

INDORAMA - NIGERIA

IMPACT

In-House Magazine of INDORAMA-Nigeria Group

www.indoramaeleme.com www.indoramafertilizers.com

ISSN NO: 2449-0679 • OCT - DEC., 2019

4th TAM

Indorama's Excellent
Maintenance
Culture!



2019 MAN AGM & Exhibition in Lagos

Coronary Artery Disease (CAD)

Message from the MD



Manish Mundra

Managing Director (Nigeria) and CEO (Africa)

Dear All,

The 4th Quarter of 2019 was very busy for us here at Indorama-Nigeria. It witnessed the commencement and completion of our 4th Turn-Around Maintenance (TAM) since 2006 when Indorama took over the old Eleme Petrochemicals Company Limited (EPCL).

The activities included: pre-shutdown, the shutdown, the actual TAM, re-commissioning of the plants and post-TAM. All these were completed on schedule and without any lost time injury (LTI).

Our TAM-4 was completed in record 24.5 days! This is a remarkable achievement, and indeed a monumental feat in the hydrocarbon sector. I am quite proud of our various teams – engineering, operations, commercial, services, contract workers, technical partners, etc who worked round the clock to make this milestone possible. Thank you very much indeed!

I would also like to thank the Federal Government agencies, especially the Department of Petroleum Resources (DPR), whose officials were here throughout the period of the TAM.

Our Corporate Communications team has been able to capture in

this IMPACT magazine the TAM in very graphic details, with photographs and interviews, to bring to our readers, regulators and partners the magnitude of the activities, which have the potential to improve our plant operations very significantly, and impact positively on the economy of Nigeria.

During this 4th Quarter of 2019, the on-going construction of our world-class fertilizer plant (Train-2) continued as scheduled. Let me also commend our entire construction team for equally working round the clock to ensure they meet the set deadlines.

The Christmas and New Year season is here again. It's a time of celebration, and introspection. As a company, we have a lot to thank God Almighty.

I wish all our employees and associates, Happy Christmas and a Prosperous New Year in advance!



RE: INDORAMA'S FREE AGRONOMY SERVICES: THE IMPACT ON NIGERIA'S AGRICULTURAL REVOLUTION

Further to your letter on the above subject, I write to acknowledge receipt of a copy of the April-June 2019 edition of the *Indorama-Nigeria Impact* magazine. While thanking you, please accept the assurances of the President of the Senate.

Dr. Betty Okoroh

SA to the President of the Senate

Office of the President of the Senate

RE: CELEBRATING NIGERIA @ 59! HOW INDORAMA FERTILIZER HELPS IN FEEDING THE NATION & WEST AFRICA

I am directed to acknowledge the receipt of your letter on the above subject and to appreciate your efforts in reducing malnutrition in the Nation and West Africa through your laudable programmes. While wishing you happy Independence Anniversary, please accept the assurances of the Honourable Minister's highest regards.

Adedigba E. O. (Mrs)

Director, Technology and Science Edu.

For: Honourable Minister.

ACKNOWLEDGEMENT

I am directed to acknowledge with appreciation, receipt of your letter forwarding a copy of the special edition of *Indorama-Nigeria IMPACT* magazine dedicated to commemorate Nigeria's 59th Independence Anniversary. Please accept the assurance of the warm regards of the Honourable Minister of Foreign Affairs.

E. Amos

For: Honourable Minister

Minister of Foreign Affairs

RE: CELEBRATING NIGERIA AT 59! HOW INDORAMA FERTILIZER HELPS IN FEEDING THE NATION AND WEST AFRICA

I am directed to acknowledge receipt of your letter and a copy of the Special Edition of *Indorama-Nigeria Impact* magazine dedicated to commemorate Nigeria's 59th Independence Anniversary. I am to inform you that the Honourable Minister, Engr. Sale Mamman appreciates your effort, in using your esteemed magazine to address issues of food shortages in Nigeria and West Africa.

While wishing you success in your future endeavours, accept the Honourable Minister's warm regards

Eto E. Thomas

DD/Head Press and Public Relations

For: Permanent Secretary

Federal Ministry of Power

A LETTER OF APPRECIATION

On behalf of the Director General (NAFDAC) and the entire NAFDAC family, I wish to acknowledge the receipt of a copy of the *Indorama-IMPACT* magazine and appreciate the Management and staff of Indorama Nigeria on their laudable stride towards the development of the entire Nation and West African sub-region. Please keep it up. Accept the Best Regards of the Director-General (NAFDAC).

ISIJOLA C. O. SUBULADE

Director, South-South Zone

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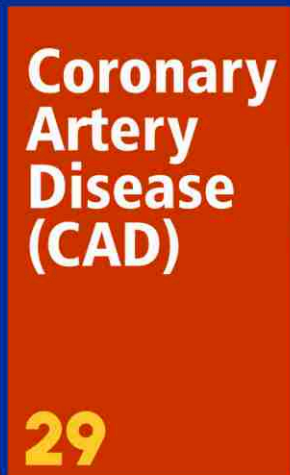
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Editor's Note

This is a bumper edition of 32 pages! We increased the pagination to capture all the details of the 4th Turn-Around Maintenance (TAM) carried out by Indorama-Nigeria at the petrochemicals plants – olefins, polyethylene, polypropylene, power, etc.

The 4th TAM since Indorama took over in 2006. This truly shows Indorama's excellent maintenance culture as has been vividly presented in this edition of IMPACT magazine.

The magazine also has several other stories that showcase the essential Indorama brand. Check out the 2019 AGM and Exhibition of the Manufacturers Association of Nigeria (MAN) held in Lagos.

Indorama's sterling participation won the hearts of many captains of Government and industry, including the Hon. Minister of Industry, Trade & Investments, Mr Adeniyi Adebayo and the President of African Import-Export bank, Prof. Benedict Oramah.

Another thing that defines the Indorama brand is its patriotic spirit -- the love of Nigeria as a country. This year, Indorama, as usual, celebrated Nigeria's 59th Independence Anniversary in a special way. The event is well-captured in this edition of IMPACT.

The magazine is loaded with many other articles that will benefit our readers even in their private lives. Please enjoy yourself and get back to us with your comments.

I wish all our readers Happy Christmas and a Prosperous New year!

Thanks & Warm Regards,

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

Managing Director, Indorama Nigeria
and CEO, Africa

Manish Mundra

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Published by

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Printed by



Biz Pages Limited

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

2019 MAN AGM & Exhibition in Lagos

**Minister, MAN President,
Others Hail Indorama
Products**

**Indorama's Stand
Wins BEST PAVILION
of the Exhibition!**

**MD Elected Strategic
Member of National
Council**

Indorama-Nigeria Group, once again, received accolades from strategic players in Nigeria's and Africa's manufacturing industry for its positive impact on the petrochemicals and agriculture sectors – as the Manufacturers Association of Nigeria (MAN) held its 2019 Annual General Meeting (AGM), public lecture and made-in-Nigeria exhibition from Monday – Wednesday, 2nd – 4th September, 2019 in Lagos.

The 3-day MAN events had the theme: "Improving the Value Chain in the Manufacturing Sector for Competitiveness and Job Creation," which was also the topic of the public lecture delivered by the President and chairman of Board of African Import-Export (Afrexim) Bank, Prof. Benedict Oramah.

Indorama-Nigeria was a lead sponsor of the MAN events, participated actively, while its polymer resins and Urea fertilizer were prominently displayed at the exhibition. The Group's stand

emerged the Best Pavilion of the exhibition.

There were glowing tributes to Indorama by very important personalities (VIPs).

Minister of Industry, Trade and Investment, Mr. Adeniyi Adebayo, who represented President Muhammadu Buhari; the President of MAN, Engr. Mansur Ahmed; and the guest speaker, Prof. Oramah visited Indorama pavilion and praised Indorama's contributions to Nigeria's and Africa's economy.



Manish Mundra
Elected Strategic Member of MAN



Mr. Adeniyi Adebayo,
Hon. Minister of Industry,
Trade & Investment and **Engr.**
Mansur Ahmed, President
of MAN, at Indorama
Pavilion, and received by
Indorama Executives.

Others included Amb. (Dr) Haroun Adamu, the Wakili Adamawa who is a former President of MAN, 3-time Minister and Nigeria's former Ambassador to the United States; a special Chinese delegation accompanied by one of Indorama's most valued customers, Lee Group; and an official of the Raw Materials Research and Development Council (RMRDC), Alhaji Kollere Abubakar Shehu.

The dignitaries were received at the Pavilion by Indorama team led by Dr. Jossy Nkwocha, head of Corporate Communications; Dr. S.K Srivastava, head of Marketing at Indorama Fertilizer as well as Mr. Sandeep Chhatwal and Prashant Rawat of Indorama Petrochemicals marketing.

The exhibition bustled with visitors on all three days. The stand design, colour schemes, detailing and display were Indorama's unique selling point (USP). Informative videos were played using audio-visual aids. Indorama further enhanced its presence with the placement of informative flex banners at multiple strategic locations.

All the personalities applauded Indorama for a job well done and encouraged the company to continue in the path of boosting Nigeria's industrialisation and agriculture.

The Indorama stall manned by both marketing teams led by Rishi Magariya and Sushil Kumar attracted visitors from different sectors of industries ranging from food, beverages and tobacco; chemical and

pharmaceutical industry; agriculture and forestry; automobile, engineering and installation; health and environment; federal, state and municipal administration; wood and wood products, etc. The AGM witnessed a full house made up of CEOs and other representatives of companies in Nigeria. One of the highlights was the election or re-election of Council members. Engr. Mansur Ahmed was re-elected President for another year.

Fifteen prominent CEOs were elected Strategic members. These included President of the Dangote Group, Alhaji Aliko Dangote and the Managing Director of Indorama-Nigeria Group, Mr Manish Mundra.

During the AGM, Indorama was honoured for its strong support for MAN activities and for its leading role in Nigeria's economy. The Award plaque was received on behalf of the Group by Dr Jossy Nkwocha, head of Corporate Communications, who also delivered Mr Mundra's goodwill message.

Another important event at the MAN AGM was an interactive session with the Comptroller General of Nigeria Customs Service, Col. Hameed Ibrahim Ali (Rtd.) on the issues of border closure and the newly-signed African Continental Free Trade Agreement. It was attended by Vivek Sharan, Sandeep Chhatwal, Mahesh Appart, Avijit Sinha, Chirag Jesalpura, Suchil Kumar and Dr. Jossy Nkwocha.

It was a highly successful cocktail of MAN activities!



Engr. Ahmed, President of MAN, presents Indorama Award to Dr. Jossy Nkwocha, who represented the MD.



Prof. Benedict Oramah, President of the Afrexim Bank and Guest speaker received at Indorama stand by Dr. SK Srivastava, Head of Marketing, IEFCL.



Dr. Haroun Adamu, Wakili Adawara, at the Indorama Stand and received by Prashant Rawat and other Indorama Team members.



Indorama Team members (L-R): Suchil Kumar, Amaka Ezeji, Rishi Magariya, Vivek Sharan, Chirag Jesalpura, Sandeep Chhatwal and Prashant Rawat.

Rivers CP Visits Indorama, Assures of Investors' Security in Rivers State!

The Rivers State Police Commissioner, Mustapha Dandaura, has assured foreign and domestic investors of security to carry on their businesses for the benefit of the peoples of the state and Nigeria as whole.

He gave this assurance when he paid a familiarization visit to the Management of Indorama-Nigeria Group at Indorama Petrochemicals complex on Tuesday 3rd September, 2019.

He said he was overwhelmed by the level of industrial operations going on in the

complex, and noted that indeed Indorama plays a vital role in the economy of the state and country by providing employment opportunities directly and acting as a catalyst for many other businesses to thrive.

He said the Police's resolve to secure the state has been boosted since his arrival in the state in July with unparalleled support of the Rivers State government. The police chief added that the command is tackling the security challenges in Rivers state wholeheartedly to rid the state of criminals.

The Managing Director of Indorama-Nigeria Group, Mr. Manish Mundra, who received the CP in his office, appreciated the role of the Police in maintaining security which promotes investment and job creation activities that Indorama is engaged in.

The CP was thereafter taken on a guided tour of the Indorama world-class fertilizer plant. At the Fertilizer Control Room, Mr. Dominic Uduemor explained the operations of the plant as seen on the monitors.

The CP also visited other areas of the Indorama industrial complex including the Olefins plant, the ongoing Fertilizer expansion project (Train 2), the fire station, Urea storage and bagging section, as well as Urea and polymer loading bays.

When Dandaura resumed in Rivers in July, he assured the people of the State that he will work to change the narrative in policing strategy and rekindle the peoples' trust in the police, while seeking for cooperation of the public to deliver on that mandate.

Mr. Mustapha Dandaura, Rivers State Commissioner of Police (middle) and his entourage in a group photograph with Indorama team led by Mr. Ranbir Seth, Head of Security of Indorama (4th from left).



National Authority on Chemical and Biological Weapons Convention Commends IEFCL on Proper Chemicals Handling!



Ms Rita Adeji (6th from left), leader of the NAC&BWC team and other officials of the Agency in a group photograph with officials of Indorama led by Mr. Balaji Rao, head of Safety IEFCL (7th from left).

Top officials of the National Authority on Chemical and Biological Weapons Convention (NAC&BWC), office of the Secretary of Government of the Federation (SGF) in conjunction with the National Agency for Food and Drug Administration and Control (NAFDAC), visited Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) on Thursday, 21st October 2019.

The five-man team led by Mrs Rita Adeji included Mrs. Stella-Maris Olisa, Mrs. Germany Kibe C.O, Mr Bolori A. Tahir and Gloria Dick-Williams from NAFDAC State Office in Port-Harcourt. They were warmly received at the

Project office conference room by senior executives of IEFCL led by Mr Balaji Rao, head of Safety department of the fertilizer company.

With a power-point presentation, Mr. Rao and Mr. Durai Rajan gave detailed explanation about IEFCL operations and contributions to the nation's economy, chiefly in producing 1.5 million metric tons of Urea fertilizer per annum to service the country's agricultural sector.

Mrs. Adeji said the purpose of their visit was part of their general visits to industries in the chemicals sector to undertake the first half of 2019 annual declarations and

inspection of chemical industries in Nigeria as an obligation that has to be carried out regularly.

She and her team requested for all documentation regarding the importation, utilization, custody and safety of all scheduled chemicals. These documents were all provided to the satisfaction of the NAC&BWC officials.

The NAC&BWC officials later went on a facility tour to the Chemical warehouse, where the Indorama official in charge briefed them on the usage, storage and utility of the product. They also visited the Feed Conditioning Unit (FCU) Control room.

Back at the Project office conference room, Mrs. Olisa appreciated the management of Indorama for their warmth reception as they will be returning by next year to wrap up for the year 2019. She also thanked the management for the usual cooperation and understanding that have existed so far between NAC&BWC and Indorama.

In his own speech, Mr. Bolori commended Indorama for the facility, which he said he found impressive "because whenever we come we always see new developments." He however recommended better storage and safety measures to be put in place there.

Mrs. Adeji summed up the impression of the team: "We are quite impressed with Indorama. All your things are almost perfect. There is room for improvement though. We thank you for cooperating with us in our routine inspections and declaration visits. It's all in the interest of all of us, Indorama inclusive!"

In his vote of thanks, Mr. Rao thanked the NAC&BWC team for their time, and also promised to keep up with the good works and implement recommendations offered the company.

Other Indorama team-members that welcomed the officials included Tosin Adalumo, Monday Kari, Jacob Onyibo and Joseph Ngito.

Chinedum Emeana

4TH TAM

Indorama's Excellent Maintenance Culture!

"By consistently carrying out TAM as at when due, IEPL has clearly shown that it is a company with a very high maintenance culture."

– Indorama-Nigeria IMPACT magazine May – August 2014.



From Friday, 4th October – Monday, 28th October, 2019, Indorama Eleme Petrochemicals Limited (IEPL) successfully completed its 4th Turn-Around Maintenance (TAM). The plants were a beehive of various activities carried out by engineers and workmen.

The entire plants' areas witnessed a collage of dedicated workforce and high-tech equipment interfacing to clean up the plants, replace ailing parts, innovate some processes – to deliver a renewed petrochemicals facility to achieve 100 percent designed production capacity.

Describing what TAM means, the STI Group, a total solution

provider to the process industry, in its website, said: "It is a scheduled period of non-production within the plant. That means that day-to-day operations cease completely during the duration of a turnaround and instead the focus shifts to maintenance related activities, cleaning, inspection and repair."

"During this time the plant's employees, and often outside contractors, work around the clock to get everything ready for the plant or unit to resume its regular operations. Speed is of the essence when it comes to shutdowns because they are extremely expensive in terms of production loss, increased labour and equipment expenses."

And for 24 and half days, this

was what happened at the Indorama Petrochemicals complex, involving a mix of 1,728 in-house engineering and maintenance expertise, Original Equipment Manufacturers (OEM) representatives, expatriates and Nigerian specialist-contractors, as well as officials of the Department of Petroleum Resources (DPR).

According to Mr. A.B Rao, Technical Head at IEPL, "we can summarize TAM-4 as a combined team effort by maintenance and process teams in major plants well supported by services teams".

This comprehensive, far-reaching TAM is the fourth of its kind since the Indorama-Group emerged as core investor in the old EPCL in the

Federal Government's privatization programme 12 years ago.

The first TAM took place in mid-2006 immediately after take-over, the second happened in February 2010 while the third was done from 19th May to 9th June 2014. The regularity and dependency of this entrenched habit is a hallmark of Indorama-Nigeria's excellent maintenance culture.

According to Mr. Rao, the scope of TAM-4 comprised a total of 4,400 different activities performed in different departments and plants within the scheduled time-frame, including the overhauling and cleaning of various equipment including heat exchangers, columns, vessels, tanks; and statutory inspection of boilers,





INTERVIEW

“Our TAM-4 will impact our production and the Nigerian Economy very positively!”

... Mr A. B. Rao, Head Technical

Sir, how long did the TAM last?

The TAM-4 schedule was a total of 24.5 days from product to product. It was about 3 days longer than previous TAM-3 carried out in Year-2014. We have taken up few additional jobs as listed here that were not carried out in TAM-3.

1. Deaerator repair / modification job to meet the Dissolved Oxygen (DO) specification in steam. Most of the preparatory works' design and fabrication were done upfront to reduce and limit the total duration of the actual repair job within TAM-4 to less than 16 days (Steam out to steam in).

2. Overhauling of Olefins PGC (Process Gas

Compressor), along with its turbine. The turbine job was carried out after TAM-1 in 2006. It involved disassembly, inspection, cleaning of rotor, blades and diaphragm, assembly and box-up. This job was done under the guidance and supervision of compressor and turbine Original Equipment Manufacturer (OEM) engineers.

3. Repair of leaking steam heat exchangers in Polyethylene plant: There was massive repair job taken up on LB feed & HB condensers (3-E-903, 3-907A/B) to arrest leaks from tube sheet flange. Preparatory jobs had long been completed to limit actual execution to within 18 days during TAM-4 (Steam out to process in).

4. Provision for hook up of future projects that are currently in engineering phase.

- HP steam, cooling water, DM water and utility tie-in for 3 nos. HRSGs at GTGs exhaust in power plant
- UHP steam tie-in for furnace-7
- Process and utility tie-in for additional chiller, Ethylene dryer and additional exchangers in PE plant
- CW tie-in for 6th Cooling water pump (suction & discharge hook-up), HRSG
- Electrical systems relay upgradation.

What was the scope of the entire work?

The TAM-4 job scope was broadly divided into following category jobs that couldn't be done in a running plant. (a) Overhauling and cleaning of equipment, heat exchanger, column, vessels, tanks (b) Statutory inspection of boilers, furnace steam drums (c) Refractory repair of boilers/furnaces/vaporizers (d) Inspection, cleaning & repair of process lines & fittings (valves/flanges) (e) Process Modifications (f) Tie-in for future projects.

Others are: (g) Replacement of obsolete items & up-gradation of control system (drives/control systems/ vibration monitoring system/ relay panel to PLC/ gas detector system upgrade) (h) Replacement of bad/passing valves (i) Steam leak rectification (j) Improvement in operational efficiency /productivity (k) Transformer, HT/LT switch gear/breaker Maintenance, Relay upgradation, relay testing spanning all substations within IEPL.

TAM-4 activity comprised of a total of about 4,400 nos. of equipment/activity performed within 24.5 days.

Did Indorama have the expertise in-house to do the TAM or did the company import manpower for the TAM?

Indorama definitely has in-house expertise to carry-out all the jobs

independently. However, as TAM-4 scope involves large number of equipment that need to be overhauled/ repaired/ maintained within the short duration of 24.5 days, Indorama supplemented in-house expertise with

- overseas skilled manpower for dedicated jobs (high pressure hydro jetting/ Relay upgradation/ Motor operated valve, UPS & critical inspection services, Vibration monitoring system, PLC & drive upgradation),
- OEM representatives for supervising critical equipment overhaul & repair (Olefins process gas compressors, deaerator repairs and heat exchanger repair as mentioned above)
- Overseas skilled manpower for exchanger re-tubing (surface condenser in K-2)
- Cold cuttings & line repair jobs through local expertise within Nigeria and
- Local support manpower through DPR approved contractors.

The total TAM-4 workforce comprised of 148 persons of in-house maintenance & engineering staff supported and augmented with about 180 no. overseas expatriates and 1,400 nos. local contractor manpower. The was ably led by our engineering HOF Mr. S.B. Sagdeo and supported by all process, maintenance and support HODs/staff.

We can summarize TAM-4 as a combined team effort by maintenance and process teams in major plants supported well by services teams towards successful completion of TAM-4 on schedule.

TAM-4 planning and preparation started about two years before actual commencement on 4th October, 2019. This involves:

- Process preparation to identify the key process & equipment constraints in consistently operating at design throughput;
- Internal deliberation and correspondence with licensor & other OEMs for solutions to problem

- rectification;
- Identification of equipment overhaul / repair / maintenance and process improvement measures / OEM solutions that need that can't be done/implemented in a running plant;
- Preparation and approval of TAM budget;
- Procurement of equipment, spare parts, lines and fittings, new pieces of equipment, resources such as hydro-jetting machines, cranes, hydra, cold cutting equipment etc. that are needed to accomplish all the jobs.
- Evaluation of in-house resources, identification / qualification of local contractors / vendors and hiring of necessary additional resources including manpower that are needed to complete the tasks;
- Award of contracts / POs, preparation of TWP / Visas, ticketing, logistics etc for expatriate/OEM/ vendor representatives;
- Preparation & review of TAM schedule with detailed micro-planning of all activities within each task

- with allocation of resources and arrive at a compact overall schedule.
- Registration, safety induction, preparation of biometrics and issuance of TAM gate passes.
- Preparation for provision of lunch/snacks to all local staff working for TAM
- Procurement of additional PPEs for issue in TAM.

Which regulatory agencies were involved in the TAM-4 and what roles did they play?

The main regulatory agencies involved in TAM were: Department of Petroleum Resources (DPR); Factory Inspector, and FMENV – Federal Ministry of Environment.

All the agencies played key roles in ensuring the activities were carried out in safe and environment-friendly manner. We had a dedicated DPR team witnessing the TAM. The Agencies played vital roles in planning, execution and guidance towards smooth execution of TAM.

What is the industrial standard for TAM in large process plant like

Indorama's?

The industry practice for Petrochemicals complex is to have TAM at intervals of about 4 years. It is mainly determined by the feedstock in Olefins plant (liquid/gas crackers). We are using Natural Gas Limited (NGL) which after separation of VC5 is cracked in 5 furnaces while the separated VC5 is cracked in the sixth furnace. Liquid cracking poses more chocking problems. We have consistently achieved 4-year mark despite our feedstock being genuinely different from other crackers.

What is the expected impact of this 4th TAM on production, and the Nigerian economy in terms of job creation and skill/technology transfer?

We are expected to achieve 100% design production levels of 290 KTA Ethylene and about 75-80 KTA Propylene in Olefins plant which will be processed and converted into Polyethylene and Polypropylene. We are expected to cross 360KTA total polymer mark provided NAOC (Agip) also achieves 110m3/hr average NGL supply rate post-TAM.

I am happy to report that Olefins

plant on-spec was achieved within 20.5 days, 3.7 days ahead of schedule. This is in spite of the larger volume of work involved in this TAM-4. A comparison shows that in TAM-2 in 2010, Olefins plant on spec was achieved in 23.5 days and in TAM-3 in 2014 it was achieved in 21.2 days. This shows continuous improvement of our processes.

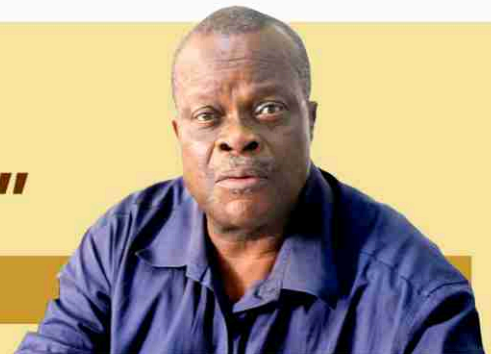
IEPL produced the highest total polymer of 327KTA in 2018 which can be surpassed after TAM.

The increased polymer production will have multiplier effect in downstream process industries and supply chain management. Specific to TAM-4, we were able to provide employment to about 1,400 nos. local personnel who would have gained significant skill set that they can use in similar jobs on offer.

The personnel associated with TAM significantly gained knowledge in overhaul of equipment they were associated with which was a personal boon and opened up opportunities in maintenance spheres.

"TAM has improved our plants by over 100%!"

- Engr. Martins Chigbu, Plant Shift Superintendent



What was the role of the Plant Shift Superintendents (PSS) in the TAM-4?

There are five of us namely I. T. Lawson, Charles Onuoha, Charles Igwe, Bennett Mandah and myself. Our role was coordination, to ensure that the TAM operation went on very well. We ensured that all the items planned for were supplied for the maintenance activities. We also ensured that the shift drivers came on time, brought the personnel from outside, move in and move out as scheduled by management.

Furthermore, we ensured that the jobs were well monitored to make sure they were done well and within the given time. We were always present. We coordinated with the HODs of the different plants. The jobs were already well planned out, so we went according to the plans. The TAM started on the 4th of October and with the coordination we have had with the HODs we were able to achieve the TAM within the management's scheduled time frame.

What is the benefit of the TAM to the plants?

The TAM is geared towards renewing the life of the plant. After the plant might have run for a period of 4/5 years, it is expected that there might arise some problems in some areas that could not be dealt with without completely shutting down the plant. Within this time, we record and keep all those information and data. So when it is TAM period, we shut down the plant and do a comprehensive servicing of the plant, after which the plant can

run for another 4/5 years again nonstop.

During this TAM period, many of these equipment are opened, the compressors, the columns, the heat exchanger, everywhere is opened. This turns our plants into almost new ones! After the TAM, the life of the plant is renewed and improved. Therefore, the production capacity will improve even beyond 100 percent.



“The Success of our TAM-4 came from all our Staff and contractor workers!”

– Mr. S.B. Sagdeo (Head of Engineering)

The just-concluded Turn Around-Maintenance (TAM-4) was a major activity for the company. The process started two to three years ago. We identified the jobs along the operations, found out the spares that were required, the resources required, machinery, manpower, skills, etc.

We carried out procurement of all the spares and equipment and determined how much duration it would take to

complete. All these processes were forwarded to Management as part of budget to get financial approval.

The success of TAM-4 is not from engineering or operations only but collective efforts from all staff of Indorama-Nigeria. The Commercial takes care of the procurement of the materials, Administration makes sure food and other necessities are provided, Logistics ensures the internal movements, housekeeping, etc. Besides our

staff, we involved many local skilled contractors and manpower resources who worked in various ways to make the TAM a success.

Before the TAM commenced, we did job safety analysis, which was carried out for each and every major job to ensure safety in all our operations. We also hired the crew of safety ambassadors who worked round the plants for each and every job. From the start of the TAM to the end, we didn't

record any injury or fire incident.

Operations and engineering teams took care of all the precautions particularly on the hot jobs.

TAM-4 was an opportunity for upgrading of equipment, replacement of obsolete equipment, parts and machines of the plants. TAM ensures plants' reliability and efficiency of the equipment.

Cont'd from Page 9

4TH TAM Indorama's Excellent Maintenance Culture!

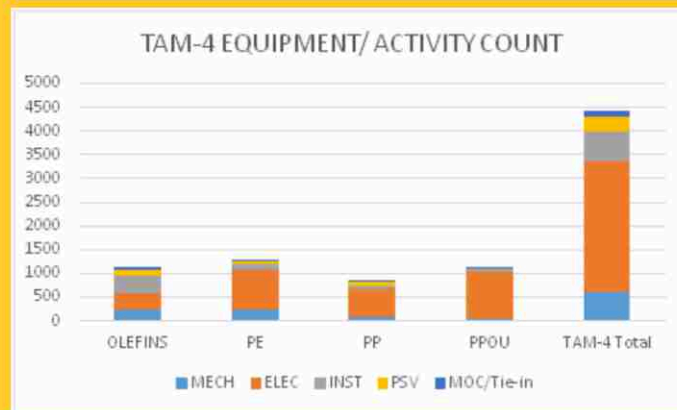
furnace steam drums, refractory repair of boilers / furnaces / vaporizers.

Other activities are: inspection, cleaning and repair of process lines and fittings (valves/flanges), process modifications, replacement of obsolete items, up-gradation of control system and tie-in for future projects, among others.

He said the major difference between this TAM and previous ones, and which invariably increased the man-hours of this latest exercise, is that provision was made for accommodation of future expansion projects that are currently in engineering phase.

Federal Government of Nigeria's regulatory agencies also played critical roles in the planning and successful execution of the turnaround maintenance in a safe and environment-friendly manner.

DISCIPLINE	OLEFINS	PE	PP	PPOU	TAM-4 Total
MECH	245	230	71	60	606
ELEC	343	838	600	990	2,771
INST	367	139	50	47	603
PSV	125	64	111	14	314
MOC/Tie-in	41	18	18	38	115
TAM-4	1121	1289	850	1149	4,409



These agencies include the Department of Petroleum Resources (DPR), the Factory Inspectorate of the Federal Ministry of Labour & Productivity; and the Federal Ministry of Environment (FME) with their teams of inspectors, who made sure that everything was done right.

The first DPR three-man team included Christian Ike -- Assistant Chief Chemist as Team lead; Aliyu Daneji -- Assistant Chief Mechanical Engineer and Philip Idongesit -- Mechanical Engineer I who is resident. The second team comprised of Paul Akapana -- Snr. Mechanical Engineer and Miss Jennifer Muku --

Mechanical Engineer 1. They worked round the clock with the Indorama team.

An elated Managing Director of Indorama-Nigeria Group, Mr. Manish Mundra expressed appreciation to all the team members who worked tirelessly around the clock to ensure that a successful TAM was achieved in record time. "I thank everyone who contributed to delivering another signpost of Indorama's culture of excellence," he said.

"I was particularly impressed with the high level of commitment and dedication invested into this activity by our staff, the contractors and committed teams of government regulators who supported us throughout the TAM period," Mr Mundra further said.

With TAM-4 successfully delivered Indorama can continue to guarantee increased polymer production and supply to the downstream polymer processing industry, with its attendant energizing multiplier effect on Nigeria's economy.

TAM-4 Posed Challenges and exposed our creativity - Indorama Staff Speak

In this series of interviews by Mike Achaziem of Corporate Communications, Indorama Staff share their experiences and perspectives about TAM-4

"In TAM-4, we faced new challenges and found solutions to the challenges!" -- Nitin Narkmede, Head of Section, Olefins Mechanical

Being part of the team, I feel empowered. Our team was fully dedicated. Our contributions to the success of TAM-4 were effective planning and execution. We had adequate plans to ensure every activity progressed according to plan.

We had one HSE ambassador in each plant coordinating with Mr. A. Basu to ensure that safety rules and regulations were strictly followed

Knowledge is never ending. We faced new challenges and we found new solutions to those challenges. Indeed, it was a continuous learning process. We also improved on the Management of Change (MOC) to further improve the reliability of the plants in order to enhance performance.

"I am very happy that I was given opportunity to participate in TAM-4!" -- Jude Jaka, Olefins Plant

My team was in charge of all the Pressure Safety Values (PSV) in the Olefins plant and we ensured that the jobs were carried out as per schedules. We brought down the PSVs and took them for calibrations, ensured they were calibrated to their set points to avoid premature lifting.

The rains disturbed us some times, but that didn't deter us. We effectively managed the whole process. Now that TAM is over, production will be optimal. That gives all of us joy and happiness. It was an honour, and I am very happy, that I was given the opportunity to do my best.

"We did total revamping of the entire plants, and I'm happy being part of the team!" -- Jaja Blessing Emmanuel, Mechanical Department

This was the 4th TAM in Indorama-Nigeria. The scope was huge. We did total revamping of the entire plants. We replaced degenerator, compressor K1, overhauling of the turbine to the MP. We also did some repairs and a lot of steam work was carried out more than what we did in 2015.

In fact, TAM-4 was an opportunity to learn new things. During the TAM preparations, a lot of challenges came up, and these challenges came up for us to find solutions to them. So the execution stage was a time of great experience.

We developed task risk assessment and job safety analysis. That was what we followed very strictly. We couldn't do anything without making sure safety is involved. As you looked around, you saw safety officers that ensured the rules were strictly enforced.

I am happy that I am one of the team.

"TAM was like a medical check-up to give the plants a fresh breath of life!" -- Nyekachi Alerechi, Polypropylene Plant

Before the shutdown, my plant had a forum comprising of the HOD, managers, supervisors and engineers, where everyone suggested areas of improvement. That process helped us a lot.

My team did very well in the TAM. We are very much excited because there were some equipment that have been giving us problems. We had the opportunity to overhaul them. For example, we have equipment called "T" we opened all the vessels in our T areas properly, and cleaned with oils.

Before we did any job, the safety person came first to certify such job. Like scaffolding, the safety officer went there and checked if it was properly fixed. In case of a closed vessel, they checked if the oxygen level there is okay before any person goes in to do a job.

If we were doing a job that has propensity for fire, we called the fire fighters and safety officers to be on ground before we commenced the work in case of necessity. In fact, one day, we stopped two jobs that didn't meet our safety requirement. This TAM was like a medical check-up where we examined every equipment,



Nitin Narkmede



Nyekachi Alerechi



Jude Jaka



Benson Omoaka



Blessing Jaja





Materials Management Dept.



Bagging



Power Plant, Utilities & Offsite



Workshop



Mechanical Section



PP Plant



S.B. Sagdeo, Head of Engineering (2nd Left) and Innocent Kpndem (Left) with the DPR Team - Christian Ike (2nd right) and Philip Idongesit.

spares and machine and give them a fresh breath of life.

“With regular TAM, equipment or machine failure is minimal!” --- Benson Omoaka, PE Plant

TAM-4 was for us to revive, renew, revitalize and regenerate the plants to a greater standard. To get the best operations out of plants, they need to be restored back to their original position.

One of the major equipment we dismantled is the extruder gear box for cleaning and servicing. We then went for the alignment before boxing up. Indorama has a culture of delivering on a set time, and we in PE plant keyed into that. When you are given any assignment, you don't need to be pushed to do the job; rather

you take action and deliver results.

This is one of the TAMs we have had, where all the operators, chief operators, shift engineers were directly involved in the jobs and reported to the head of department. Being part of the TAM has exposed me to know the internal and external parts of the equipment.

Indorama has made TAM a routine culture by ensuring that every three years it does an overhaul of the entire plants. With so doing, chances of machine or equipment failures is minimal

“We ensure strict rules and regulations on safety

throughout TAM-4!” -- Bashir Mohammed, Safety Officer, HSEF

Everything worked according to schedule. My technical team ensured that persons going into confined spaces and transaction of hot jobs took all the precautionary measures. Our company has strict rules and regulations on safety, and we are very particular about it, right from the outer gate. Contractors got their pre-induction before coming into the complex. A banner was placed at the entrance of each plant to draw everyone's attention to safety rules and regulations.

All the respective safety ambassadors were also taking responsibilities for the contract workers at the various plants to ensure that the *tool box talks* before engaging on daily routine maintenance activities was carried out.

One of the basic roles too was to examine and cross examine the level of oxygen in all places and confined spaces of those carrying out any activity and ensures a zero LTI (lost time injury).

All the basins were opened and good maintenance went on. Also there was high level of interactions and exchange of knowledge at all levels among the workers.

“After TAM, we have a brand new plant!” -- Kriss Natty Rissi, Instrumentation Dept.

TAM created an opportunity for exploring potential and ideas. It gets everyone thinking and brought out the best of ideas on the job. So I feel good. You can see that everyone has been quite busy in the plant. Everyone had one way or the other of contributing to TAM-4 to ensure the completion was achieved on



Samuel Oluka



Viola Okereke



Partha Prain Nag



Olefins

PE Plant



Instrumentation

Electrical Section

schedule. I am an instrument technician but there were several other jobs I did just to ensure I contributed my quota to the successful completion of TAM.

Once in every week we had safety orientation. That is why we still maintain zero incidents because of our robust safety procedures in place. Safety department comes from time to time to give us feedback on the status of the plant. Which means the plant itself is safe and the people working there are also safe. From what I saw, this TAM should give us another star award because we now have a brand new plant.

“We respond for request for materials very promptly. It is part of our work ethics,” -- Partha Prain Nag--MMD

This TAM-4 is target oriented job. We want to complete the job on schedule. In Materials Management Department

(MMD), we're playing a major role. We are the centralized materials supplying unit. All materials required for the TAM job are being supplied by MMD and operations are 24 hours round the clock. My contribution is to coordinate all the activities of materials issuance from the warehouse to the plants and communicate to Management.

We involve all our logistics trucks, trailers and fork lift, and other logistics to ensure effective coordination and movement of materials to the various plants where they are needed. Our teams are very proactive. As soon as request for any material is needed, we ensure within the shortest time frame materials are made available and collected by user. It is part of our work ethics.

“Medical Team was fully involved in the TAM,” -- Viola Okereke, Medical Dept

We are happy that the TAM is moving smoothly. We are standby here with our medical team and ambulance as part of the team. We are here to respond swiftly in case of any emergency there would be quick response and evacuation.

Being here is the best safety precaution to save life and redeem the time to avoid any loses. As a nurse being part of the team, I stand to gain a lot. First I am conscious of what I am expected to do which makes me observe very carefully of everything going on here that alone puts you on your toes in case of necessity.

“I feel good and proud to be part this TAM. It enables us to contribute our own quota” -- Bright Nwoke, PPUO

I feel good and proud to be part this TAM which enables me and team to contribute our own quota. For example before any maintenance job is done, we carry out process isolation; we make sure the place is safe before any job is carried out.

it, we have to make it safe before they can do the job.

We are doing something we have not done before; for example, we shut down the cooling waters. There is no water in circulation. The basin is empty, except the cooling of our gas turbine and our air separating because they are running units.

“It has been challenging but all of us are learning from the experience” -- Samuel Oluka, MMD

You must be energetic to be part of this TAM. The process gets everybody involved in one type or the other. You have to invest a lot of energy to work from 7am to 7pm. It's hectic but we are working as a team, be it process, mechanical, operations, etc.

I am in charge of the chemicals, lubricants, greases, gases for all the plants. They are being managed by our team and issued to all the plants. Because of what we do, we interact with all the plants and heads of departments.

On our acid tank, there has been some valves on that line that are having issues, but this time we have to empty the acid tank completely and we have to do some specialized work before the mechanical team can replace the valves. Such job, the mechanical team cannot handle

It has been quite challenging but I think all of us are learning from the experience and challenges. This is a good policy from Management to make sure the plants do not break down before they are maintained.



Bashir Mohammed



Kriss Natty Rissi



Bright Nwoke



Chinedum Emeana

Indorama Celebrates Nigeria's 59th Independence with Public Lecture, Competitions!





Indorama-Nigeria Group continued its tradition of celebrating Nigeria at its independence anniversary! On 30th September, 2019, it held an elaborate event to mark the country's 59th Independence Anniversary with various sports competitions, a public lecture aimed at promoting national unity and development, and the cutting of Independence Anniversary cake.

In his address at the event held at Indorama's Event Centre the Managing Director Mr Manish Mundra, said Nigeria is a great country and for the Indorama-Nigeria Group, it is a thing of pride and joy to celebrate Nigeria – even on daily basis.

"It's the idea of celebrating throughout the year, creating new heights, identifying new energy points and touching them and finding new goalpost – that is the whole idea of freedom, that is the whole idea of celebrations, especially the Independence Day celebration."

He congratulated President Muhammadu Buhari and Governor Nyesom Wike of Rivers State on the special event of Nigeria's independence celebration, assuring them that the company will continue to join hands with them to drive national development.

The MD also commended the event's organizing committee, the athletes and Dr. Jossy Nkwocha and the Corporate Communications team that have been publishing a special edition of Indorama-Nigeria IMPACT magazine to celebrate the

country's independence for the past six years.

Earlier, Egere Tetenwi, chairman of Organizing Committee, in his welcome address, thanked the management of the company for providing the platform to celebrate Nigeria's greatness. He acknowledged that the country is going through some socio-economic challenges, but noted that the country is in the process of a rebirth which will usher it into a better future.

The public lecture was delivered by Barrister Karibi George, a Fellow of the Nigerian Institute of Public Relations (NIPR) and it was titled "Nigeria: Social Re-engineering for National Unity, Peace and Progress."

In the lecture, Barr George reflected on how social re-engineering can be the key to unlocking national unity, peace and progress among the peoples of Nigeria.

Among other things, he recommended that "the national motto, "Unity and Faith, Peace and Progress" should be given prominence as much as the national anthem and the pledge. "It should be printed and

hung at prominent places in public buildings and corporate offices. It should also be recited individually and in unison at schools and at public events until all Nigerians internalize it," he said.

The sporting competitions among employees included relay marathon, ladies 200 metres race, table tennis, lawn tennis, swimming, chess and snooker. The relay marathon was won by IEFCL Operations team while Mrs Precious Obioma and Mrs Toyin Olaseinde won 1st and 2nd positions respectively in the ladies' 200m race.

Other winners included Promise Egwurugwu and Afolayan Afees (1st & 2nd) in Table Tennis; David Oketete won 1st in Chess; Satyendra Singh and Dominic Uduemor (1st & 2nd) in Snooker; and Rogers Olisaek and Rajesh Bhagat (1st & 2nd) in Swimming.

The event witnessed presentation of prizes to the games winners and cutting of the anniversary cake led by the managing director. Event ended with a special Group Luncheon after which Mrs. Eva Onyebuoha of HR Department gave the Vote of Thanks.



Indorama Trains its DEG-Agronomists for Better Performance



Group photograph of the agronomists and the training facilitators – from 5ft left (sitting) **Mr. Avijit Sinha, Dr. Balbir Singh, Dr. Jossy Nkwocha, and Dr. S.K Srivastava**

A total of 51 old and newly-inducted Indorama-DEG agronomists drawn from all the states and zones of the country were part of an extensive one-day training programme on Friday, 27th September, 2019 at Zuma Hall, Rock View Hotel Royale, Abuja. Resource persons at the event included Dr. Jossy Nkwocha, head of Corporate Communications of Indorama-Nigeria Group whose lecture topic was “Skills for effective reports' writing and data presentation”.

Others were Dr. S. K. Srivastava, head of Marketing & Sales of Indorama Eleme Fertilizer & Chemicals Limited (IEFCL); Dr Balbir Sing, head of Indorama Agronomy Services; Mr Avijit Sinha, Manager of Northern Zone of IEFCL; Mr. Rishi Magariya, the Manager of Southern Zone, and Dr. Titilope Oyerinde, the DEG Programme officer.

Dr. Srivastava said the German government development agency, DEG, has much confidence in the ability of Indorama-Nigeria Group to

carry out effective agronomic and extension services across Nigeria to educate farmers on appropriate use of fertilizers to boost food production.

The Training kicked off with a welcome address by Dr Srivastava who said the capacity building was very important to enhance the performance of both the old and newly-inducted DEG agronomists.

He noted that Indorama has enormous task of ensuring that its Urea fertilizer reaches all farmers in all the nooks and crannies of Nigeria, hence the need to empower the agronomists with necessary skills.

Dr. Singh gave the first lecture on “Best Agronomic Practices” which exposed the agronomists to new methods, techniques and technologies for modern agriculture for increased crop yield and food security.

He gave new insights into Indorama's list of agronomic services including soil testing, analysis of soil nutrients, crop science dynamics, pests and

pesticide application, fertilizer applications, among others.

The main lecture for the day featured a presentation by Dr Nkwocha, which identified three kinds of reports' writing namely journalistic, business and public relations.

The lecture dwelt more on public relations writing, which he said, aims at projecting the company, its activities, products, services, programmes and policies in a way to win the goodwill, loyalty, support and positive perception of stakeholders – customers, regulators, international partners, among others.

Dr. Nkwocha noted that Indorama's IMPACT magazine, Fertilizer News, websites; product brochures, etc were usually produced to achieve the above-identified objectives. The lecture then zeroed in on various skills for writing effectively for corporate publications. These include the pyramid format of news writing, the 5Ws and H format, as well as key tips for presenting accurate messages that are socially and legally acceptable

in corporate communications.

Some of the tips include check for facts to ensure story is factual; ensure clarity of thought, ideas and views; eliminate unnecessary professional jargons or technical words that make the write-up difficult to understand; differentiate between facts/report of event and personal opinion; eliminate legal liabilities; proofread your write-up; use spellchecker; and keep it short and simple (KISS).

Dr. Nkwocha's lecture also touched on getting the best interviews and photographs. According to him, a good photograph tells a story better than a thousand words. It was a very interactive session.

Mr. Sinha later took the floor to teach the topic “Role of DEG-agronomists in Indorama Urea Marketing.” The lecture dwelt extensively on how agronomists can make their activities to align with the branding philosophy of Indorama Urea marketing.

The last lecture was handled by Dr. Oyerinde on the topic “SOP of Various DEG agronomy activities / DEG Reporting structure / Formats & Templates / Expense settlement etc.” It was a technical presentation of the administration of DEG programmes.

In the closing remarks, Dr. Nkwocha said he was impressed with the organization of the training and the effective participation of all the agronomists and resource persons. He said he would expect that the participants would apply all the knowledge and skills imparted at the event. He commended the DEG-programme team led by Dr. Oyerinde. On a high note, he said: “I am expecting positive feedback from the trained agronomists”.

The agronomists in their various post-training responses said it was an impressive and action-packed event rich in content and delivery by the resource persons.



Group photograph of officials of NAC&BWC, participants and facilitators, taken at the end of the Chemicals Handling Workshop in Kano.

Stakeholders Push for Integrated National Approach to Chemicals' Management

Stakeholders in the chemicals' sector in Nigeria have called for an integrated national approach to chemicals' management.

This is meant to minimize overlaps, inconsistencies in policies and programs, and to bring about improved information exchange within and among relevant parties and ensure that sound management occurs at all stages of a chemical's life cycle.

This is one of the decisions reached at a conference tagged "the integrated approach for the sound management of chemicals in Nigeria" held at Tahir Guest Palace, Kano from 17th – 18th September 2019.

It was organized by the National Authority on Chemical and Biological Weapons Conventions (NAC&BWC), Political and Economic Affairs Office (PEAO), Office of the Secretary to the Government of

the Federation (OSGF).

Indorama's Kingsley Eze was one of the 150 participants, drawn from relevant government ministries, departments and agencies (MDAs), the Organized Private Sector and players from the chemical industries in the northwest zone of Nigeria, who attended the conference.

The objectives of the workshop were to raise awareness among national stakeholders and representatives of chemical industries in the northwest zone on the chemical weapons convention (CWC) and its national implementation with relation to the chemical industry as well as enhance robust cooperation between regulatory agencies and the chemical industries towards strengthening sound management of chemicals, chemical safety, security and sustainability.

The participants stressed the importance of domestication of the chemical weapons

convention as well as the passage of chemicals and biological weapons prohibition bill currently at the National Assembly, and the need for chemical inventory management system as the basic tools for sound chemicals management.

Other issues raised were the need to improve on the existing inter-agency collaboration and cooperation with respect to integrated chemical management in Nigeria; the need to motivate local manufacturers by preventing sub-standard materials from entry into the country; need for standardized sales, usage and storage of chemicals and the role played by NAFDAC and ONSA in the management of chemicals in Nigeria in respect to licensing and issuance of end-user certificates.

The welcome address at the conference was delivered by Mr Boss Mustapha, Secretary to the Government of the Federation (SGF), who was represented by Mr Gabriel

Aduda, permanent secretary at PEAO and chairman NAC&BWC, while the workshop was declared opened by Alhaji Abdullahi Umar Ganduje, Governor of Kano State represented by Alhaji Tijjani Danzabuwa, Director-General of the Kano Chamber of Commerce, Industry, Mines and Agriculture.

During the workshop, participants were divided into three working groups. Each group was given a topic to deliberate and make presentation on. The topics were focused on three broad themes namely: Gaps in management of chemicals, improving chemical safety and security and improving collaboration between chemical industries and regulatory agencies.

There was also a lecture on "Regulatory bodies in the integrated approach for the sound management of chemical" aimed at promoting the application of managerial best practices on the use of chemicals in Nigeria.

Mr. Eze who received a Certificate of Participation at the end of the two-day conference described it as "educative and eye-opening."



Technical Report on Chemical Vulnerability Assessment And industry compliance workshop In Port Harcourt

 ENGR. CHARLES OSUJI (Polyethylene Plant)

Background of the workshop

The workshop on "Safe handling of scheduled chemicals vulnerability Assessments and industry compliance" was organized on the 7th and 8th February, 2019; by the National Authority on Chemicals and Biological weapons conventions (NAC&BWC), Political and Economic Affairs Office (PEAO) in the Office of the Secretary to the Government of the Federation (OSGF) at Novotel Hotels Port-Harcourt, Rivers State.

The workshop was declared open by Secretary to the Government of the Federation, Boss Mustapha, who was represented by Mr. Gabriel Aduda, Permanent Secretary Political and Economic Affairs office and Chairman National Authority on Chemical and Biological Weapons Conventions (NAC&BCW).

The workshop was attended by over 120 participants drawn from relevant Government Parastatals, Ministries, Departments and Agencies (MDAs), organized private sector and major players from the chemicals and allied industries, and INDORAMA Eleme Petrochemicals and INDORAMA Eleme Fertilizer companies were ably represented by Dr. Jossy Nkwocha, who delivered a keynote address at the workshop; Engr. Charles Osuji; and Mr. Monday Kari of IEPL as well as Mr. Ofoma Chukwuebuka and Mr. Dase Ogaga of IEFCL.

The workshop became very necessary owing to the rising trend of terrorism and sabotage using explosive devices made from some of the scheduled chemicals, due to inadequate management and control of these chemicals in our society.

The workshop was an opportunity for INDORAMA chemical officer and Chemical management officer to come face to face with regulatory and federal government authorities to deliberate on easing the technical hitches associated with licencing and importation of scheduled chemicals, to enhance business investment in the Nigeria economy, and at same time helping the government in security through good chemicals management architecture.

Objectives of the workshop:

The objective of the workshop amongst others was to sensitize relevant national stakeholders and representatives of the chemical industries in the country, on sound management of chemicals and their precursors as listed in the schedules of the chemical weapons convention (CWC) to ensure safe handling and safer environment.

And also to create more awareness on the dual nature of chemicals which was recognized by the Chemical Weapons Convention because

of the peaceful and harmful use of Chemicals to further encourage proper management and security of chemicals with regular and adequate compliance to the articles of the convention.

Discussions and training activities during the workshop:

The workshop was an interactive one with technical presentations, deliberations and exercises that were centred on the following topics:

1. Gaps in Management of Chemicals
 2. Improving chemical safety and security
 3. Improving collaboration between chemical industries and regulatory agencies
- The presentations were made by experts in various fields including the chairman of the National authority on Chemical and Biological Weapons Conventions (NAC&BWC), Mr Gabriel Aduda, who spoke on "The overview of the chemical weapons Convention & the Role of the national Authority on Chemical and Biological Weapons Conventions"

Other speakers at the workshop were:

1. Col. Kazeem, Staff officer in ONSA Office, who presented a paper on "Emerging threat of Chemical Terrorism, the need for chemical safety and security in Nigeria" A high point of his presentation was his assurance that End user Certificate (EUC) approval will be done within 14 working days. This will be good for INDORAMA business.
2. Dr. Andrew T. Tyowua, Lecturer Benue state University, who spoke on "The overview of Chemicals Vulnerability Assessment for Tertiary Institutions & Chemical Industries "
3. Mr. Jwalshik Wilfred, Registrar / CEO Institute of Chartered Chemists of Nigeria (ICCON), who delivered a keynote presentation on "Dual

nature of Chemicals: Their Peaceful Use as a Panacea for national development

4. Enhancing inter-Agency Cooperation and Coordination on Chemicals Security in Nigeria was wonderfully delivered by Mr. C P Kayode Egbetokun, Commissioner of police, Explosives Ordnance Disposal Nigerian Police.
5. A masterpiece by NAFDAC on "Existing National Laws and Regulation for effective Chemical management was exceptionally presented by Patrick Leonard Omokpariola, Ph.D. A high point of his presentation was that Chemical storage security should include: Storage area to have CCTV coverage; Proper gating system; waste treatment equipment availability; equipment for one company not to be shown for another company, and chemical handling officers should be well motivated, because human factor has been identified as the weakest link and tool for terrorism.
6. Mr. Timothy S Samuel, also delivered a very interesting presentation on "Chemical Industries Compliance-Challenges and Way Forward"
7. A specular presentation on "Inspection and Declaration of Scheduled Chemicals" was delivered by Mr. Ukaegbu, Samuel E, Ex-OPCW Inspector

Recommendations based on the Workshop:

At the end of the workshop, the participants in three groups were tasked to provide possible solutions to compliment federal government's effort in meeting up with provisions of the convention. The participants came up with many observations and suggestions which were put together to arrive at the communique issued by the participants as



Indorama staff at the Workshop: **Charels Osuji, Monday Kari, Ofoma Chukwuebuka and Dase Ogaga.**

recommendations to enhance a robust management and compliance to the requirements of the convention.

However, INDORAMA Petrochemicals and Fertilizer representatives raised concerns over delay in processing of Import Licences by NAFDAC, END User Certificate [EUC] by ONSA office and other associated challenges, it was deliberated on and solutions were suggested, and it was adopted as a key point in the communique. Among the communiques are the following:

1. The NAC&BBC should establish a reward system to encourage compliance in the chemical industry with the CWC provisions.
2. The regulatory agencies should develop self-assessment portals that will aid preliminary assessments by intended importers, users, transporters and storage of chemicals, to ensure they meet the criteria before applying for End Users Certificate (EUC)
3. All Chemists in government establishments, Private sector and chemical industries must be certified by the Institute of Chartered Chemists of Nigeria (ICCON)
4. Professional Certification should henceforth become a mandatory requirement for inclusion in applications for approvals and Licencing
5. Increase awareness campaign and engage stakeholders in regular

meetings in the six geo-political zones on Chemical safety and Security

6. The regulatory agencies and certification bodies should provide hotlines and feedback mechanisms for reporting infractions.

Benefit for Indorama Petrochemicals and Fertilizers:

1. Have identified chemicals within our operational use that fall within the purview of scheduled chemicals
2. To sustain and improve on the company's established chemical management system
3. To provide more security (CCTV) coverage within the chemical storage areas
4. To ensure that adequate facility is provided for chemical storage.
5. To ensure that Indorama and fertilizer chemical officers attend chemical management related workshops across the country as already deemed very necessary by the regulators.

Follow up action plan as suggested by the Workshop participants:

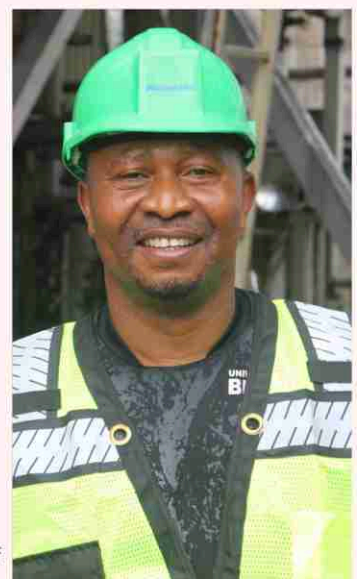
The office of the national Authority on Chemical and Biological Weapons Conventions (NAC&BWC) should follow up on the implementation of the articles of the convention, ensure a speedy passage of the proposed Chemical and Biological Weapons prohibition Bill currently before the national

assembly and ensure that the communique reached at the workshop is made part of the working document for effective implementation.

Conclusions:

At the end of the workshop, the participants and all stakeholders were better informed on the peaceful use of scheduled chemicals and the roles of all major stakeholders, like INDORAMA to compliment the effort of the national security authorities in the fight against terrorism by ensuring proper management and security of these chemicals within their scope.

The deliberation and communique adopted by all participated stakeholders will help to standardize management of scheduled chemicals and most importantly streamline and ensure speedy approval of application for licences by major chemical industry operators with the view to growing Nigerian economy without jeopardizing national security. Participants were encouraged to use OPCW website-www.opcw.org- to obtain accurate information on chemicals management in the world.



Engr Osuji writes for and on behalf of the team.

Postgraduate Students of UNIPORT Complete Internship Programme at Indorama Petrochemicals!



Dr. Jossy Nkwocha flanked by Alex Fubara and Kingsley Uruakpa, both of the Training Dept and the M.Sc Students at the closing ceremony of their internship.

Nine postgraduate students of Masters of Science (M.Sc.) in Engineering at the Centre for Gas, Refining and Petrochemicals (CGRP), University of Port Harcourt (Uniport), have concluded two-week internship training at Indorama Eleme Petrochemical Limited (IEPL), Port Harcourt.

The practical training which commenced on Tuesday 16th August, 2019 – Thursday 29th August 2019, took the students to various plants including Olefins, Polyethylene (PE), Polypropylene (PP) Bagging as well as Power Plant/Utilities/Offsite (PPUO).

The students are: Peter Muwarure, Sylph Idoro, Anyim Chukwuma, Nwauzi Chioma Senator, Nwaeze Akpa Umahi, Amadi John Bright, Oriogbe Anthony, Mowah Kingsley, Amirize Kelvin Onyekachi.

Indorama engineers were made to devote time to teach the

students about the plants' operations and also exposed them to the intricacies of running a massive petrochemicals operation. Within the two weeks' period, all the students had the opportunity of working at least two days in each plant.

During a debriefing session/closing meeting held at the Indorama Training Centre on 29th August, 2019, the students expressed great satisfaction with the internship, noting that all the Heads of Departments (HODs) of each plant devoted time to share knowledge with them.

Dr Jossy Nkwocha, Head of Corporate Communications, congratulated the students for successfully completing the programme, which he said, was a Corporate Social Responsibility (CSR) initiative of the company in collaboration with the University of Port Harcourt.

"I hope you took it very seriously, and made the best of

the opportunity," he said, thanking the students for maintaining very good behavior, and hoped that their coming has opened their eyes to a lot of things.

Dr. Nkwocha further lectured the students on the strategic socio-economic contributions of Indorama to the economy and development of Nigeria. These, he said, include job creation, supply of needed raw materials to industries, supply of fertilizer to farmers nationwide, revenue generation to government, community development and CSR.

"Indorama Petrochemicals is, perhaps, the only functional petrochemical company producing the raw materials that about six hundred companies are using for production of plastics and allied products," Dr Nkwocha said.

"Besides, Indorama fertilizer plant which produces 1.5 million metric tons of Urea fertilizer per annum and agronomy training to farmers

help our country to tackle the issue of food security and make Nigeria a net exporter of fertilizer, which helps to boost the brand reputation of Nigeria abroad," he said.

The team leader, Peter Muwarure, who spoke on behalf of the students, thanked the Management of Indorama for the opportunity. According to him, the training was an eye opener for them to relate what they have been taught in the class room with practical reality.

He commended Indorama's clean and green environment, good work ethics, less noise compared to other industries previously visited, good security system, zero emission in the fertilizer plant and proper waste management. He requested for the continuity of the programme and proposed an extension of the period to, at least, six weeks.

In a Vote of thanks by Miss Sylph Idoro, the team thanked the Management of Indorama for allowing them come to gain practical experience. He thanked the Training Department for a wonderful job of coordinating the programme. She pleaded with Management of Indorama to consider them for employment when they complete their M.Sc programme.

Kingsley Uruakpa and Alex Fubara, both of Training department said they hoped the internship has exposed the students to the process of petrochemical and fertilizer operations outside what they have been learning in the classroom, and thanked them for coming.

The gathering ended with a presentation of the Impact Magazine to the students and group photograph.

Integrated Management System

Indorama Trains 17 Employees as IMS Internal Auditors!

Indorama-Nigeria Group, in its quest for continuous improvement of its systems, processes and procedures, has trained 17 employees as IMS internal auditors.

This is part of the Group's policy to integrate all systems and processes into one complete framework, which enables the Indorama companies to work as a single unit with unified objectives to improve employees' capacity to perform their job and achieve corporate goals.

The framework is called IMS – Integrated Management System!

The seven days' training took place from 5th - 12th September 2019, at the training center with customized content designed by Mr. A. Basu, head of the HSEF division and Management representative for IMS, and the Training Team. The participants were exposed to knowledge of various fundamentals, concepts, tools and techniques for managing IMS and related audit procedures.

The resource persons were Adewusi Abiodun and Adeoye Soluade of BUREAU VERITAS (BV), an international accredited certification body.

The sessions were designed on step-by-step learning approach broken into two separate modules; first module of two days was to acquaint participants with awareness of IMS and the second module of five days to acquaint participants with auditing fundamentals.

Presenting the certificates to participants, after the seven-day event, Mr. A. B Rao, (Head, Technical), congratulated them for their new role as auditors.

"First, I want to congratulate each and every one of you for having made this training a success and completion of your training on IMS awareness. As much as possible, I would request all of you to make proper use of all resources made available from BV," he advised.

Mr. Rao said the objective of

the training was to help grow the systems and enhance human capital development in the area of Integrated Management System.

According to him, "as the company's systems and processes continue to grow daily, responsibilities of IMS requirement have also increased, which necessitates the need for more internal and lead auditors into the system." He advised a follow-up action plan for effective utilization of what was learnt.

Addressing the participants also, Mr Basu advised them to use the opportunity for self-development and to improve on the system by utilizing the knowledge gained. He said after the training the new auditors will add value to other IMS auditors which would bring more improvement into the system.

"I request all of you to read through your training materials and get acquainted with all the three standard clauses, of ISO 9001: 2015, ISO: 14001: 2015

and OHSAS 18001:2007 to prepare adequately for the next internal audit, which commences on first quarter of 2020," he said.

Recall that Indorama Management at a recognition ceremony on 21st of January 2019, honoured its Integrated Management System (IMS) Coordinators and Auditors where they presented corporate gifts to them to appreciate their contributions in IMS processes.

One of the participants who spoke to IMPACT magazine after the training, Mrs. Ifeyinwa Ofordu, said she was grateful to the Management for giving the participants the opportunity to be trained as auditors to contribute their quota to the company's IMS.

Mr. Nitin Kumar of Training department said participants shared positive feedback on the program and expressed their thanks to Management for organizing such a richly packaged program.

Group photograph of Indorama Managers led by the Technical Head, **Mr. A.B. Rao (Middle)** and the internal auditors showing their certificates at the end of the training.



Our Experiences on Industrial Training at Indorama!

Samuel Moses Aforji, Information Technology Dept.

I am studying Computer Science at Captain Elechi Amadi Polytechnic, Port Harcourt. My one year IT here at Indorama has given me practical knowledge of what I was taught in school.

Tambari-Tebere Perpetua, Accounts Dept.

I am an Accounting student from Kenule-Beeson Saro-Wiwa Polytechnic, Bori. My experience in Indorama has been a wonderful one. I have learnt a lot working with staff of the

Walter Ojevwe, Training Dept

I am studying Mass Commination at Federal Polytechnic, Nassarawa State. It has indeed been an awesome one year spent in Indorama. This opportunity to do IT here has taught me a lot of values which include excellence, respect, knowledge, innovation and motivation. I must say Indorama Nigeria is a place of excellence!

Nwogwugwu Cynthia, QAQC (Fertilizer)

I am Science Laboratory Technology student from Imo

Communications.

Queen Tordi Kurubor, IT Dept.

I am a Computer Science student from the Federal Polytechnic, Ekowe Bayelsa State. I am grateful to Indorama for the opportunity to be a part of them. My experience here has really been a great one. I thank the staff of the IT department who have impacted so much on me.

Chituru Edwin, Human Resources Dept

I am Computer Engineering student from Federal

much working with the staff. Administration is quite challenging. I have been exposed to all admin issues and how to confront them to achieve result.

Samuel Daniel Finebone, QAQC Dept.

I am a Science Laboratory Technology student from Kenule-Beeson Saro-Wiwa Polytechnic, Bori. I have had a great learning experience in the QAQC Department. I have had access to many laboratory equipments that have allowed me to gain in-depth understanding of my field of study.

Jaja Vincent, Accounts Dept

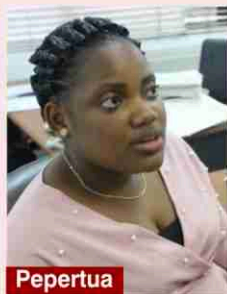
I am studying Accounting at Kenule-Beeson Saro-Wiwa Polytechnic, Bori. So far, the IT has been quite good and knowledge-filled. I have learnt so



Cynthia



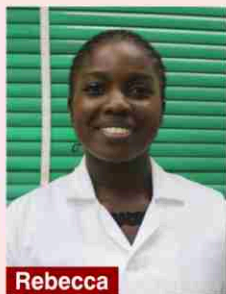
Walter



Perpetua



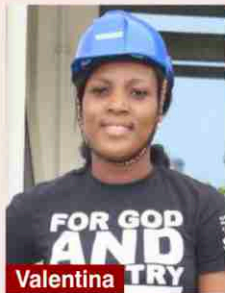
Edwin



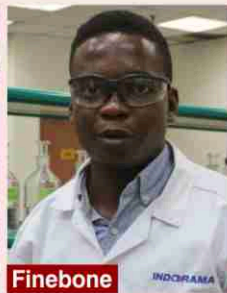
Rebecca



Jaja



Valentina



Finebone



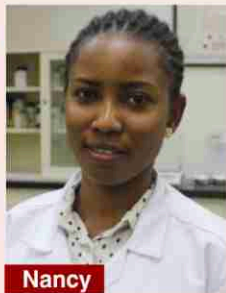
Ogechukwu



Queen



Samuel



Nancy

Accounts department. They are so wonderful. I say a big thank you to Indorama.

Ekanem Rebecca Udom, Medical Centre

I did OND in Science Laboratory Technology at Kenule-Beeson Saro-Wiwa Polytechnic, Bori. My experience in Indorama has been the best. It is a privilege to train in one of the best companies in Nigeria. I have been properly trained by the Medical Center on how to attend to patients, collect samples, run analysis of samples, etc. I am grateful to Indorama.

State Polytechnic, Umuagwo. I have acquired great experience as a laboratory scientist in QAQC working in the Fertilizer Lab i.e. Urea analysis, Ammonia and other parameters.

Valentina Ikejiobi, Corporate Communications Dept

I am studying Mass Communication at Captain Elechi Amadi Polytechnic, Port Harcourt. My experience in Indorama has been great. Now I can boldly cover events with the camera, write reports, etc. I want to say a big thank you to the Management of Indorama and the staff of Corporate

Polytechnic, Nekede, Owerri. Working in the HR department has been quite helpful to me. It has taught me to be more tolerant, patient and understanding of human behaviour. Human Resources is quite wide and interesting. I want to use this medium to thank the HR team for their support.

Ovuoha Ogechukwu, Admin Dept

I am studying Office Technologies and Management at Captain Elechi Amadi Polytechnic, here in Port Harcourt. My experience has been wonderful. I have learnt so

much about Finance and Accounts than I even expected. I am a better person in my field of study now. I'm saying a big thank you to Indorama for the great opportunity and privilege.

Nwinee Nancy Barisi, QAQC (Water and Oil Lab)

I am from Kenule-Benson Saro-Wiwa Polytechnic, Bori, Rivers State. I'm studying Science Laboratory Technology. I am grateful to Management and staff of Indorama. I now have laboratory experience and good with laboratory equipment. Now, I can handle and perform lab analysis very well.

COMMUNITY IMPACT

Some Ongoing Corporate Social Responsibility Projects in Indorama host communities.



Akpajo Community College





MOCK DRILL AT FCU

A New Initiative Towards Emergency Management

There has been several major events at the Indorama Complex in 2019. One of these was the Mock Drill at the Indorama Feed Conditioning Unit (FCU). It was on Thursday, 22nd August, 2019. The drill which started at 11.00am lasted for 30 minutes.

The scenario was: Hydrocarbon leak from the inlet regeneration gas line flange of Dryer PV-201 "A" leading to Explosive Mixture Formation.

The scenario description conceptualization was as follows:

1. FCU field operator is moving near PV-201A, dryer for normal field rounds.
2. When he is near to PV-201A, he hears deafening (loud) noise and smells Natural Gas (NG) and his LEL GD

3. He immediately checks the area and identifies the source as upstream flange of PV 201A inlet.
4. Simultaneously he gets a call on Radio from FCU Panel Operator mentioning high NG (LEL > 100%) on GD 09 & GD 10 respectively.
5. Field operator confirms the leakage and informs the leak source to Panel Operator.
6. FCU Field Operator breaks MCP M-06 and informs the SIC.
7. Panel Operator informs the FCU SIC (located at Amine Make Up at the time of leakage) on Radio.
8. SIC quickly rushes to the leak area and intercepts the field operator who explains the leakage and criticality.
9. SIC informs the FCU1 Ops – Head (located at FCU Control Room office) about the flammable gas release.

The mock drill was first of its kind to be performed at FCU

plant since the plant was commissioned in March 2018.

The following objectives were achieved:

- The mock drill was Uninformed to identify the preparedness of all teams
- The mock drill was FIRST at FCU operations area and was well-supported by all
- Fire crew and staff mobilization took place in a short span of time
- Emergency communication system namely MCP was functional indicating the healthiness of same
- Public Address (PA) System was utilized to alert emergency situation
- PPE compliance adequate

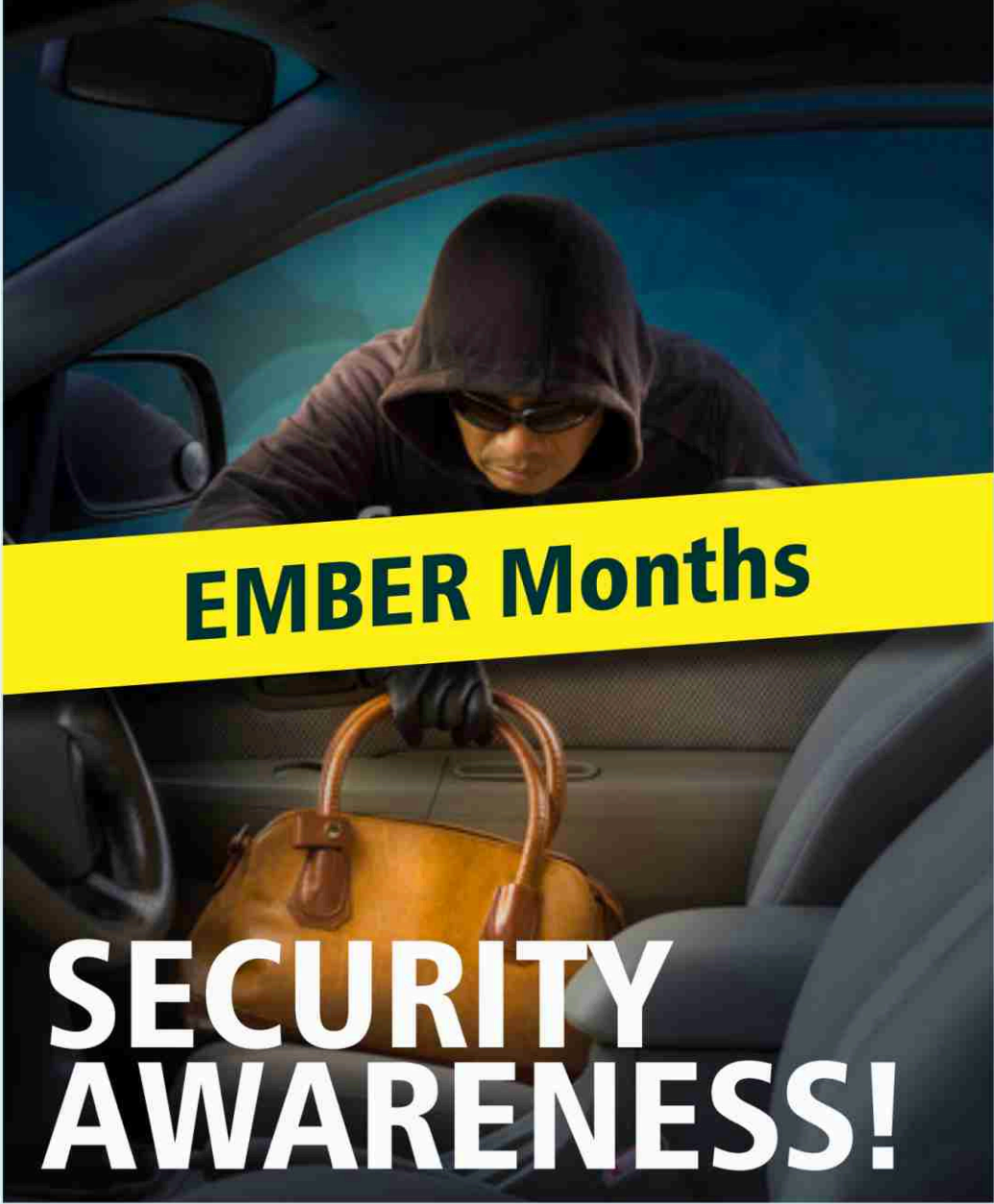


Table Top Mock Drill (TTMD) for this scenario was performed in May 2019 for pre-preparation to this mock drill.

Needless to add, the drills have become a star metrics for safety initiatives as lead indicator.

Happy Hour to celebrate completion of **TAM-4**





EMBER Months

SECURITY AWARENESS!

The EMBER months (September – December) is a period considered to be risky due to the activities of undesirable elements in society. The period is also prone to increased motor accidents on the roads due to excessive speed and overloading.

In fact, December is always the last resort for display of various forms of individual achievements during the year in communities. The month is always packed full with festive activities and no one wants to be left out, hence the high rate of crime.

Kidnapping and armed robbery in various cities and suburbs are on the increase. The highways, recreational areas, places of worship, educational institutions and immediate environments are no longer safe. Criminality has become the order of the day.

Below are movement and lifestyle advisory during and after the period of the 2019 ember months.

1. Avoid flamboyant lifestyle – it attracts attention.
2. Avoid personal details and sensitive information on social media.
3. Don't trust anyone with sensitive information, even relations/dependents etc.
4. Avoid discussing your income and lump sum payments even with 'trusted friends and dependents.
5. Avoid maintaining regimented movement routine, in and out of your house, i.e. don't use the same route regularly.
6. When approaching your house, be vigilant and observe your surroundings and the people around you, no matter whether it is day or night. Don't drive blindly into your compound.
7. When driving, ensure your car's central lock is activated; use side mirrors and don't be quick to come out of the car.
8. In case of an attack,

whilst still in the car, honk repeatedly or use your alarm to attract attention.

9. Once the attacker(s) have gained access (either into the car or house), don't play the hero by attacking back or attempting to run.
10. Compound/Entrances should be well lighted and use well lighted, traveled routes
11. Avoid parking your car in secluded parts of a parking lot when out of your car.
12. Walk with confidence and trust your instincts, and stick to high traffic areas.
13. Arrange to have local police contact numbers in our area and in case of kidnap:
14. Avoid visits to questionable/lonely areas and do not argue about politics/ football in public.
15. Don't keep late nights, always listen to the news and avoid popular drinking joints.
16. Don't move about with huge amount of cash, expensive gadgets and flashy cars.
17. Steer clear of undefined crowd or groups of people.
18. Be sure of public transport you take.
19. Minimize your family outings during festive period and stock your home with food.
20. Don't open doors to your house to unknown/or suspicious visitors.
21. Celebrate in a civil manner and don't partake in violence.
22. Be wise and reasonable – drive safe.

CORONARY ARTERY DISEASE (CAD)

Coronary artery disease is a condition in which the arteries supplying blood to the heart is narrowed down and the blood supply to the heart is compromised. Some countries are more prone to heart diseases; and certain ethnic and race are also genetically more prone to get heart disease and diabetes.

There are certain genes in the body which is responsible for CAD, but apart from this genetic factor for which we cannot do much about, there are certain factors like our lifestyle, the stress level and our eating habits which attributes for several heart ailments including CAD.

Our heart is a unique organ which works relentlessly throughout our life pumping huge amount of blood, the most dynamic organ in our body. Since our medical college days we are being taught about certain pattern of a disease and which type of people needs to be screened for a heart disease.

But it is really strange to find the changing pattern of heart diseases. Like India and Nigeria are transforming rapidly from a third world country to a developing to a developed country, the pattern of heart disease and especially coronary artery disease is also changing.

The changing lifestyle of people is changing the pattern of Coronary heart disease. The worker class, the daily wage worker, the carpenter, the mason etc are also increasingly getting coronary artery disease. This is very scaring as these huge groups of people are not in a position to afford it, especially in our country where the government health care is still very poor.

The middle and the upper class of people are more aware of their health and thanks to the various executive health checkups and screening tests; they get diagnosed about Coronary heart disease before it becomes fatal.

We are now more aware of our health, we start controlling our diet or start medication to control our cholesterol level or a blood thinner.

level or a blood thinner.

The incidence of coronary artery disease in our society is very high. This may be because of the fact that the eating habits along with social and cultural ethics. Unlike other diseases, a healthy physical appearance may not always attribute to a healthy heart and that's the reason it becomes difficult to diagnose an early onset of coronary heart disease. Proper screening of high risk group is the only way, and as it is said "Prevention is better than cure".

In past three years, I came across and treated numerous patients with coronary artery disease. The main pathophysiology is the narrowing or blocking of coronary arteries which in turn reduces the blood supply to the heart causing (Ischemia) or reduced oxygenation of heart muscles.

This condition if not treated leads to Heart attack or complete cut-off of blood supply to the heart muscles leading to its necrosis. There are certain medical tests which help us to diagnose these conditions. The most important is a baseline ECG (Electrocardiogram) and the TMT (Treadmill test).

admitt test we get the ECG while the patient is put through a routine exercise while walking on a treadmill. This is a very useful baseline test to diagnose Ischemic heart disease.

In past one year alone, we have performed this test on many persons and the positive results raise concern. Generally, the cholesterol levels are also deranged as the main cause of narrowing of coronary arteries is deposition of cholesterol on the inner layer of coronary artery.

The two important symptoms that the patient gets are dyspnea or breathlessness on exertion and chest pain. But in many cases, the patient is asymptomatic, especially in diabetics where the pain is less or even absent.

A complete lipid profile, an ECG and a TMT should be done by everyone above the age of 40 years, more so if a person is having diabetes, a family history of heart disease or diabetes. So, awareness is the most important factor along with discipline which can prevent coronary artery disease.

We all know the dos and don'ts but the feeling that: It won't happen to me, can let us down. Stress in today's life is something we cannot protect ourselves from, so a bit of exercise everyday with a healthy diet and less alcohol and smoking can defer Coronary heart disease by a long way.

RISK FACTORS FOR CORONARY HEART DISEASE

- 1- Family history of any heart disease.
- 2- Hypertension
- 3- Diabetes
- 4- Dyslipidemia
- 5- Obesity
- 6- Sedentary lifestyle.





RETIREMENT

Staff of Olefins Plant Bid Mr. Stephen Okoye Farewell

Tuesday, 2nd July, 2019 was a day of mixed emotions for Indorama staff in Olefins Plant. They held a send-forth in honour of Mr Stephen Chukwuemeka Okoye who was retiring from the services of Indorama Eleme Petrochemicals Limited (IEPL).

The occasion was a combination of happy and sad moments as colleagues and friends of Mr. Okoye expressed their feelings through tributes to celebrate his years of meritorious services to the company.

The Olefins Conference room, venue of the party, became solemn after the opening prayer by Mr. Nke Gomba Benjamin, a senior field operator in the Olefins Plant who thanked God for the life of Mr. Okoye who was retiring in good health.

The Plant head, Mr. Asit B. Ray opened the floor with his tribute: "Today is a very sad day for us in Olefins Plant as we have to say goodbye to our wonderful co-worker. He has worked with us for a long time and has never let us down.

"He has always been extremely professional, hard-working and a team player. He has a brilliant mind and always brought creative new ideas to the team. We are going to miss him dearly. I pray God Almighty to grant Mr. Okoye the grace to enjoy his retirement life with his family," Mr Ray said.

Next to speak was Mr. Abanu Sordum who described Mr Okoye as a fantastic colleague and true friend.

"He always took his time to ask how his fellow colleagues were, always had time to listen and talk to anybody with a problem. He was always full of energy and happy to see everyone on Monday mornings," he said. Mr Sordum prayed that as Mr Okoye retires, the blessings of God will be with him.

Mr. Luke Eze, an HSE ambassador in Olefins plant described the celebrant as a calm and easy-going man. "I have known him for a long time. He has always contributed in giving moral instructions and advice to the younger people. And based on his active service and

contribution to the operations, we all will miss him so much. It is a great loss to our company. "I am lucky to have had the opportunity to work with him. I wish him the very best in retirement. Whatever the future holds, I pray that he will excel and continue to be successful," he said.

Mr. Ockri Neville, a panel operator said: "Oga Okoye as we fondly call him is a man that can condescend so low to interact with anybody. He is a peaceful man that had no bad intentions toward anyone and also a straight forward man". He prayed for long life for the celebrant.

The man who said the opening prayer, Nke Gomba Benjamin also gave his own tribute. "We will miss you but this isn't goodbye as I know he will keep in touch and we will see him sooner rather than later. Thank you for everything you

have given to the company." He prayed for good and sound health for him and his family.

As the occasion was gradually coming to an end, Mr. Okoye responded to the avalanche of tributes. He thanked everyone who had contributed to making his day memorable. He expressed appreciation to his past and present HODs and colleagues and apologised to any one he had offended in the process of carrying out his duties.

The toast was done by Mr. Mbombo Olakada, a panel process engineer. He prayed for long-life, good health and fruitful days ahead for the celebrant.

The send-forth came to an end with the presentation of farewell gift, light entertainment and taking of group photographs.



Mr. Stephen Okoye



1.



2.



3.

INDORAMA
ELEME PETROCHEMICALS

OBITUARY ANNOUNCEMENT

With heavy heart but total submission to the will of God, the Management and Staff of Indorama Eleme Petrochemicals Limited announce the passing away of our dear Staff, Colleague and Friend, **Late Mr. Oluka John Omere** who worked as a staff in the Human Resources Department of the company.

His death occurred on 22nd September, 2019 in Port Harcourt Rivers State after a brief illness. He was aged 51 years. He is survived by his wife Mrs. Fanny Oluka Omere and children - Miss Nsisanobari Oluka Omere and Master Atejima Oluka Omere, and other relations too numerous to mention.

According to his family he will be buried on Tuesday 19th November in his home town, Njuru, Agbonchia in Eleme Local Government Area of Rivers State.

May his gentle soul rest in perfect peace.

Signed:
Management
Indorama Eleme Petrochemicals Limited

4.



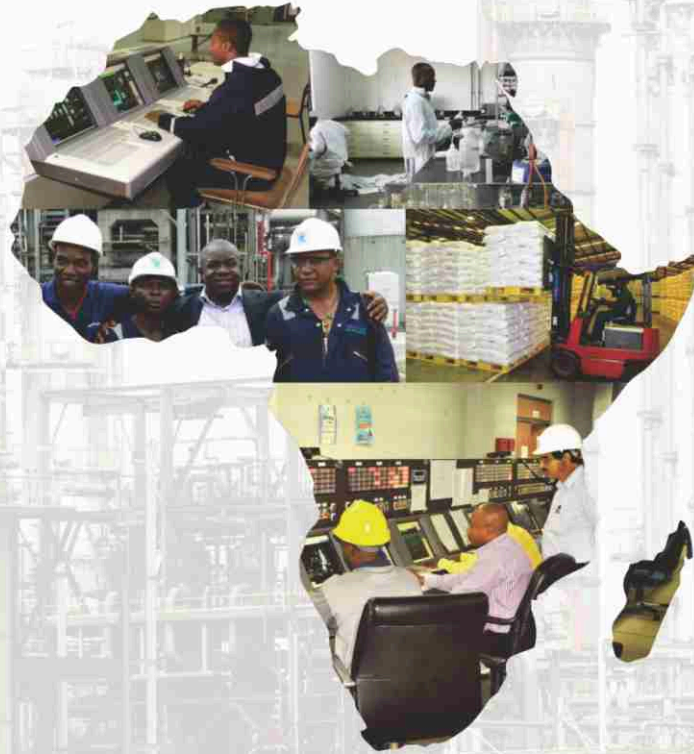
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1. **Manish Mundra**, MD of Indorama-Nigeria, makes presentation of Indorama corporate souvenir to **Barr. Karibi George**, Guest Speaker at Nigeria's 59th Independence Anniversary celebration.
2. Comrade **(Mrs.) Joy Nwanosike**, PENGASSAN WIP and **Mrs. Ify Ofordu** of Admin Department at the 59th Independence Day celebration.
3. At a mini get-together for **Mr. Stephen Okoye** (in simple white shirt) of Olefins Plant who was retiring after meritorious services to the company.

4. Obituary, Late **Mr. Oluka John Omere**.
5. **Mr Sunday Etini** of Central Engineering Service (left) and his wife Aniefiok (right) after the wedding of their son, Ralphael to his wife Glory at the Salvation Ministries, 17 Birabi Street, Port Harcourt on Saturday 16th November, 2019.
6. **Mr Clement Gomba** of Security Dept. and his wife, Former **Miss Felicia Chinonye Nwulu** during their wedding at CWA Port Harcourt on 10th August, 2019.

INDORAMA

PETROCHEMICALS



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Building Africa's Largest Petrochemicals Hub in Nigeria...