues and friends of Mr Dhaniram Sharma of Information Technology (IT) department celebrated him as he retired from the services of Indorama-Nigeria after 16 years of being a great facilitator for the operations of many departments.

Indeed, staff from various departments and Plants joined his immediate colleagues in the IT department to give him a rousing send-forth where they poured worthy tributes on him, and filled the QAQC Conference room with pleasant banter and hearty laughter.

Mr. Pradeep Ekka, Head of Function of Human Relations, recalled Sharma's commitment to the success of the company and how he was willing to sacrifice his personal family time, if required, to ensure the smooth running

of various operations.

He testified that the celebrant is a very decent and upright person who was a remarkable member of the Indorama-Nigeria family.

Both Mr. Uche Otobo and Mrs Imaobong Nwogbo of IT department were full of encomium for the man they shared office space with for several years. From their speeches, you would realise that Mr. Sharma is truly loved and respected by his colleagues.

Mr Fineman Ebiekwa of HR department described Sharma as an "IT guru", adding that it was sad that he was leaving the company. He further noted that Mr Sharma's collaborative work with Payroll contributes immensely in ensuring that remunerations are paid staff as at when due.

Several other colleagues, including Chinedum Emeana, of Corporate



Communications, spoke glowingly about Mr Sharma's personality attributes such as calmness, humility, hardworking, and willingness to lend a helping hand in troubleshooting any I.T challenges in the company.

In his response, the usually taciturn Mr Sharma, who was filled with emotion, in his soft and gentle voice, expressed his deep appreciation to his colleagues and others from other departments who gathered to celebrate him.

He urged them all to continue to give their best to Indorama to maintain its world-class status.

The event was rounded up with group photographs and light entertainment.

SOCIALS



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1 & 5 . Logistics gather to celebrate their departing colleagues - Duson Efeeloo and Yabrifa Lawrence and raise a toast in honour Duson Efeeloo and Yabrifa Lawrence .

2. Mr. Debo Ajaguna of HR (right) and Mr. Dennis Echendu (left) with Christian Okpe (both of IT) celebrating with Mr. Sharma .

3. Sharma 1- Mr Pradeep Ekka presents a souvenir to Mr Dhaniram Sharma of IT department during his sendforth get-together. He is flanked by Mrs Eucharia Christian of HR (right) and Ifeyinwa Ofordu of Admin .

4. Staff of Olefins Plant celebrating winning the MD's trophy in the 2022 Employee Suggestion Scheme

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