

Oil Minister Commends Indorama For Effective Gas Utilisation!



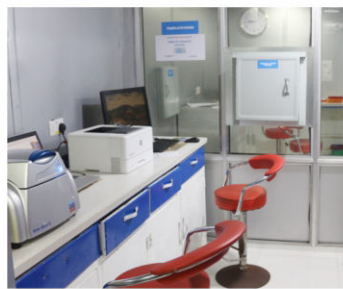
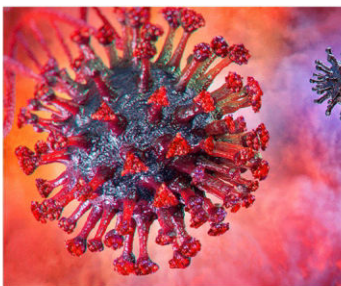
INDORAMA - NIGERIA

IMPACT

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How Indorama Is Helping Nigeria To Fight COVID-19



- DPR Renews Indorama's Operational Licenses

- NIPC Officials On Verification Visit to Indorama Fertilizer

Message from the MD



Manish Mundra
Managing Director (Nigeria) and / CEO (Africa)

It is such a pleasure to welcome everyone back to our IMPACT magazine, which was suspended due to the Coronavirus pandemic otherwise known as COVID-19, which ravaged the entire world and crumbled many economies and businesses from March 2020 to the end of the year.

Although the pandemic is yet to abate completely, there is some respite; hence we are reintroducing our quarterly publication, Indorama-Nigeria IMPACT magazine.

We at Indorama were quite proactive about the pandemic. Immediately the Federal Ministry of Health (FMH) announced on February 28th 2020 that the disease had entered Nigeria, our Management took various proactive

measures to ensure that all our staff, associates and their families were safe by introducing various preventive guidelines.

While some of our employees were asked to work from home, a few others were working onsite all through the lockdowns to ensure that some critical operations were carried out, for instance our Human Resources, Security, Welfare, HSEF, Utilities and the production and distribution of polymers and fertilizers, which were needed across the country.

It was the height of diligence, courage and commitment to work. I commend the efforts of such persons.

It is heartwarming that in the midst of the pandemic, Indorama established world-class

Molecular Laboratory and Isolation Centres with state-of-the-art medical equipment, which were approved by both the Rivers State Ministry of Health and the Nigeria Centre for Disease Control (NCDC). Out of the 70 Molecular Labs across the country, NCDC rated it the third best.

Everything we have done in this regards is part of our Corporate Social Responsibility (CSR) in helping Nigeria in fighting the COVID-19 pandemic to save lives.

Our Corporate Communications team has captured our humble efforts in this special edition of IMPACT magazine.

Away from the COVID-19 efforts, I was elated to receive Nigeria's dogged Minister of State for Petroleum Resources, Chief Timipre Sylva who paid a surprise visit to our complex in October in the heat of the pandemic.

He was excited about what he saw and commended Indorama for effective utilization of Gas resources in its production of petrochemicals (polymer resins) and fertilizers. Our Corporate Communications team has also captured this visit very succinctly in this magazine.

The COVID-19 pandemic dealt a deadly blow on various corporate organizations in 2020. We too at Indorama-Nigeria were not spared.

Our polymer production was hardly hit because of the paucity of gas feedstock from our suppliers.

I am happy to announce to our numerous customers that we are gradually overcoming the gas shortage. It's time for our customers to smile again!

It is heartwarming that in the midst of the pandemic, Indorama established World-Class molecular laboratory and isolation centres with state-of-the-art Medical Equipment

The year 2021 promises to be a better year. I enjoin all our stakeholders -- contractors, customers, regulatory authorities, community people, technical and financial partners, among others to continue to cooperate with us and support us to achieve our tasks and targets for the year.

I also enjoin all our employees to work harder, show more diligence and faith. Together we shall WIN again and again!

Welcome to the First Quarter of 2021.

Yours,

MANISH MUNDRA
Managing Director / CEO (Africa)



Feedback

LETTERS TO THE EDITOR

Please send to us your reactions to articles published in this edition of the magazine. We shall publish such reaction or comments in the Letters to the Editor column of our next edition of Indorama-Nigeria IMPACT Magazine.

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Editor's Note

Dear All, we are happy to be back! The COVID-19 pandemic disrupted production of our darling IMPACT magazine.

So, this is like a special edition, containing many juicy stories of the activities of Indorama-Nigeria. In spite of the COVID-19 saga, Indorama operations still went on, and various regulatory authorities continued to come on inspection.

Our lead story (or Cover story) is "How Indorama is helping to fight COVID-19 in Nigeria." It is perhaps the best form of Corporate Social Responsibility (CSR) by any corporate Organisation in Nigeria. The stories, interviews and photos, which are all in this edition, speak for themselves!

The surprise visit of Chief Timipre Sylva, the Hon. Minister of State for Petroleum Resources to Indorama Complex even in the heat of the COVID-19 scare, was quite a milestone for the company. Since that visit, he has become a corporate ambassador of the company, asking everyone to copy the Indorama model in the effective utilization of gas. It's a story you must read!

Many Federal Government agencies have also come on inspection. They include the Department of Petroleum Resources (DPR), National Authority on Chemical and Biological Weapons' Convention, the Nigerian Investment Promotions Council (NIPC), Inter-ministerial Committee of the Federal Government; Federal Ministry of Finance, and the Federal Ministry of Agriculture and Rural Department.

Please take your time to enjoy the magazine and send us your comments to jnkwocha@indorama.com.ng.

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Jossy Nkwocha
Editor-in-chief

Oil Minister Visits Indorama, ...Commends Company for Effective Utilization of Gas Resources!



Minister of State for Petroleum Resources, Chief Timipre Sylva and his entourage at the left side of the table and the Managing Director of Indorama-Nigeria Mr. Manish Mundra and other top executives of the company receive the august visitors at the Company Boardroom.

It was an eye-opening visit by the Minister of State for Petroleum Resources, Chief Timipre Marlin Sylva to Indorama-Nigeria operations in Port Harcourt, Rivers State on Thursday, 9th October, 2020.

According to him, he had heard so much about the company and decided to see things for himself. His main interest was how Indorama utilizes gas resources for its manufacturing activities.

The Minister and his entourage were received at the Indorama Petrochemicals Complex in Eleme by top officials of the company led by the Managing Director, Mr. Manish Mundra.

All the COVID-19 preventive protocols were observed, and the visit was not as elaborate as it ought to be.

The Minister was conducted round the company's petrochemicals and fertilizer plants by Mr Mundra. The Minister said it was heartwarming for him and Nigeria to have Indorama utilizing gas resources in a true sense of value-addition for its production of petrochemicals and fertilizers.

“Indorama-Nigeria presents a very good example of how the

abundant gas resources in the country could be effectively utilized to impact the economy positively,” he said.

Chief Sylva who spoke to journalists after the facility tour said the purpose of his visit was to see how the company was utilizing gas to create value in different sectors of the Nigerian economy.

“What I have seen here is heartwarming for me and this country. I have had a lesson in value addition. I was here by 2005 in the old Eleme Petrochemicals Company and I saw the plant, an ailing plant at that time.

“But what I have seen here today is very marvelous, a lot has happened here, they have added a lot of trains, and added Urea fertilizer plant and other facilities”.

The Minister said the federal government was also very happy to see that Indorama-Nigeria is living well and peacefully with its host communities.

Answering more questions from journalists, the Minister said: “I must say that this is very welcome value addition to our economy, they are doing very well. They have invested over \$3 billion and plan to invest over \$6 billion in the Nigerian economy.



Mr Manish Mundra, MD makes a presentation to the Hon. Minister and his entourage

The Minister said Indorama's over \$3 billion investment has really helped Nigeria through creation of job opportunities, revenue to government, as well as supply of polymer resins to industries and fertilizers to farmers.

Chief Sylva said that Indorama is already partnering with the Nigerian government in supplying Urea fertilizer to the government (Presidential Fertilizer Initiative - PFI) and that partnership has really helped in no small way in developing the rice production sector.

"You can see that in just few years, Nigeria has become self-sufficient in Rice production and that is also because of the huge support we get from Indorama."

"They have also created a lot of jobs here and a lot of value here. We are very happy with them and we hope that this can be replicated everywhere around the country".

"I have always said that effective utilization of gas is the way to diversify our economy and I have seen it practically today because the polymers (petrochemicals) they produce here is raw material for other industries; and the fertilizer they produce is raw material for the agricultural sector".

"You can see that effective gas utilization is at the foundation of expanding our economy and we hope that this can be replicated in other parts of Nigeria."



Plant tour



At the Product display room of Indorama-Nigeria



The Minister said he had also noted the challenges facing the company and promised that government would look into them.

Managing Director, Mr. Manish Mundra assured the Minister that Indorama-Nigeria was focused on its vision of building the largest petrochemicals and fertilizer hub of Africa in Nigeria, and would continue to do Nigeria proud.

How Indorama

is Helping Nigeria to Fight

COVID-19!

**Builds and Equips
Molecular Laboratory
& Isolation Centres**

**Embarks on Continuous
Testing of its Employees
and Associates.**

**Involved in COVID-19
Vaccination for Employees
and Associates!**

**NCDC Rates IML
3rd in the Entire
Country!**

Indorama-Nigeria, owners of world-class Indorama petrochemicals and fertilizer plants in Port Harcourt, Rivers State, has made, and still making serious efforts in helping Nigeria to fight the devastating Coronavirus pandemic otherwise known as COVID-19.

At the peak of the pandemic in 2020, the company built and equipped a state-of-the-art Molecular laboratory and two isolation centres accredited by the Nigeria Centre for Disease Control (NCDC) and the Rivers State Ministry of Health.

NCDC inaugurated the Indorama Molecular Lab (IML) on 18th July 2020 and announced that it had

inaugurated 58 of such laboratories in 30 states of the country.

Dr S.C Basu, Head of Indorama Medical Services, noted that since the IML and isolation centres were commissioned, they have been deployed to helping to fight COVID-19 in Nigeria by testing, treating and monitoring positive asymptomatic or mildly

symptomatic patients.

The IML has been testing all Indorama employees and associates numbering about 7,000 every 10 days. This ensures that the entire workforce is safe through the regular testing and adequate treatment for anyone found positive for the Virus. This helps to prevent community spread of the deadly virus in the company, the Eleme community and in Rivers State in general.



The company is now also involved in administering the COVID-19 vaccines to its employees and other associates.

According to Dr Basu, some of the high-tech medical equipment at the IML include PCR machine, Automatic RNA Extraction machine, and Biosafety cabinets, among others.

Equipment at the main Indorama isolation centre, he added, include Ventilators (2), ABG machine and Digital Xray, etc.

There are eight (8) bed spaces at the main isolation centre, including two (2) Intensive Care Unit (ICU) beds. There is another 12-bed isolation centre for minor cases.

From records released by Dr Basu, the Indorama Molecular Lab (IML) has conducted 72,520 tests from Epid (week 29, 2020) –(Week 11,2021).

IML has moved up to 2nd position in the total number of tests conducted by any Molecular lab in Nigeria, though it started on week 29 in 2020.

“We are 2nd in weekly tests conducted by any lab in Nigeria since 19th Oct 2020,” the record shows.

“We have vaccinated 516 persons since 29th March 2021 and 100% of our expatriate staff present in Port Harcourt complex with 1st dose of Covishield Vaccine.

Indeed, NCDC's report for Week 40 ending Sunday 11th October 2020 showed that IML came 3rd among the 70 Molecular laboratories in the country, and placed Rivers State in the 2nd position among states/FCT with the highest sample testing.

“As at that date, out of 23,305 COVID-19 tests carried out by 70 laboratories across the country in Week 40,

Continued On Page 8



Indorama Molecular Lab (IML) did 1,666, and identified positive cases were managed successfully”

“A total of 23,305 tests were done in week 40 by 70 labs. NRL, Sahel labs and IML tested the most in week 40,” the report noted.

The report further noted: “A total of 23,305 samples were tested in week 40 by 36 states. Majority of the samples were from Lagos, Rivers and Katsina states, respectively. Kebbi and Kogi tested the least in week 40.”

As at Monday, 12th October 2020, Rivers State had 2,661

confirmed cases of COVID-19, out of which 2,481 patients were discharged and 59 deaths recorded, according to NCDC.

Dr. Karami Moses, a Physician who was working in Nigeria's largest Covid Hospital, the Lagos University Teaching Hospital (LUTH), is Director of the Indorama Isolation Centre. The Centre, according to him is well staffed with qualified medical personnel.

The Managing Director of Indorama-Nigeria, Mr Manish Mundra had expressed appreciation to the Rivers State Ministry of Health and the NCDC for their guidance in actualizing the setting up of the molecular laboratory and the isolation centres.



Manish Mundra
Managing Director (Nigeria) and / CEO (Africa)

“

The Managing Director of Indorama-Nigeria, Mr Manish Mundra had expressed appreciation to the Rivers State Ministry of Health and the NCDC

”



COVER
STORY

"Indorama Isolation Centre Has All Facilities And Medical Manpower" — Dr. Moses



Dr. Karami Moses, a Physician who was working in Nigeria's largest Covid Hospital, now Director of Indorama Isolation Centre.

You have been involved in the treatment of Covid patients in a dedicated Covid hospital. Please describe your experience for us?

I was one of the frontline medical doctors in the COVID-19 response team at the Lagos University Teaching Hospital (LUTH), one of the largest COVID-19 hospitals in Nigeria.

Our responsibilities included screening of people based on clinical signs and symptoms, testing of suspected cases, treatment, and care for COVID patients as well as managing other co-morbidities such as hypertension, diabetes, asthma, etc. COVID-19 might just be secondary. Our approach to the pandemic at LUTH has been all encompassing.

How well-equipped is the Isolation Centre at Indorama for isolation and critical care in terms of facilities, medicines and PPEs?

I can say that the Indorama isolation centre is fully equipped. I must say kudos to all the efforts of everyone involved in setting up this facility. I make bold to say that we have all the facilities and PPEs needed.

What resources are available at the isolation centre in terms of doctors and nurses?
We have six doctors and 11 nurses on ground, including an intensive care physician and two intensive care nurses. We

also have an intensivist and a physician on consultancy basis and a psychiatrist to take care of the possible mental impact of the disease on patients.

In addition, to these, there are others, physicians and nurses, in waiting, just in case the place gets busier. I am very confident with the facilities and staff at our disposal. We shall overcome this pandemic situation, and come out safe and healthy.

How well trained are these medical staff to handle COVID cases?

The staff are well-trained for handling the COVID cases. We have been doing various training and re-training programs for everyone that cover zoning, clinical care management and treatment, decontamination and sterilization of medical devices, etc..

Because we don't have any patients yet, we are regularly training and re-training everyone including hygienists and cleaners. The required skill set is continually updated through online training program conducted by reputed organizations like WHO, Harvard University, etc.

Please describe the working of telemedicine – How do you monitor the patients who are tested positive and in isolation?

Our telemedicine team has been doing quite a great job, kudos to them. As soon as a person tests positive for COVID-19, we quickly move in by calling and counseling them and giving them tips on health care, guidelines on isolation, etc. Their details are entered into the electronic medical record. The patient is given a medical kit with a thermometer, oximeter to check oxygen saturation, and some drugs. We also do video conversations with them, to understand how they are coping, provide medical advice, if required and to render mental support as well. These have been helpful, actually.

In all these, are you working in collaboration with the Nigerian health authorities?

Yes. Prior to setting up the isolation centre, the Rivers State Ministry of Health, and the Nigeria Centre for Disease Control (NCDC) had visited a couple of times to inspect the facility and give approval for its commencement. All we are doing is in line with WHO and NCDC guidelines.

Indorama Staff Speak!



"Indorama has done a great deal in fighting COVID-19 in Nigeria"



"Management's kept the employees' morale high throughout the pandemic period"



"Our Management handled the Covid-19 matter very well,"



"Kudos to Management; despite the pandemic our company is still able to run!!"

**Chike Iroham,
Medical Admin Officer**

The management has really done a great deal in fighting Covid-19. I will actually call it a milestone, because it's not a child's play to have two molecular labs situated in one place.

Without all these, I don't think that we would have been able to get back to the regular routine of work schedule.

Regular Covid-19 testing helps us to know the persons that are positive, and our Isolation Centre where the isolation crew of specialized medical personnel takes care of the patient until he or she gets better.

So, in a nutshell, the company has done a great deal to help Nigeria fight the pandemic. On a daily basis, we receive an average of over 600 samples.

Sugam Garg, PE Plant

Our management has worked very hard to fight Covid-19. If you see and compare to other organizations, you will find that our management put in serious efforts to manage the situation and reduce the effect of the pandemic and to ensure that the business resumes after the initial lockdown of the plant.

I also appreciate the management's effort to keep the employees' morale high during this pandemic period. This is because management did everything that they could do to protect the staff like the establishment of the Covid-19 testing facility in-house, which is very rare and very beneficial to everybody. Due to this facility, we are able to isolate the suspected positive cases thereby stopping the spread of the disease...

Gloria Aguiyi, Woman-in-PENGASSAN (WIP)

Our management handled Covid-19 matter very well, and it has uplifted the image of the company.

You can imagine the crowd that comes into the Indorama complex every day. Imagine what would happen if one person is infected and no proper care is taken? I sincerely appreciate management. They are doing a great job in this regard.

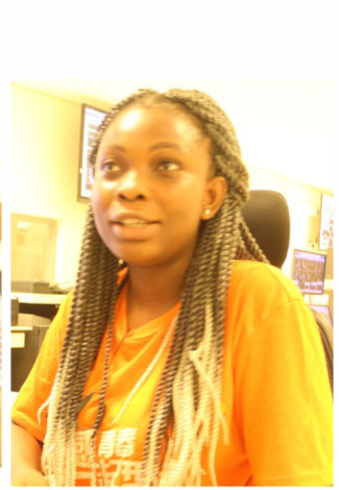
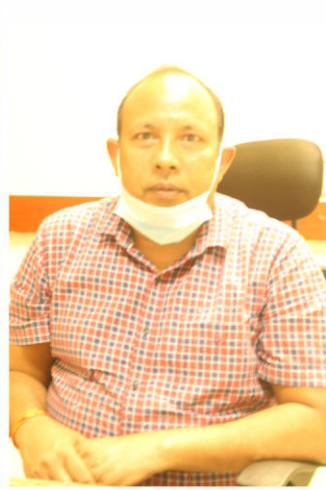
In the peak of the Covid lockdown, it was a bit scary coming to work at that time; I don't think that there was any human being that was not afraid or scared about the situation. It was terrifying, but I thank God that today we can manage it.

**Onesi Rotimi Olumoye -
Technical Services**

When COVID-19 arrived, there was no blueprint, no solution, no one had any plan how to deal with the virus. Fortunately, our Management rose to the occasion!

Despite the fear and uncertainty, our Management did a lot to protect all of us. They decided that we must have our own Molecular lab, which was certified by NCDC. Management also ensured that as people started returning to work Covid-19 testing was conducted for everyone, both staff and contractors regularly.

So generally, I will say management has really, really tried and ensured that despite the pandemic, this company is still able to run.



"Indorama staff and associates are really blessed!"

"We are grateful to Management for the various actions it took to ensure that everyone of us is safe!"

"Management has ensured that the COVID-19 Vaccine is available to all staff"

"I thank God that the vaccine is here; i am willing to take it "

Chima Nwala, PE Plant

Mr Debo Ajaguna - HR Department

Mr. Lal Bahadur, Ammonia Plant

Ms. Victory Chukwu Panel operator, Fertilizer Control Room

Our company, Indorama, has really shown very serious commitment to ensuring that we stay healthy and work in a conducive environment free from any virus, especially in this Covid-19 era, with all the facilities put in place to ensure that we overcome this challenge that is plaguing the world.

The constant and regular testing provided by the management to check our status, especially every 14-day intervals to ensure that at every point in time, we are free from the virus is really something to commend the management for. We appreciate that a lot of funds have gone in that direction.

And the result comes out the next day. If someone is positive, the medical team will contact you; if the person is asymptomatic, they will give him or her the necessary drugs to take and conduct regular telemedicine calls to educate the person on lifestyle management and all the Covid prevention rules to observe to prevent a repeat infection. Indorama staff and associates are really blessed!

I doff my cap for the management of Indorama for doing great and notable things in the fight against Covid-19, ensuring the reduction of the spread of the virus.

From the time the Federal Government declared that Covid-19 is in Nigeria, management swung into action by introducing a lot of measures to spread information and sensitize staff about Covid-19 prevention measures, putting signages at all strategic locations, distributing leaflets, internal memos, notices on notice boards, etc to ensure that information on how to combat the virus was available to everyone.

In fact, those of us that were coming to work during the lockdown period as part of essential services were scared to see a usually bustling complex being deserted, with a lot of staff working from home.

We are grateful to the management for the various actions it took to ensure that everyone that comes into the complex is safe!

At the initial stage, everyone was afraid, some even wondering whether they would survive. But management sensitized the staff and instituted Covid-19 prevention protocols. The management later made the decision to shut down.

When they later reopened, they ensured that everyone coming into the complex adhered to strict coronavirus prevention protocols – wearing facemasks, using hand sanitizers, and physical distancing. The management also started regular covid-19 testing, established Molecular labs, all to ensure that staff and families are safe. Now the vaccines have come, and the management has ensured that it is available to staff; I thank our management for all they are doing to keep us safe. I have been vaccinated and I did not experience any side-effect, so I advise others to get vaccinated.

The management has done very well to ensure that staff and their families are protected from the dreaded Covid -19 disease. The safety ambassadors were very active in ensuring that all management directives regarding the Covid-19 protocols were enforced.

The regular Covid testing also served to ensure that we are all safe, and when we are positive ensures we are not contagious, thus helping to keep our families and friends safe.

It is also a great thing that management doesn't abandon those who test positive, tending them back to health with its telemedicine program.

I thank God that the vaccine is here; I am willing to take it.

Continued On Page 8

COVER
STORY



“TESTING POSITIVE TO COVID-19 IS NOT A DEATH SENTENCE!”

Dr. S. C Basu (Medical Services)
Who Recovered From The Virus.

Please share your experience after you got infected. How was it in general? Was it difficult?

I had mild headache and heaviness; that was it. When the COVID-19 test result came positive, my worry was more psychological and emotional rather than physical.

How did you keep up your morale while in Quarantine?

I kept myself busy – reading books, calling my colleagues, encouraging my team members. I did all my household chores, ensured I exercised daily, ate healthy, and slept well. It is important to remain mentally strong to successfully overcome COVID.

How did your family cope with the situation?

I was in constant touch with my family. I would discuss extensively with my wife --- she's also a doctor... I shared my experiences with her and my insights. She encouraged me to be strong.

It's like you didn't develop COVID-19 symptoms. You were asymptomatic?

Yes, I only had mild headache...didn't develop any of the typical symptoms. Many who develop the infection remain asymptomatic – scientists and doctors are still trying to understand more about how the virus manifests.

Did you follow any specific diet or exercise while in quarantine?

I was eating normal food, with lots of fruits and vegetables, with vitamin supplements. Most importantly, I was doing regular breathing exercise and that helped too.

How long did you stay in isolation?

Fourteen days. Whether you have symptoms or not you must self-isolate for at least 14 days.

How did the telemedicine unit of Indorama support you during the period?

They were quite supportive indeed, calling regularly to know how I was doing, what I needed, and so on. The telemedicine stuff actually made my quarantine and recovery process quite seamless.

How do you feel now? Is there any constraint in going about your day-to-day professional and personal activities?

None at all. I am gradually getting back to my normal duties. COVID-19 is not a death sentence. What is very important is to develop a strong mental, emotional, and psychological stability. Rest assured that Indorama has put in place a world-class testing molecular laboratory with all the required facilities for isolation and care with adequate medical staff to ensure that we can tackle the current situation successfully.

Indorama Staff Speak!

“I am proud to be part of the telemedicine team”

-Suresh Kota – Shift In Charge, Urea

When the pandemic came, it seemed there was no way forward, people were grappling with how to handle it but the management swung into action, sensitizing all the employees and partners, introducing prevention

protocols and adding necessary infrastructure. Also, the courageous decision to stop plant operations and then go ahead to develop infrastructure for testing, Isolation Centre, Molecular Labs and ensuring that even after

the restart of operation, all Covid-19 protocols are strictly followed by all employees and partners. I am proud to be part of the telemedicine team, ensuring that our staff who test positive are given the best treatment medically and psychologically.



COVER
STORY

My Experience with the COVID-19 Vaccination!

- Dr. Jossy Nkwocha,
(Head of Corporate Communications)



I came to work the next day. No issues.

Same was the case with my colleague in my department. Another colleague of ours, had fever and headache and stayed off work for one day. So different individuals react to it differently. I am going to take the second dose of the vaccine in June.

People have the right to be sceptical. It is all part of our right to life

As Dr Ngozi Okonjo-Iweala, the Director-General of World Trade Organisation (WTO) was analyzing on a television programme the other day, the developed countries are using about 98% of the vaccines while only about 2% are pushed to the third world countries. Yet people in Africa are reluctant to take the vaccines.

We can still remember the story of Polio. It was Polio vaccines that have saved the lives of many children in Africa. Same with Chicken Pox and the six childhood killer diseases, which were overcome through immunization.

I appreciate Indorama-Nigeria for ensuring that the vaccines are made available to the company by the Rivers State Government to ensure that our employees and associates avail themselves of the opportunity.

I was on a brief leave when the COVID-19 vaccination commenced in our Medical Centre inside the Indorama Petrochemicals complex. From the onset, part of my job had been to monitor the pandemic as it swept across the globe and efforts being made worldwide to develop a vaccine to contain the dreaded disease.

I was therefore quite interested in taking the vaccination despite so many conspiracy theories and propaganda orchestrated by some religious groups and some pseudo-medical “experts”.

Some of such people have even said that Coronavirus never existed -- that it was a scam.

Yet the same disease killed millions of people worldwide and crumbled the economies of many countries. There was lockdown in all parts of the world.

Now, we have vaccines for it. About four types of vaccines including AstraZeneca/Oxford, Johnson & Johnson, Moderna, Pfizer, etc. The World Health Organisation (WHO) has approved these vaccines. In Nigeria, the

Federal Ministry of Health (FMH) and NAFDAC have also approved the use of the vaccines. Yet some groups are carrying out campaigns to dissuade innocent people from taking the vaccines. Scientists are still working hard to address some side effects such as blood clotting reported in some countries.

Individuals are reacting differently to the vaccine. For instance, I took the AstraZeneca/Oxford vaccine on 29th March immediately I came back from leave. I didn't have any fever, headache or pain.



Manish Mundra, Indorama MD (left) presents corporate souvenir to **Chief Timipre Sylva**, Minister of State for Petroleum Resources



Mr PJS Bajwa, Head of Operations, IFCL explains the processes of fertilizer production to the Hon. Minister at the control room.



A.K Sharma presents corporate souvenir to **Ms Rita Adeji**, team lead of the NAC&BWC half-year inspection visit.



Fed. Finance Ministry officials with Indorama team on plant tour



Photomemoir



Anil Rana, Technical Assistant to MD (right), with **Fred Oluka**, making a presentation to inter-ministerial committee on tax relief.



Lawal Dalhat (left), team leader of FG's inter-ministerial committee on tax relief responds



The NIPC team led by **Mrs Chinwe Neboh** (left) and other officials at the Indorama boardroom during the visit to Indorama



S. Veeramani (right) head of Abuja office addressing the NIPC team at the Indorama boardroom. With him is **Dr. Jossy Nkwocha**,



Agada Gabriel and Gloria Dick-William scrutinizing one of the documents presented by Indorama at the 2020 second half-year inspection visit of NAC&BWC and NAFDAC



The first NAC&BWC team led by Ms. Rita Adeji (3rd right) combing through Indorama chemical storage documentation



Avijit Basu, Former head of HSEF and IMS Audits flanked by Indorama IMS consultants Blessing Akpan (right) and Sylvester



The NIPC team on inspection tour of Super Packaging- Mrs. Chinwe Neboh (2nd left) flanked by Mr. Sharat Srivastava, GM (left) and Mr. Ivanhoe Miebaka (right) during inspection.

Photomemoir □



Mr. A.B Rao, IEPL Technical Head (standing), making opening remarks before the commencement of the IMS audit.



Mr A.B Rao, Technical head (left), presents corporate souvenir to Mr. Oyedotun Orafidiya, team lead of the BV Audit team.



Mr. A.K Sharma (right) and Dr. Jossy Nkwocha (standing) putting heads together at the IMS Audit opening meeting



Mr. Anil Rana, Technical Assistant to MD (standing) makes a presentation to the inter-ministerial committee on tax relief.

After Rigorous Inspection, DPR Renews Operational Licenses of Indorama Petrochemicals and Fertilizer Plants!



Engr Patrick Akpana, DPR team lead' poses with DPR colleague **Engr Solomon Olu**, as well as Indorama's **Balaji Rao** and **Innocent Kpeden**

The inspection exercise for four days, 15th – 18th December, 2020 was indeed rigorous. Three senior officials of the Department of Petroleum Resources (DPR), namely Akpana P.A, Senior chemical engineer from Port Harcourt Zone; Olatunde A. E, mechanical engineer 1 from Eket, Akwa Ibom State zone; and Olu S. C, chemical engineer II from Lagos Zone undertook the statutory pre-license inspection of Indorama's Petrochemicals and fertilizer plants.

The officials ensured that the plants were in healthy condition, meeting all operational guidelines; ensuring health, safety and

environment (HSE) rules are strictly adhered to; and ensuring the company met all legal requirements to operate such hydrocarbon facilities in Nigeria. Some of the areas covered include effluent analysis, Environmental Evaluation, Operational safety case, Natural Gas meter validation, Evidence of statutory payments, Waste management plan, Certificate of Calibration, Pipeline cathodic protection survey and list of contractors and DPR permit numbers. It was in fact a tough examination for Indorama, which has gotten used to such periodic examination since 2006. After the 4-day, exercise, Engr. Akpana, the team

leader at the closing meeting on 18th December, 2020, said they were quite satisfied with their findings. He commended Indorama for its improvements and innovations in its systems, procedures and facilities for which he said DPR must be carried along at all times.

Indorama officials that led them on the 4-day facility inspection including Mr. A. B Rao – Technical Head of the Petrochemicals plant; Mr PJS Bajwa, Head of operations of the Fertilizer Plant; Mr. A.K Sharma, head of Quality Assurance & Quality Control (QAQC); Mr Vivek Sharan, Head of Logistics who facilitated the exercise; Dr Jossy Nkwocha, Head of Corporate

Communications; Innocent Kpeden, Manager Logistics, Balaji Rao, Safety Manager for Fertilizer Plant, among others.

It was therefore not surprising in a letter dated 28th January, 2021, and signed by I.Y Abubakar, on behalf of the Director/CEO of DPR and addressed to the Managing Director of Indorama, Mr Manish Mundra, the Agency issued License to Operate (LTO) to both Indorama Eleme Petrochemicals Plant and Indorama Eleme Fertilizer and Chemicals Plant for 2021.

It was another piece of good news for the Management of Indorama-Nigeria, which has the vision of building Africa's petrochemicals and fertilizer hub in Nigeria!



Mr Anil Rana, Technical Assistant to the Managing Director (right) address the Inter-Ministerial Committee led by **Mr Lawal Dalhat** of Nigerian Export Promotions Council.

Tax-Relief Application: Inter-ministerial Committee Inspects Indorama Fertilizer Operations!

An inter-ministerial committee of the Federal Government, on Tuesday, 8th December, 2020, visited Indorama-Nigeria Complex in response to tax relief application filed by Indorama Fertilizer as exporter of manufactured product.

The team of ten, made up of representatives of the Federal Ministry of Finance (FMF), Central Bank of Nigeria (CBN), Federal Ministry of Industry, Trade and Investment (FMITI), Federal Inland Revenue Service (FIRS) and the Nigeria Export Promotion Council (NEPC).

The team was led by Mr. Lawal S. Dalhat, Deputy Director, Incentives, of NEPC. The Federal Government officials were received by Mr.

Anil Rana, Technical Assistant to the Managing Director of Indorama-Nigeria, Mr Manish Mundra. Fred Oluka of Accounts Department and Mr. Chinedum Emeana of Corporate Communications were there also.

Mr. Rana made a presentation to reinforce the application earlier made by Indorama. His presentation highlighted Indorama's leadership in several market segments, its standing as a poster-child of the federal government's privatization programme, CSR projects for its host communities and its feedstock (gas) challenges.

The presentation also covered Nigeria's inherent opportunities to claim leadership position in global Urea market and the company's investment in Train-2 Fertilizer plant to help Nigeria become the fertilizer hub of Africa.

The Rana's presentation also focused on the fact that Indorama has been consistently exporting about 50% of its manufactured Urea fertilizer since 2016 and based on the provision of Nigeria law is eligible for tax relief.

In response the inter-ministerial committee team leader, Mr Dalhat stated that their mission to the company was to investigate whether Indorama is eligible for

the tax relief applied for. There was a robust discussion, questions and answers by both the members of the federal government delegation and the Indorama team.

The guests were later taken on a tour of Train-1 world-class fertilizer plant which produces 1.5 million metric tons of Urea fertilizer per annum, and the construction site of the ongoing Train-2 fertilizer plant.

Mr Dalhat commended Indorama Eleme Fertilizer and Chemicals Limited for such a huge plant which is producing optimally in spite of various challenges. The team leader said they were impressed and asked Indorama to keep it up!

It was a successful visit on Monday, 18th January, 2021 when top officials of the Federal Ministry of Finance, Budget and National Planning, Abuja embarked on a monitoring and evaluation visit of the Import Duty Exemption Certificates (IDEC) granted Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) from 2017-2019.

According to the officials, this exercise was to ascertain value for money for the Federal Government as well as determine the eligibility or otherwise of the company's application, among other objectives.

The FG officials: Mr. Bello Abdulmajeed, Deputy Director and his two colleagues, namely Dalhat Muhammad, Assistant Director and Mr. Olajide Oladipo, Principal Executive Officer, were received at Indorama's New Project conference room by top executive of the company led by Mr. Anand Kumar Gupta, Project Head.

Others were Mr PJS Bajwa, Head of Fertilizer operations, Mr Vivek Sharan, Head of Logistics; Dr Jossy Nkwocha, Head of Corporate Communications; Mr Swapan Kumar Das as well as Innocent Kpenden and Toye Emmanuel, both of Logistics.

The officials requested a check list regarding IDEC utilization from 2017-2019. These were provided to their satisfaction.

Fed. Finance Ministry Officials Embark on Monitoring Visit to Indorama on Import Duty Exemption Certificates!

... Commend Indorama Fertilizer for adding value to Nigerian Agriculture, creating employment and effective utilization of its IDECs!



Mr. Vivek Sharan (Right), Head of Logistics, explains a point to **Mr. Bello Abdulmajeed** (3rd Left) and his team at the fertilizer loading bay while **Dr. Jossy Nkwocha** looks on

The next step taken was a facility tour of the Fertilizer Train-2 construction site, the purpose of which was to see the progress of the Fertilizer plant Train-2 and imports of machinery and equipment under the import duty exemption certificate (IDEC). The officials were impressed with the compliance of Indorama and the generation of many job opportunities by the company.

The team also visited the Fertilizer Train-1 Control Room and the Urea Bagging Section where they saw the automated processes of fertilizer production with world-class machinery and equipment

At the closing meeting the Team Leader, Mr. Bello Abdulmajeed said they were satisfied that Indorama has indeed added value to the Nigerian economy with

its production of fertilizers for Nigerian farmers, creating employment for many Nigerians and effective utilization of its IDECs!

"I commend Indorama for its excellent and proactive planning to meet the Train-2 schedule despite the COVID-19 pandemic. The Hon. Minister is interested in your plant being in active operation," he said.



The date was Tuesday, 29th December, 2020.

Four officials of the Nigerian Investment Promotion Commission (NIPC) were on verification visit for Pioneer Status Extension for Train-1 and 2 of Indorama Fertilizer and Super Packaging, a subsidiary of Indorama-Nigeria.

The NIPC officials came to verify the physical operations of the Pioneer Industries and to see the investments Indorama had stated in its earlier presentation for pioneer status extension. The delegation was to visit the fertilizer Train-1 and see the construction activities of the second fertilizer plant. Similarly, they were to see the factory of Super Packaging Limited and verify the additional investments made there.

At the end of the rigorous verification exercise, the Team leader, Mrs Chinwe Neboh said they were quite impressed with the operations of the two companies. Other members of the team included Ms Janet Dali, Mr Ismaeel Sulyman and Ms Uchenna Nnamani.

As a result of the observing the COVID-19 protocols, the opening meeting at the company Boardroom was very brief. Dr Jossy Nkwocha, Head of Corporate Communications, on behalf of Mr Munish Jindal, CEO of Indorama Fertilizer, welcomed the guests and assured them that Indorama team was ready for the exercise.

Other members of the Indorama Team were Mr. S. Veeramani, Head of Abuja office; Mr Murali Mohan, Fertilizer Train-2 Manager; Mr Anand Kumar Gupta, Train-2 Project; Mr. Swapan Das, Train-1 Fertilizer; Mr. Sharat Srivastava;

"We Are Quite Impressed"

...NIPC Officials on Verification Visit for Pioneer Status Extension for Indorama Fertilizer and Super Packaging



Dr. Jossy Nkwocha (3rd Right) responds to a question by **Mrs. Chinwe Neboh** (4th Left) and her team, at the fertilizer control room. On the right is **Mr. PJS Bajwa**, Head of Operations, Indorama Fertilizer

Balaji Rao, Safety Manager (Fertilier); Mr Ernest Ikpuku, Amonia plant; Mr Bode Osaro, New Project Safety and Mr Joseph Ngito, Safety officer.

First to be visited was Super Packaging where the General Manager of the plant, Mr Sharat Srivastava and the marketing manager, Mr. Ivanhoe Miebaka, took time to explain the operations of the factory and the new investments in the plant.

The NIPC officials saw new lines and equipment churning out high quality industrial sacks, as well as numerous workforce (mostly Nigerians) employed by the company.

The verification exercise later moved over to the Central Control Room of the Indorama world-class Fertilizer plant, Train-1. Two young Nigerian process engineers and their bosses took time to explain to the NIPC officials



the processes involved in monitoring operations of the fertilizer plant from the Control Room.

The officials were quite impressed especially that young Nigerians are fully part of the Control Room team.

Both the NIPC and Indorama teams later took a bus tour of the Urea Fertilizer Train 2 construction site while Mr Murali Mohan, the Project Manager explained the various stages of the project and the milestones already reached. He said that commissioning of the project will take place in 2021.

When both teams got back to the Boardroom for closing formalities, Mrs. Neboh, the NIPC Team Leader said they were full of commendation for Indorama Fertilizer and Super Packaging. She said they were quite impressed with the operations of the two companies, the employment opportunities they have created for young Nigerians and the environmental beauty of the Indorama Complex.

Their Questionnaire for the companies inspected was also filled as directed.



Mr. Balaji Rao (4th Right) speaking with members of the NAC&BWC and NAFDAC team at the Chemical Warehouse

CUSTODY AND UTILIZATION OF SCHEDULED CHEMICALS: FG Officials Commend Indorama during two inspections

Twice every year, officials of the National Authority on Chemical and Biological Weapons Conventions (NAC&BWC) in the office of the Secretary to the Government of the Federation (OSGF), the Presidency, Abuja carries out inspection of various industries across the country that utilize scheduled/controlled chemicals in their production and manufacturing processes to ensure such chemicals are stored and utilized properly.

The inspection was for the First Half Year 2020 Annual Declaration, which is a fulfillment of Nigeria's obligation to the Organisation for the prohibition of Chemical Weapons (OPCW).

The NAC&BWC team was in Port Harcourt in 2nd week of November, 2020. One of the companies they visited

on Thursday, 12th November, was Indorama Eleme Fertilizer & Chemicals Limited (IEFCL).

The delegation was led by Ms Rita Adeji. Other members of the delegation were Olisa Stella-Maris, Germany-Kibe Christy, Bolori A. Tahir, Obinna Okoli and Mrs Gloria Dick-Williams from the Port Harcourt office of the National Agency for Food and Drugs Administration and Control (NAFDAC).

The Indorama team that received the officials included Mr. AK. Sharma, Head of QAQC; Dr Jossy Nkwocha, Head of Corporate Communications; Mr. Balaji Rao, Head of Safety for the Fertilizer Plant; Mr. Tosin Adalumo, a manager at the Materials Management Department (MMD), Mr S. Singh of Feedstock Conditioning Unit (FCU), among others.

After brief welcome formalities as a result of obeying the COVID-19 protocols, the MMD and FCU teams showed full documentation of all importation of scheduled chemicals and their usage. Thereafter the inspection team visited the Chemicals' warehouse where they were impressed with the proper storage and safety of the chemicals.

All data reconciliation were done and the team was satisfied and expressed so. After the inspections, Ms Rita Adeji who led the team said: "We have seen your documentation; everything is in order. We have also gone to the Chemical warehouse; everything tallies with your documentation.

"We are highly impressed. Last time, we recommended that the place should be properly guarded. Today we saw a gate and guard. Everything is now in place. We will send our report to our bosses, and they are always impressed about Indorama."

"We really commend Indorama and wish other

companies can borrow a leaf from Indorama," she said.

Meanwhile, the second half-year 2020 annual declaration inspection by NAC&BWC took place on Tuesday, March 9, 2021. This time, the team was led by Mr. Ogwuche David, and comprised Mr. Adesina Adetitun, Mr. Agada Gabriel and Mrs. Gloria Dick-Williams of NAFDAC.

The Indorama team which received them were Mr. Adalumo Tosin and Pratik Prajapatic of MMD, Mr. P.C. Sharma of Ammonia Plant, Mr. Durai Rajan of Feedstock Conditioning Unit (FCU), Mr. Ngito Joseph and Dibieh Benson, both HSEF. Mr. Chinedum Emeana of Corporate communications coordinated the visit and anchored the meeting at the New Project Conference Room.

After presentations by the Indorama team, and documentation and the chemical warehouse inspection by the NAC&BWC team, Mr. Ogwuche the team leader, commended Indorama for keeping to stipulated standard of documenting and storing the chemicals, among others.



Tosin Adalumo of MMD showing chemicals storage documentation to David Ogwuche during the second inspection by NAC&BWC

Award

Indorama Fertilizer Wins Business Day and Argus Media Africa Awards!



Mr. Munish Jindal, CEO of IEFCL

Last December 2020 and February, 2021, Indorama Fertilizer Limited (IFL), has won two key awards, which threw Indorama fertilizer up as the market leader that is helping to boost food security in the country.

Both BusinessDay Newspaper and Argus Media honoured Indorama fertilizer for its exploits in the Nigerian agricultural sector.

Argus Media is a leading independent provider of energy and commodity price benchmarks across 12 markets including petrochemicals, fertilizers,

IFL was nominated and won because of the company's track record as one of the largest fertilizer producing company in Nigeria, "employing regenerative processes to guarantee compliance with the global best practices for environment, health, and safety standards."

He also added that the company's sustained commitment to national agricultural transformation, which guarantees food security in Nigeria through supply of Urea fertilizer to over 20 million farmers across the

upward growth curve of the company despite the challenging climate of operation, the newspaper acknowledged "the impressive growth trajectory of Indorama Fertilizer under the stewardship of Mr Munish Jindal, despite a very tough operating environment".

The Chief Executive Officer (CEO) of IEFCL Mr. Munish Jindal and the Managing Director of Indorama-Nigeria, Mr. Manish Mundra, were represented at the event by Mr. RafiuAfeez of IFL Lagos office who received the

Relationship Manager at Rand Merchant Bank and Mr. Reuben Dalhatu-Gora of Access Bank.

On Wednesday February 24th Indorama also won the "Agro-dealer and Farmer Outreach Award" category at the inaugural Argus Africa Fertilizer Awards at the Argus Africa fertilizer Virtual Conference 2021, which is designed to recognize outstanding achievements and contributions to the sector and the people that work in it.

According to the organizers, the "Agro-dealer and Farmer Outreach Award" won by Indorama Fertilizer is in recognition of



Friends of Indorama Fertilizer and Afeez at the event



Mr. Rafiu Afeez holding the plaque of honour

power, LPG/NGL, etc.

On Saturday December 12th 2020 Indorama Fertilizer Limited was named the "Agribusiness Company of the Year" at the BusinessDay Nigeria Business Leadership Awards ceremony, which held at the Lagos Continental Hotel, Victoria Island.

Publisher of BusinessDay Newspaper, Mr. Frank Aigbogun explained that

country was an important point for the company.

Other reasons given are Indorama Fertilizer Limited's values for maintaining integrity and the highest professional standards at a time when stakeholders and regulators are holding boards accountable to stringent governance expectations.

Also in appraising the role of the management in

award plaque and expressed appreciation to BusinessDay Newspaper for the recognition and award. Some friends of IFL were at the event to share the joy of the moment. They include Mr. Jesuseun Fatoyinbo, Head, International Trade at Stanbic IBTC Bank; Mr. Ikechukwu Onwukwe, Relationship Manager at Standard Chartered Bank; Mr. Oluwatosin Olatunji,

the commitment shown by the company in engagement with agro-dealers and farmers towards improving access, use and affordability of fertilizers "through outreach program, education or collaboration."

Mr. Munish Jindal, CEO of Indorama Fertilizer received the award and thanked the organizers for recognizing the immense contributions of Indorama fertilizer to the economic and agricultural transformation of the country.



Mr. A.B Rao (left) Technical Head of IEPL with other Indorama management representatives, addressing the BV Audit team led by Mr. Oyedotun Orafidiya (Right) and his team

Indorama Undergoes Another Rigorous Systems Recertification Audit and Transition to ISO 45001

Indorama Petrochemicals Limited (IPL) has undergone another round of rigorous systems recertification audit for Quality products (ISO 9001: 2015), Environmental management (14001:2015) as well as Occupational health and safety (transition from OHSAS 18001 to ISO 45001:2018).

For four days (Monday 8th February – Thursday, 11th February, 2021), seven senior auditors of the certification giants, Bureau Veritas (BV) led by its Lead Auditor, Mr Oyedotun Orafidiya moved from one operations plant to another and one department to another in the Services area, checking through their documentations, observing various facilities and asking critical questions.

The actual auditing was preceded by an opening meeting during which, as a result of the COVID-19 protocols, the auditors were welcomed by a handful of Indorama executives led by the Technical Head, Mr A. B. Rao. Other Indorama heads of Departments and IMS Coordinators joined the meeting through Zoom.

Indorama's head of Integrated Management System (IMS), Mr. Abhijit Basu made a brief presentation of the company's systems, processes and procedures.

Mr Orafidiya, the lead auditor said the objectives of the recertification audit were to confirm that the management system conforms with

all the requirements of the audit standard(s); to confirm that the organization has effectively implemented its planned arrangements and to confirm that the management system is capable of achieving Indorama's policies and objectives.

The auditors, if applicable, were also to identify areas for potential improvement of the management system to enhance efficiency, productivity, quality and safety of the workforce.

According to him, there must also be information and evidence about conformity to all requirements of the applicable management system standard or other normative document; performance monitoring, measuring, reporting and reviewing against key performance objectives and targets; as well as the company's performance as regards legal compliance and operational control of various processes. Other members of the Audit team include Mr Ifelaja Adegoke

Oluwafemi, Mr Kolawole Babatunde, Mr Samuel Adekunle Ogunsanya, Ms Oluwaseun Wayas, Ms Obieruomale Ewere Osih and Mr Rabiun Ademola.

After the opening meeting, the auditors were deployed to various plants and departments of the company for the actual auditing exercise. All IMS coordinators and Head of Departments (HODs) were responsible for their area.

Everyone was relieved at the Closing meeting on Thursday, 11th February, 2021 when the Audit team addressed the Indorama Management team while others also joined through Zoom.

The lead auditor, Mr Orafidiya commended the company for being so prepared for the audit and performing so very well in the exercise. He also pointed out areas that need correction or improvement.

Mr A. B. Rao, the Technical Head commended the audit team for their ability to do the job within a record time of four days. He also commended them for their professionalism in the auditing process. He assured them that Indorama will make corrections and improvement wherever necessary as recommended by the auditors.

Indorama-Nigeria started the systems audit in 2012 through the United Kingdom-based Bureau Veritas and has always had excellent performances. This has helped the company to improve its systems, processes and procedures continuously to achieve its goal of building the largest petrochemicals and fertilizer hub of Africa in Nigeria.

Group photograph of BV Audit team and Indorama Executives and Audit Consultants



2020 Employee Suggestion Scheme: 31 Suggestions Received!...

Again, PE Plant Wins MD's Trophy!!



Sugam Garg



Ibrahim Abubakar



Israel Ejornwa Nwafor

The Employee Suggestion Scheme (ESS), which commenced in 2012 in Indorama Eleme Petrochemicals Limited (IEPL), has continued to wax strong.

In 2020, in spite of the Coronavirus pandemic (COVID-19), a total of 31 suggestions were received from various employees for continuous improvement in the company's systems, processes and procedures.

Polyethylene (PE) Plant won the Managing Director's Trophy for its staff having four approved suggestions, which was the highest number of approved suggestions won by any plant or department in the competition. Incidentally, PE Plant also won the trophy in 2019 with 11 approved suggestions.

Out of the total suggestions harvested, 14 of them were dropped at the first evaluation panel -- the Working Committee at the Plant or departmental level made up of HODs and selected managers.

Seventeen (17) suggestions were therefore recommended to the second evaluation panel – the Steering Committee made up of Head of Functions (HOFs) and HODs.

“At the Steering Committee headed by Mr. A. B Rao, Technical Head of IEPL, eight of the recommended suggestions were dropped while nine were approved for implementation,” according to Dr Jossy Nkwocha, facilitator of the scheme.

Three of the winners namely Mr Sugam Garg of Electrical department, Mr Nwafor Isreal Ejornwa of PE Plant and Mr PravinKumar Patel Keshavlal won in two approved suggestions each.

Three others namely Mr Ravindra Patel of PP Plant; Mr Ibrahim Abubakar of PE Plant and Mr Gajendra Rakecha of PE Plant won in one approved suggestion each.

The six winners were given cash prizes and a letter of Congratulations signed by Mr A. B. Rao.

Four employees who also submitted suggestions that were not accepted were also given Appreciation letters. They include Mrs Imaobong Gabriel Nwogbo of IT department; Mr. Nsiong Basil of PP Plant; Mr Jaydip Kumar Hathi also of PP Plant and Mr Nke Gomba Benjamin Obey of Olefins Plant.

As a result of COVID-19, the Trophy for PE Plant could not be presented at the company's end-of-year get-together because none was held for the year. The PE Plant Head, Mr B. C. Jana was quite elated that his staff won the trophy again in 2020.

Mr Manish Mundra, Managing Director of IEPL who initiated the programme in 2012 has congratulated all the winners. “More so, I appreciate everyone who submitted a suggestion in 2020 in spite of the COVID-19 situation. It shows that we have employees who are interested in the progress or growth of the company,” he said.

Suggestion Scheme 2020: Six Winners Emerge From Fertilizer Plant!



Mr. Manoj Chaturvedi (right) presenting ESS prize to Engr. Obehi Ebebele



Group photograph at the presentation ceremony of Fertilizer Employee Suggestion Scheme



Mr. Chaturvedi (right) presents prize to Mr. Prashant Koradia of Electrical Dept.

The 2020 Employee Suggestion Scheme (ESS) of Indorama Fertilizer has been concluded with distribution of cash awards and congratulatory letters to six successful winners, whose entries were adjudged very good for implementation. Appreciation letters were also given to 27 participants, whose entries were not approved.

The prize distribution event presided over by Mr Swapan Kumar Das of the Technical Services Department and member of the Steering Committee was held in the Conference room of the Indorama Fertilizer on Monday 29th March 2021.

Four of the six winners were drawn from Electrical department while Ammonia produced two winners. The winners from the Electrical department include Mr Obehi Ebebele, Mr Prashant Kumar Koradia, Mr John Chindo and Mr Henry Ochen. The two winners from Ammonia department are Mr Lalit Bhusan and Mr Prasad Gowd Relangi.

They all received their cash prizes and congratulatory letters.

In the congratulatory letters to the winners signed by Mr. Pradeep Ekka, head of Human Resources, the management congratulated them for the feat of their suggestion earning the

approval of the steering committee despite stringent standards and encouraged them to continue to contribute to building a world-class company.

“Management appreciates your active participation in the Employee Suggestion Scheme (ESS) and urges you to continue to participate in the scheme, so that, together, we would continue to build a world class organization.”

The efforts of the other 27 staff whose suggestions did not meet up with the set-standard were acknowledged by Management with individual Letters of Appreciation,

encouraging them to continue to participate in the scheme.

Mr Obehi Ebebele, one of the award winners, speaking on behalf of others thanked Management for creating the scheme which gives employees a sense of ownership of the company and assured that they would continue striving towards continuous improvement of the company's operations.

The Employee Suggestion Scheme (ESS) was initiated by Management in 2012 to give staff opportunity to contribute innovative ideas to improve the company's systems and processes to achieve and sustain the company's world-class status.

Indorama Staff bid Farewell to Their Retiring Colleagues!



Colleagues and friends in different plants and departments have bid goodbyes to some staff who retired from the services of the company in recent times with a deluge of tributes, prayers and good wishes. They include Mr Avijit Basu, head of HSE&F and IMS Audits; Mr. Jayesh Devaliya of Olefins Electrical department; as well as Mr. C.S Sharma and Avinash Jadhan, both of IEPL Bagging Department.

According to the testimonies of their colleagues, these retiring employees served the company with distinction and contributed so much to the growth and sustenance of the company.

Mr Basu was a very jovial yet very hard working and focused boss, according to Mr Ibrahim Bashir, a safety officer. He supervised Health, Safety, Environment and Fire



sections, as well as handled the Integrated Management System (IMS) audits in which Indorama usually excelled.

On Friday, 12th February 2021, immediately after another round of IMS audit session, his staff and friend gathered in the Fire Station to celebrate Mr Basu's 12 years in the services of the company with drinks and light refreshment. .

They decked him with Niger Delta traditional attire with matching cap and walking stick. He thanked his colleagues and the management for the opportunity and wished the company well in the future.

On 2nd March, 2021, another small get-together was held in honour of Mr. Devaliya in compliance with COVID-19 protocols. His colleagues showered him with love in their tributes.

Continued On Page 26



1

Child Dedication: Mr Oluka Tetenwi of Admin Dept with his wife Princess at the Dedication of their daughter Miss Jumoo Bari on August 2nd 2020 at the Calvary Anglican Church Alesa, Eleme, Rivers State.



2

Award: Mrs. Imaobong Nwogbo of IT Dept (2nd right) receiving the Quintessential Woman Award from Rev. Father Akpan given by Port Harcourt Diocese at the occasion of Catholic Women Golden Jubilee held Saturday March 13th 2021 at the CIWA Port Harcourt.

SOCIALS

3

INDORAMA
ELEME PETROCHEMICALS

Obituary Announcement

With sadness in our hearts, but Total submission to the will of Almighty God, the Management and staff of Indorama Eleme Petrochemicals Limited announce the passing away of our dear Staff, Colleague and Friend, Late **MRS. NGOZI CHURCHILL IJOMANTA** after over 14 years of service.

She worked as a staff in the Technical Director's Secretariate of the company. She died on Thursday 4th of February, 2021 at the age of 45 years from pregnancy complications.

She is survived by her husband Mazi Churchill Chinemerem Ijomanta and other relations too numerous to mention.

According to her family she will be buried on Saturday 20th of March 2021 in her home town, Amannagwu village, Arochukwu LGA, Abia State.

May her beautiful soul rest in perfect peace.



LATE MRS. NGOZI CHURCHILL IJOMANTA

Signed:
Management
Indorama Eleme Petrochemicals Limited

Indorama Staff bid Farewell to Their Retiring Colleagues!

Continued from Page 25

According to one of the colleagues, Mr. A. Bharathiraja, Mr Devaliya was a solution provider and a man of impeccable character. He described the celebrant as one of the best electrical engineers he has worked with.

In the same vein, another colleague Mr Amit Kumar Rai, described Devaliya as a jolly good fellow. Mr. Udochukwu Chibundu

appreciated him for the positive impact he made in his life made and wished him well. These sentiments were echoed by several other speakers at the ceremony.

In response, Devaliya thanked all for organizing the event. He said since he joined Indorama since 2015 he has encountered many challenges and learnt new things, while thanking the

management for the opportunity to work in Indorama.

On 16th March, 2021, IEPL Bagging department bid farewell to two of its retiring staff namely Mr. C.S Sharma and Avinash Jadhan. Mr Lawrence Opusunju anchored the event, which was an opportunity for their colleagues to share their thoughts about them.

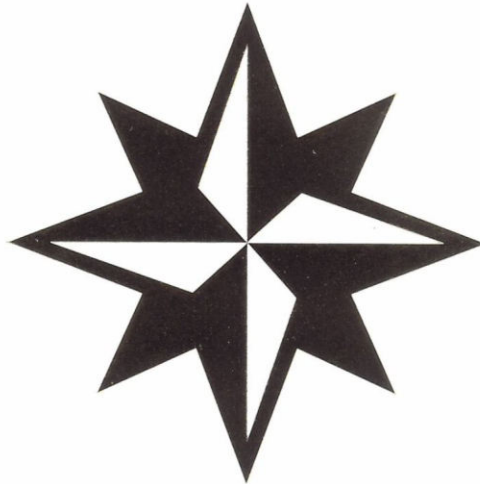
The HOD, Mr Uday Nimbalkar

extolled the qualities of the departing duo and wished them all the best in their future endeavours.

Several staff including Nubari Vinei, James Saloka, Mr Opusuju, Saka Ngofa, Ibim Ibinadoki and others spoke very well of them. The two celebrants felt emotional about the kind words poured on them and thanked them for organizing the send-forth for them.



**International Safety Award
Distinction
— 2019 —**



This is to certify that

**Indorama Eleme Petrochemicals Limited -
Port Harcourt, Nigeria**

has achieved an International Safety Award for demonstrating a strong
commitment to good health and safety management during 2018.

Lawrence Waterman OBE
Chair of The Board of Trustees
5 April 2019

Mike Robinson
Chief Executive
5 April 2019



International
Safety Awards
2019

British Safety Council (Company Limited by Guarantee) Registered in England and
Wales No. 4618713. Registered Charity No. 1097271 and OSCR No. SC037998.

Certificate number
AW-0004827

INDORAMA

PETROCHEMICALS



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