

"We Will Emulate Indorama's PPP Business Model"

- Hon. Minister

Celebrating Nigeria @ 58

Indorama Lays out the Red Carpet

Indorama Comes Tops at AGM & Expo of MAN in Lagos!

Indorama Participates in GIZ Int'l Agric Workshop & Expo in Jos

INDORAMA - NIGERIA

IMPACT

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INDORAMA PORT TERMINAL

BOOSTING NIGERIA'S ECONOMY & MARITIME

"INDORAMA HAS MADE ONNE PORT VERY ACTIVE!" - Port Manager



Message from the MD

It's another end of year. It gives us another opportunity to look back and reflect on our operations during the year; evaluate our achievements and difficulties; and indeed look forward to the up-coming year 2019.

We can definitely look back to 2018 with pride and gratitude to God Almighty that, as Indorama-Nigeria Team, we were able to surmount most of our challenges, and achieved memorable milestones.

Most especially, the foundation-laying ceremony, and indeed, the on-going construction of the Train 2 of our fertilizer plant, which would ultimately bring our total production to 3 million metric tons per annum (MTPA) by 2021.

We have also recorded successes in other areas. This year, our PPUO team completed and commissioned our 5th Gas Turbine (GT-5) to increase our energy supply to the Complex by 32 Mega-Watts. Our Olefins team also completed and inaugurated our Slope-Oil facility, which will make our Complex more environment-friendly to everyone.

In the areas of integration and corporate citizenship, we also achieved a great leap. We successfully organized various cultural, intellectual and sporting activities to celebrate Nigeria's 58th Independence Anniversary. So many prizes were won.

Thereafter, our special committee on sports organized a football tournament, which will be rounded up on 7th December with the finals between Indorama Operations Support (IOP) and Indorama Fertilizer Operations.

All these activities have been fully covered in the Indorama-Nigeria IMPACT magazine in your hands. Please sit back and enjoy another rich edition of our in-house publication.

Meanwhile, I wish everyone and your families "Merry Christmas" and "Prosperous New Year" in advance!



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



**Re: Celebrating Nigeria @ 58.
Message from VP, Prof Osinbajo.**

I am directed by His Excellency, Prof. Yemi Osinbajo, SAN, Vice-President, Federal Republic of Nigeria, to acknowledge with thanks, the receipt of your IMPACT magazine, and commend your company's impressive efforts towards the growth of the Nigerian economy. With assurances of my best regards.

Ade Ipaye

Deputy Chief of Staff to the President
Office of the Vice-President

**Re: Celebrating Nigeria @ 58.
Message from Hon. Minister**

On behalf of the Hon. Minister of State for Petroleum Resources, Dr. Emmanuel Ibe Kachikwu, this is to acknowledge receipt of your Indorama-

Nigeria IMPACT magazine: "Celebrating Nigeria @ 58!" The Hon. Minister of State wishes to express his profound appreciation for the magazine (special edition). Please accept the assurances of the Honourable Minister's best regards.

Ms. Oge Funlola Modie, FICA, FIBM, FCAI
Chief of Staff

For: Hon. Minister of State

**Re: Celebrating Nigeria @ 58.
Goodwill from Hon. Minister of
Foreign Affairs**

I am directed to acknowledge with appreciation, receipt of a copy of the Special Edition of Indorama-Nigeria IMPACT magazine, dedicated to commemorate Nigeria's 58th Independence Anniversary.

2. The Hon. Minister is grateful for the

magazine and commends its educational content which he finds quite interesting and informative. He wishes the company many fruitful years ahead. Please accept the assurance of the warm regards of the

Hon. Minister.

Martins S. Adamu

For: Hon. Minister of Foreign Affairs

**Re: Celebrating Nigeria @ 58.
Feedback from PPPRA**

We acknowledge, with thanks, the receipt of latest edition of Indorama-Indorama IMPACT magazine. We wish to commend your effort at enlightening the public on your giant strides in growing Nigeria's economy through investments in industries and agriculture. We have no doubt that this edition will be of great value to all stakeholders. Please accept the firm assurance of the executive Secretary's highest regards.

Minimah O.G. (Mrs.)

For: Executive Secretary
Petroleum Products Pricing Regulatory
Agency (PPPRA)

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Dear All,
This edition of Indorama-Nigeria IMPACT magazine has something for everyone.

On the corporate side, it contains many stories about the activities of Indorama companies. Our major focus is ex-
ploring "How Indorama Port Operations Boost Nigeria's Economy & Maritime." It is a story that will excite anyone involved or interested in the nation's economy and maritime sectors.

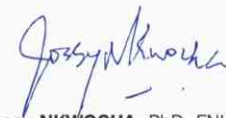
The visits of the Hon. Minister of State for Petroleum Resources, Dr Emmanuel Ibe Kachikwu, and the officials of the National Agency for Food and Drugs Administration and Control (NAFDAC) are well captured in this edition. You will really enjoy the stories.

The story of Indorama's celebration of "Nigeria @ 58" is beautifully presented on the centerspread, an innovation we conceived to show how important the company regards Nigeria's independence anniversary.

Our "Host Communities Impact" pages, we showcase what the company is doing to enhance the welfare and wellbeing of people in the communities.

And very importantly, our Healthcare page examines "Health Issues Associated with the Harmattan Season".

Please enjoy the magazine, and send us your feedback.



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

Managing Director, Indorama Nigeria and CEO, Africa

Manish Mundra

CEO, IEFCL

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“We Will Emulate Indorama's PPP Business Model”

- *Dr Ibe Kachikwu,*
Minister of State for Petroleum Resources

Hon. Minister of State for Petroleum Resources, Dr Emmanuel Ibe Kachikwu has stated that Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) in Port Harcourt, Rivers State is a case study in successful Public Private Partnership (PPP) and should be emulated by other organizations in both the public and private sectors of Nigeria.

Indorama's PPP model is a collaboration of the core investor, federal government (represented by the Bureau of Public Enterprises - BPE), the Nigerian National Petroleum Corporation (NNPC), Rivers State government, host communities and employees – all share in the financial fortunes or otherwise of the company, and also work together to make it successful.

Dr. Kachikwu made the statement when he visited the world-class Indorama fertilizer

plant Train 1 which currently produces 1.5 million metric tons of Urea fertilizer per annum, as well as the on-going construction of the Train 2 project, which, on completion, will also produce 1.5 million metric tons per annum. This will make Indorama's fertilizer production to be 3 million metric tons per annum by 2021.

The Hon. Minister of State said he was really impressed with the performance of Indorama Group, which became core investor in the old Eleme Petrochemicals Limited in 2006, and has turned the moribund facility into a profitable top-of-class facility and has so far invested a total of US\$3.2 billion in its operations in Nigeria.

The Minister said he was happy that Indorama has keyed into the Agricultural Transformation of Nigeria through the Presidential Fertilizer Initiative (PFI). For now, Indorama

supplies about 250,000 metric tons of Urea fertilizer to the 13 blending plants across the country to enable them produce NPK fertilizer at cheaper cost for Nigerian farmers.

The Hon. Minister was accompanied on the visit by Dr. Timothy Okon, Special Technical Advisor for Fiscal Matters; Mr. Adegbite Adeniji, Special Technical Advisor for Upstream, Gas & Policy; Engr. Morgan Okwoche, MD/CEO, Gas Aggregation Company Nigeria Ltd; Mrs Esther O. Ifejika, Director of Gas; Mrs Comfort L. Emenbu, Deputy Director, Gas and Dr Joseph I. Frank-Briggs, Zonal Operations Controller of the Department of Petroleum Resources (DPR), Port Harcourt.

Earlier, the Chief Executive Officer of IEFCL, Mr Munish Jindal, had made a presentation in which he

detailed the progress of the company in both its petrochemicals and fertilizer projects --- and how the PPP model has helped to grow the company's investments in Nigeria.

Mr Jindal had also stated how Indorama has helped to make Urea fertilizer available to farmers all over Nigeria thereby increasing food production across the country, increasing the income of rural folks, creating employment opportunities, helping to banish hunger and poverty, as well as exporting surplus Urea production to other West African countries and Brazil to earn foreign exchange for the country.

The CEO also informed the Minister and his team that Indorama's free agronomic/extension services are being extended to farmers through training them on best farming practices, soil testing and fertilizer application.

Other Indorama executives who received the Minister and his entourage included Mr. A.B. Rao, Technical Head – Petrochemicals; Mr P. J. S Bajwa, head of Fertilizer Operations; Dr. Jossy Nkwocha, head of Corporate Communications; Mr. Ranbir Seth, head of Security; Mr. Pradeep Ekka, head of Human resources; Mr Kendrick Oluka, head of Community Relations & Development; Mr. S. Veeramani, head of Abuja Office; and Mr Anil Rana, Technical assistant to MD.

Others at the event included Engr. Felix Okeke, technical assistant to the MD on fertilizer operations; Mr. Jite Orimiono, Manager, Industrial Relations; Engr. I. T Lawson, plant shift superintendent (PSS), Engr. Obioma Ebisike, fertilizer operations; Mr. Innocent Kpenden, Manager Logistics; Mr. Felix Okosun, Indorama Fertilizer HSE; Mr. Joseph Micloth of the Security department; among others. The Minister described the visit as quite refreshing.

Hon. Minister of State for Petroleum, **Dr. Emmanuel Ibe Kachikwu** (2nd left) being taken round the Fertilizer Plant by the CEO, **Mr. Munish Jindal** (3rd left) and flanked by other officials from the Ministry and Indorama.





Director CE&R of NAFDAC, **Mrs. Ngozi Emeh-Onuoha** (3rd left) and her colleagues at the Chemical warehouse of Indorama being welcomed by **Mr. Obioma Ebisike** of Indorama Fertilizer who explained various issues to them.

NAFDAC Team Inspects Indorama Facilities, Commends Company!

A team of officials from the Chemical Evaluation & Research Directorate of the National Agency for Food and Drug Administration and Control (NAFDAC) has inspected facilities at Indorama Eleme Petrochemicals Limited (IEPL) and Indorama Eleme Fertilizer & Chemicals Limited (IEFCL). At the end of the inspections, they commended the companies.

The Director, Chemical Evaluation & Research Directorate of NAFDAC Mrs. Ngozi Emeh-Onuoha who led the team commended Indorama for proper use and storage of chemicals and creating a safe and conducive environment for its workers.

The inspection took place

on Wednesday 10th October 2018. Other members of the Agency's team included Mrs C.O. Subulade Isijola, Director -- South-South Zone; Mr E. Omoru and Mrs. Gloria Dick-William.

Mrs. Emeh-Onuoha said their aim of visiting was to check Indorama's storage and use of certain chemicals. .

The team was received by top Indorama officials led by Mr. Sanjay Garg, head of Commercial Division; Dr. Jossy Nkwocha, head of Corporate Communications; as well as Naveen Lakhera, Innocent Kpenden, Monday Kari, Tosin Adelumo --- all of Commercial; Charles Osuji of Polyethylene plant; Bashir Mohammed of Health, Safety and Environment (HSE) and Obioma Ebisike of Fertilizer plant.

Earlier, Mr. Garg made a power-point presentation showing the company's operations and domestic distribution channels. Using a chat, he pointed out the company's achievements since privatization in 2006.

He also highlighted the capacity of Indorama fertilizer plant, which is the world's largest single-train Urea facility. Construction of the 2nd train of the plant is on-going, he said.

After inspection of the chemical warehouse and documentations, the NAFDAC team leader, Mrs Emeh-Onuoha commended Indorama for a proper, world-class, standard structure of the chemical warehouse with enough ventilation for the chemicals.

She told the Indorama team that NAFDAC will continue to support Indorama as much as they can because Indorama has played its own role as a company and they will continue to play theirs as a regulatory body.

Also speaking, Mrs. Isijola commended Indorama for the green vegetation which does not just promote beauty but makes the environment more conducive and healthy for work.

In responds to their remarks, Dr. Nkwocha thanked the NAFDAC team for their kind words and assured them that Indorama will continue to maintain all regulatory standards in the handling of all chemicals, and general safety of all its workers and visitors and protect the environment.

How Indorama Port Operations Boost Nigeria's Economy and Maritime!

OIS Indorama Port Limited has a multi-purpose port terminal at Onne Ports Complex in Rivers State. Built from a swampy wasteland, designed by reputed international engineering companies, and constructed by renowned local companies, the project costs Indorama a whopping US \$130 million.

The facility has a 295-meter multipurpose jetty, storage facilities suitable for fertilizer consisting of a 45,000 metric tons warehouse for urea with an automated material handling system and a modern ship loader.

The port terminal has the capacity to handle up to 2 million tons per annum of dry bulk urea exports, which is serving as a platform for direct exports of fertilizer to foreign markets --- a big plus to Nigeria's economy and maritime sector in particular.

Various third-party testimonials have shown that Indorama's terminal operations at the Onne Port in Rivers State, contribute a lot in boosting Nigeria's economy and the maritime sector.

In a recent presentation to the 2018 Oil and Gas Forum hosted by the Institute of Oil & Gas Research and Hydrocarbon Studies at the Lagos Sheraton Hotel, the Managing Director/CEO of the Oil and Gas Free Zones Authority (OGFZA), Onne, Rivers State, Mr Umana Okon Umana told his audience how Indorama has added value to the Nigerian maritime sector and economy.

Mr Umana noted that Indorama Eleme Petrochemicals Limited and two others have contributed immensely to the value-chain including manufacturing, skill acquisition, technology transfer and job creation—particularly in the Oil

and Gas Free Zone at Onne. "Indorama produces bulk urea from gas in its fertilizer plant in Eleme, Rivers State. The company's production capacity (Train 1&2) is 3 million metric tons of bulk urea annually. It exports 70 per cent of the product through the company's export terminal at the Oil and Gas Free Zone in Onne, while the difference is sold to the local market," he said.

In an interview with Indorama-Nigeria IMPACT magazine, Mr. Alhassan Ismaila, Port Manager, Onne Port, also asserted that the presence of Indorama at the Onne port has indeed changed the fortunes of the port for good. He cited the company's brand new port terminal and the heavy ship traffic since it commenced operations in 2016.

In his own words: "The terminal is state-of-the-art, with a modern ship loader and it has a water depth of 11

metres that is able to handle vessels of 40, 000 – 50, 000 metric tons. When they started operation, they were averaging one vessel per month and we were able to handle almost 300,000 metric tons that year; from nothing to 300,000 MT for export of Urea".

"In the following year 2017, they doubled their export figure averaging two vessels per month with almost 700,000 metric tons. So with these, we can say that Indorama has really contributed to maritime industry by bringing more vessels into Nigeria from nothing to all these figures I am telling you.

"In 2016, eleven vessels came in; in 2017, twenty-six vessels came in, so you can see that this is addition to the maritime sector in Nigeria".

In the interviews published in this edition of IMPACT magazine, it is crystal clear how the Nigerian economy has gained from the ports operations of Indorama-Nigeria, which has the vision of building Africa's petrochemicals and fertilizer hub in Nigeria. Recently, OIS Indorama Ports Limited completed one million man-hours without lost time injury. This milestone was celebrated and all staff of the company honoured to motivate them to do more.



Indorama Port Terminal is contributing to Federal Government's Economic Recovery and Growth Plan!

- Mr Sanjay Garg, Head of Function, Indorama Ports Operation

How is Indorama Ports' terminal contributing to the economy of Nigeria, state and federal?

Indorama has developed a world-class sea port terminal with state-of-art facilities at Federal Ocean Terminal ("FOT") at Onne Port Complex, Onne, Port Harcourt, Rivers State, Nigeria, with an investment of USD 150 million.

The Port Terminal is developed to handle more than two million metric tons of cargoes per annum. The development of the Port Terminal has significantly contributed to the economy of Nigeria through the following ways:

1. Generation of direct and indirect employment for more than 1000 people during construction stage.
2. Port Terminal has provided employment to more than 500 people directly & indirectly with a much larger multiplier effect.
3. Export of over 1.6 million metric tons of Urea has helped to boost export in the Non-Oil & Gas sector significantly contributing to generation of foreign exchange in the difficult times of the Nigerian economy.

4. Significant contributions to the revenues of the Nigerian Ports Authority (NPA) and Nigerian Maritime Administration and Safety Agency (NIMASA) through port charges and statutory levies (to boost federal and state revenues);
5. Helped in skill development of Nigerians and providing opportunity to work on the latest port terminal equipped with latest material handling system;
6. The development of Indorama port terminal is also directly contributing in achieving the objectives of the Economic Recovery and Growth Plan (ERGP) of the Federal Government of Nigeria in terms of economic diversification, job creation and responding to global opportunities, naturally available by virtue of strategic geographic location of the Nigeria.

From the points I have enumerated above, I can say confidently that Indorama Port Terminal has contributed significantly to the development and growth of the Nigerian Maritime Sector. Indeed, Onne Port has become a new



Mr. Sanjay Garg

Continued on Page 09

Interview by Chinedum Emeana

"Indorama has made Onne Port very active!"

...Mr. Alhassan Ismaila, Port Manager, Onne Port



Mr. Alhassan Ismaila

What can you say are the contributions of Indorama terminal to Nigeria's maritime sector?

Indorama has contributed a lot to the maritime industry because they have built a brand new terminal inside Onne Port here, which is an export terminal. It is a two-berth terminal which started operation in 2016. The terminal is state-of-the-art, with a modern ship loader and it has a water depth of 11 metres that is able to handle vessels of 40, 000 – 50, 000 metric tons.

When they started operation they were averaging one vessel per month in 2016 and we were able to handle almost 300,000 metric tons that year; from nothing to 300,000 MT for export of Urea.

In the following year 2017, they doubled their export figure averaging two vessels per month with almost 700,000 metric tons. So with these, we can say that Indorama has really contributed to maritime industry by bringing more vessels into Nigeria from nothing to all these figures I am telling you.

In 2016, eleven vessels came in; in 2017, twenty-six vessels came in, so you can see that this is addition to the maritime sector in Nigeria.

How can these contributions be translated to the Nigerian economy?

Invariably, when you have export as the major focus of this administration in other to diversify the economy, it is heartwarming to see that we now have a terminal which is

How We Contribute to Indorama's Port Operations

...Interview with Staff

"Our port operation is helping to generate foreign exchange for Nigeria. I am happy"! --- Kiran Kedare, Logistics Manager, Fertilizer

I feel very happy and satisfied working for Indorama. The reason is the respect, praise, and appreciation I receive from my bosses. Regardless of the job, every employee likes to feel respected and appreciated in the workplace for a job well done, even if it's a simple "thank you".

The Indorama port terminal is generating critical foreign exchange which has helped the country diversify from dependence on crude oil exports. So as part of my job is to make sure our product is loaded in trucks and reaches OIS jetty safely on time. Safety of the driver as well as material is important.

"We celebrated our achievement of One million man-hours without lost time injury!" --- Barnabas Ndor – Health, Safety & Environment (HSE) Dept.

Safety is very important in Indorama port operations here. We ensure safety processes and procedures are duly followed. So my role is to ensure that we monitor and disseminate the right information to all personnel working here.

Recently we celebrated one million man-hours without lost time injury. This was achieved as a result of team work and proper coordination and training. We had a big party for the celebration and which has created more awareness that if we work hard we will achieve more. It is a positive step the management has taken to encourage the staff.

"The Indorama port has created jobs for jobless youths in the host communities," --- Esther Walter Anga, Community Relations & Development

I feel elated working for Indorama port. The job has giving me the



opportunity to improve on myself and the job. Indorama port has an opportunity for new windows of possibilities in the Maritime sector. Many stakeholders' interest has been created as a result of the port.

Many staff working here are from our communities which has created synergy between the company and the local people. The host communities are our priorities so we ensure continuous interface of what they need and what they are asking for and ensure a level playing ground between them. This approach has helped us build good work relationship.

I thank the management for making this possible. The communities are happy and many of our jobless youths now have jobs.

"It's all Team work, and we adhere to maximum safety standard!" --- Chethan Kumar – Operations dept

When a ship arrives at the port, there are much coordination among different departments such as logistics, operations, commercial, marketing, clearing agents, Nigeria Port Authority (NPA), Nigeria Maritime Administration and Safety Agency (NIMASA), etc. We all work as a team. The experience I have gained since joining the company has been tremendous.

In the operations department, we take safety at maximum level. Here every person is responsible for safety. We have Standard Operating Procedures (SOP) and Standard Maintenance Procedures (SMP) for all our work. We adhere strictly to all safety rules and regulations to ensure there is no accident or lost man hours.

"Indorama port terminal is helping to grow Nigeria's GDP," --- David John Tenwa, Operations Dept.

From our activities here at Onne Port, I strongly believe Indorama terminal is contributing positively in growing

Nigeria's maritime sector. It has helped to improve government revenue through tariff and other port charges which added to our country's gross domestic product (GDP). It has also created job opportunities for many of us who are working here now.

We are in charge of operations. We received the vessels whenever they arrive to our terminal and ensure all technical process and procedures are carried out properly before the vessel departs.

"Indorama port security is a model for others to follow!" --- .Jimaba Gokpa – Port Security Officer, Security Dept.

Working here has given me exposure to maritime security and operations. We constantly ensure security of people, trucks and vessels. The experience here is different from regular industrial security.

So part of our role is to ensure that the guidelines and regulations of the port are strictly followed. We also implement the International Ship and Port Facility Code (ISPC), which ensures that security arrangements of the port are done properly. Indorama port operation is indeed a model for many people to follow.

"Our regular maintenance checks on machines and equipment are major boost in the maritime sector!" --- Sachin T. Salgaonkar - Mechanical Department.

Working in Indorama port terminal is giving me new opportunity to learn new things: working with various machines and equipment. We do a lot of maintenance work in the port; we conduct a pre-check analysis for ships and heavy equipment loading to know operational status of the machines and equipment.

We carry out maintenance checks on periodic basis, daily, weekly and monthly to be sure of the integrity of our equipment. This is one major area Indorama port has shown the way in proper management of port operations and growth of the maritime sector.

"One of our Company's objectives is a healthy workforce!" --- Leah I. Macdonald, Nurse, HSE Dept.

I feel happy being part of the team here at the Port. One of the company's objectives is to ensure a healthy workforce. So we work with those objectives in mind. We ensure workers know their health status, so that no one breaks down on the job.

Workers put in their best when they are sound in health. An ill worker cannot discharge his/her duties effectively.

As a health practitioner, I am happy working in the port. A lot of activities go on here on daily basis, yet there was no record of accident or lost time injury which led to the celebration of one million man hours! It is quite commending.

Interview with Mr. Sanjay (Cont'd)

How is Indorama Ports' terminal contributing to the economy of Nigeria, state and federal?

Indorama has developed a world-class sea port terminal with state-of-art facilities at Federal Ocean Terminal ("FOT") at Onne Port Complex, Onne, Port Harcourt, Rivers State, Nigeria, with an investment of USD 150 million.

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significantly contributing to generation of foreign exchange in the difficult times of the Nigerian economy.

4. Significant contributions to the revenues of the Nigerian Ports Authority (NPA) and Nigerian Maritime Administration and Safety Agency (NIMASA) through port charges and statutory levies (to boost federal and state revenues);
5. Helped in skill development of Nigerians and providing opportunity to work on the latest port terminal equipped with latest material handling system;
6. The development of Indorama port terminal is also directly contributing in achieving the objectives of the Economic Recovery and Growth Plan (ERGP) of the Federal Government of Nigeria in terms of economic diversification, job creation and responding to global opportunities, naturally available by virtue of strategic geographic location of the

Interview with NPA Man (Cont'd)

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vessels into Nigeria from nothing to all these figures I am telling you.

In 2016, eleven vessels came in; in 2017, twenty-six vessels came in, so you can see that this is addition to the maritime sector in Nigeria.

How can these contributions be translated to the Nigerian economy?

Invariably, when you have export as the major focus of this administration in other to diversify the economy, it is heartwarming to see that we now have a terminal which is export oriented.

It is also heartwarming to see that Nigeria is exporting Urea out of the country. That means foreign exchange for the country and for the maritime sector. That also means more revenue for the NPA and invariably more revenue for the Federal Government of Nigeria because we charge ship dues, harbour dues, environmental protection dues and facility charges for all these operations.



HSEF Week Competition Winners pose for photograph with Management Staff

Indorama Marks Safety Week with Lecture, Competitions!

“Safety can only be achieved when there is a collective commitment with a common culture and norm to achieve the goal”.

These were the words of the guest speaker Mr. Foreman Onuoha, a safety professional during the 2018 HSE (Health, Safety and Environment) Week celebration and presentation of prizes,

organized by Indorama Nigeria on Tuesday, 30th October 2018.

Mr. Onuoha who is chairman of the Institute of Safety Professionals of Nigeria (Rivers State chapter) spoke on the topic: “Safety Behavior to

Safety Culture.”

He drew the attention of everyone that safety in homes, workplaces or public places can only be achieved through the concerted efforts of all, by making safety a part of our culture at work and in all activities.

He therefore commended Indorama for taking safety seriously and devoted huge resources to implement a safety culture, and creating awareness about safety.

Mr. Onuoha also congratulated Indorama for being certified in the various International Standard Organization (ISO) levels. He concluded by encouraging everyone to make safety a personal culture.

Indeed, every participant at the ceremony was made to recite a “Safety Pledge” prepared by the HSE Department, and read out by Mr Bashir Mohammed, a safety officer.

Earlier, Mr A. B. Rao, Technical

Head (TH) had welcomed everyone, and congratulated the HSE department for bringing safety awareness to everyone. He also affirmed that safety should be everybody’s watchword.

Mr. P.J.S. Bajwa, head of Fertilizer operations, in response to the lecture, encouraged everyone to embrace safety to save lives and property. “When you ensure safety for yourself, you are also indirectly doing it for another person,” he said.

Dr. Jossy Nkwocha, head of Corporate Communications who anchored the event thanked the guest speaker for his lecture and informed him that Indorama has a long-standing culture of safety --- and was able to attain ten million man-hours without lost time injury!

In his goodwill message, Mr. Simon Ononyaba, factory inspector from Federal Ministry of Labour and Employment said that Indorama is one of the



Mr. Foreman Onuoha presenting his lecture



Staff and guests reciting the Indorama HSEF Pledge.



Mr. Deepu Sivasdas speaking at the event.

companies he visits that complies strictly with safety guidelines and regulations.

Pointing at the first line of the HSEF pledge "On this day, I solemnly affirm that I will rededicate myself to the cause of safety...", Mr. Ononyaba urged everyone to abide by the pledge and make safety their business.

The event also featured presentation of prizes to winners of various safety competitions which took place during the safety week. There were six hundred and eighty

nine (689) participants, including drivers. Out of that number, 100 winners emerged.

There were ten competitions and the first prize winners include: First Aid and CPR: Dinesh Kumar (Electrical); Posters: Lilian Nwandu (QAQC); Slogan: Alex Fubara (QAQC); HSEF speech: Sampson Nwuku (IEFCL Instrument) and Health Quiz: Udo Victor Sam (QAQC IEFCL).

Others are: Spot the hazards: Mr. Narendra Singh (Olefins);

Live fire-fighting: Udoka Matthew (QAQC); SCBA Donning: Stanley Oparah (QAQC); HSEF Quiz for drivers: Paul Nnadi and Fire extinguisher: Sunday Michael.

While giving his closing remarks, Mr. Deepu Sivasdas said the enthusiasm that was shown during the safety week was encouraging and wants the safety feeling to continue even after the safety week. He also encouraged those that did not participate in the various competitions to endeavour to do so next time.



Mr. Mohammed leading the recitation of pledge



INDORAMA-BRASKEM TECHNICAL EXCHANGE MEETING IN BRAZIL

A technical exchange meeting negotiated under mutual cooperation agreement between INDORAMA and BRASKEM took place between 16th – 18th October, 2018 in Braskem Complex in Camasari, Salvador, Bahia State of Brazil to share innovative ideas for debottlenecking to improve operational excellence in NOVA Polyethylene solution phase technology. Indorama Team in the photo are: A. B Rao- Technical Head; B C Jana -HOD Polyethylene plant; Charles Osuji -Operations Engineer, PE plant; Unmesh Biswas - Technical services engineer and Anil Bisht- Mechanical engineer, PE Plant. (Full report in next edition of IMPACT).

Indorama Comes Tops at AGM & Expo of MAN in Lagos!

- MD Re-elected into National Council
- Company honoured with a Plaque
- Wins Best Exhibition Pavilion



Immediate past President of MAN, **Dr. Frank U. Jacobs** (1st left) presents an Award Plaque to Indorama and received by Head of Corporate Communications, **Dr. Jossy Nkwocha** (2nd left) and flanked by Director-General of MAN, **Mr. Segun Kadiri**.

It was a harvest of accolades for Indorama-Nigeria companies at the 46th Annual General Meeting (AGM) of the Manufacturers Association of Nigeria (MAN) and its Made-in-Nigeria Products Exhibition held at the Lagos Oriental Hotel, Lekki, Lagos, from 26th – 27th September, 2018. MAN is the mouthpiece of the Organised Private Sector (OPS) in Nigeria.

At the AGM, the Managing Director of Indorama-Nigeria, Mr. Manish Mundra, was re-elected as member of the National Council of the Association. Engr Mansur Ahmed of Dangote Industries was elected President to take over from Dr. Frank Udemba Jacobs whose 4-year tenure recorded many achievements for the Association and the OPS in general.

In his welcome address at the AGM, Dr Jacobs commended Indorama and other companies for their strong financial support for

the advocacy activities of MAN and successful hosting of the AGM. Such companies were later presented with plaques. Dr. Jossy Nkwocha, head of Corporate Communications of Indorama received the plaque on behalf of the company.

Special guest of honour at the public session, President Muhammadu Buhari was represented by the Hon. Minister of State for Industry, Trade & Investment; Hajia Aisha Abubakar. The session featured a lecture delivered by President of Ghana, Mr. Nana Addo Akufo-Addo, who was



Mr. Manish Mundra, MD of Indorama-Nigeria, re-elected.

represented by his senior Minister of Trade & Investment.

Officials and guests later took a tour of all the pavilions to see an array of high quality products manufactured by members of MAN.

Indorama's three-in-one stall was also voted the Best Exhibition Pavilion. Indorama products were the cynosure of many eyes at the well-attended fair. Bags and samples of Indorama granular Urea fertilizer and petrochemicals attracted a lot of attention from the crowd of visitors including President of MAN, Dr Frank Jacobs, President-elect, Engr. Mansur Ahmed, the Hon. Minister and the representative of the President of Ghana.

Dr. Jacobs and Engr. Ahmed were full of commendations for Indorama for its products and success despite economic challenges in Nigeria.

Many visitors, especially farmers, agriculture stakeholders and government representatives were quite excited about Indorama Urea fertilizer because of its capacity to catalyze major impacts in the nation's agricultural value chain and for food security.

Indorama Fertilizer marketing team, led by Dr S. K Srivastava, head of marketing & sales and Mr Avijit Sinha were on hand to provide information to numerous visitors. From the Petrochemicals side, Mr Sushi Singh and Mrs Amaka Ezeji attended to guests.

The AGM activities also included an evening session which featured an interaction with the Managing Directors of Nigerian Ports Authority (NPA), Nigerian Shippers Council (NSC), Bank of Industry (BOI) as well as Director-Generals of Bureau of Public Enterprises (BPE) and Nigerian Maritime Administration and Safety Agency (NIMASA).

Discussion was centered on the theme: "Promoting Manufacturing through Improved Port Infrastructure and Access to Long-term Credit Window".

 Chinedum Emeana

NEWS

Indorama Fertilizer Partners OCP, IBM to Lift Agriculture in Nigeria



Group photograph taking after the meeting between the Executives of Indorama and the Partners-OCP and IBM in Abuja.

Indorama Fertilizer is working in partnership with International Business Machines (IBM) Corporation and Office Chérifien des Phosphates (OCP), the Moroccan world's largest phosphate fertilizer manufacturing company, with an annual production of 14 million metric tons, to boost agriculture in Nigeria.

IBM is an American multinational technology company that is world leader in information technology (IT) solutions and has introduced IT in Agriculture. The company operates in over 170 countries around the world.

In a meeting of personnel of the three firms held at the Abuja offices of Indorama Eleme Fertilizer and Chemicals Limited (IEFCL) on 21st September, 2018, the firms evaluated digital opportunities that could enhance the farming ecosystem in Nigeria.

Dr. Balbir Singh, chief agronomist of Indorama fertilizer and Dr. S.K Srivastava, head of marketing welcomed the OCP and IBM teams on arrival, and showcased the Indorama business model to them.

They played a short IEFCL introductory video to them before Dr. Singh shed more light on the content of the video and explained the size, strength and capacities of Indorama.

On his part, Dr. Srivastava showcased the distribution network of Indorama Urea which enables fertilizer to reach every nook and cranny of Nigeria.

Also, the agronomy service of Indorama which is aimed at enhancing food security in Nigeria was presented to

the visitors. They watched a short animation video on Best Agronomic Practices and a documentary from Africa Development Bank on Indorama.

The Agronomy App of Indorama was presented as a viable means of digital farming and precision agriculture in Nigeria. They were shown Indorama crop fliers written in English and Hausa which are distributed during farmers' trainings.

Dr Singh also informed the visitors about Indorama's sensitivity to the challenges of agribusiness under climate change. He stated that two handbooks have been developed on "Climate Change Adaptation and Agribusiness" which will help farmers cope with the challenges of unfriendly climatic conditions.

The representatives of OCP and IBM were very happy with the all-inclusive agronomy services of Indorama which assists farmers in boosting their harvests and increasing profit margins. The OCP team included Mr. Akintunde, Ms. Wafisha and Mr. Omar Charibi while the IBM team included Mr. Mustafa, Mr. Saurabh and Mr. Mukesh.

However, they expressed concern on how Indorama staff cope with security challenges in some parts of Northern Nigeria. Dr. Singh responded that the company engages indigenous qualified agriculturists as agronomists. They understand Hausa and other indigenous languages in the area and have deep understanding of the region's physiography.

Celebrating Nigeria @ 58

Indorama Lays out the Red Carpet

It was a red carpet affair on Friday, 28th September, 2018 as Indorama-Nigeria rolled out the drums to celebrate Nigeria's 58th Independence Anniversary in style. Several indoor and outdoor activities were carried out to mark the event. Strategic locations within the Indorama complex were draped in the Nigerian colours of green-white-green.

The activities included essay and drawing competition for children of Indorama employees, outdoor sporting competitions namely relay swimming, women's 200 metres race, lawn and table tennis; and a formal ceremony for the national anthem, speeches, public lecture, goodwill messages from representatives of regulatory agencies, presentation of prizes to winners of the competitions and special luncheon.

The celebration kicked off in the morning with the sporting competitions: swimming, lawn and table tennis, women's 200-metres race and relay. It was real fun and excitement. Nigerians and expatriates alike were involved.

For the relay, there were six groups formed from different plants and departments. It was won by Indorama-Services group. Winners of the other competitions were

as follows: Women race: Mrs. Edith Charma-Eze; Swimming: Mr Dejan Butkovic; Lawn Tennis: Mr. A. B. Rao and Table Tennis: Mr Promise Egwurugwu.

Managing Director of Indorama-Nigeria, Mr Manish Mundra, was quite excited about both the competitions and the celebration itself.

According to him, "Nigeria is indeed a great country and should be celebrated. We at Indorama have a lot of reasons to celebrate Nigeria. We celebrate the Nigerian people and government. Let's all work together to make Nigeria greater!"

The Managing Director's speech ushered in the guest speaker, Prof. Godwin Okon of the Rivers State University (RSU) who spoke on the topic: "Nigeria: The Pathway to a Greater Nation".

His presentation enumerated various ways Nigeria could harness her

large population, large landmass, numerous natural resources and ethnic diversity to create a truly great nation. He noted that peace, unity, security, education and industrialization are key ingredients for sustainable social and economic progress of the country.

His lecture was so empirical and fact-based that the Managing Director was moved to speak again on his hearty feelings about making Nigeria greater and greater using her God-given natural endowments.

In their goodwill messages, representatives of the Department of Petroleum Resources (DPR), Federal Ministry of Labour & Employment, Federal Ministry of Environment, among others, commended Indorama for the gesture of marking Nigeria's 58th independence anniversary in a unique way.

Prizes were handed over to

winners of the competitions before everyone enjoyed the special Independence anniversary luncheon.

Earlier on Saturday, 25th August, 2018, the staff children's essay and drawing competition was organized. The essay competition for Secondary school students was on the topic: "The Nigeria of my dream at 58." The first prize winner was Miss Obaridosei Gomba.

Topic for junior secondary school students was "If you were the President of Nigeria, what would you do to move Nigeria forward at 58." First prize was won by Amemobari Samuel Oluka.

The primary school pupils were asked to draw "Nigeria, my dream country at 58." First prize winner was Miss Ananya Soni.

The celebration was indeed a successful one. Everyone looks forward to the 59th anniversary next year, 2019.



Winners Emerge in IEFCL's 1st Employee Suggestion Scheme!

Winners have emerged in the first Employee Suggestion Scheme (ESS) of Indorama Eleme Fertilizer and Chemicals Limited (IEFCL), which took place on Thursday 11th October 2018 at the company's conference room.

The winners include Sampson Nwuko, Instrument department; Mahipal Singh, and Lalit Blevsitian, both of Ammonia plant. Some of the suggestions, though not approved, were appreciated by Management through Appreciation letters to Akawor Ikemba of Product handling and Sampson Nwuko.

Head of Human Resources, Mr Pradeep Ekka, congratulated all the participants who submitted suggestions. He said what is important is not winning, but the zeal for participation and the sense of belonging and pride that they are contributing ideas to the fortunes and successes of the company.

According to him, each employee should take ownership of the company and feel proud and confident of the

company by contributing good ideas that would lead to greater productivity.

"Let me thank you all for your innovative ideas. The suggestions will lead to higher productivity, cost reduction, quality improvement and reduction in machine time, etc".

He advised that all suggestions should be documented to create a knowledge bank where other people and departments can learn and make references.

Mr. Ekka applauded the Working and Steering committees for putting their voluntary efforts in galvanizing employees' participation and assessment.

"I want to commend everyone who has contributed in various ways in making this exercise a success. I request that the scheme be sustained in order to invite greater number of participants among our staff," he said.

Mr Ekka, noted that Dr Jossy Nkwocha, head of Corporate Communications has been

instrumental as a coordinator of Employee Suggestion Scheme of the company since it was launched seven years ago.

Mr. Daljit Singh, HOD of Ammonia, in his remarks, said he was impressed to note the first Indorama Fertilizer suggestion scheme recorded impressive participation and winners which shows the willingness of employees to bring their ideas to work.

"These suggestions will not only add value to the plants but also will motivate the people. I have seen many people discussing so many ideas based on this scheme and most of the times it brings out very good suggestion that is helping in our operations and making positive impact. Therefore this is a very good scheme," he affirmed.

In the same vein, Mr Manoj Chaturvedi, HOD, Urea plant, said the scheme is expected to improve the entire operations of the fertilizer plant and enjoined employees to come up with good ideas and contributions to achieve more efficient

operations of the plant.

In his own remarks, Dr. Nkwocha congratulated all and stated that the idea of the scheme was that of the Managing Director, Mr. Manish Mundra. He said the MD believed strongly that the idea will add value to the company's operations.

Dr Nkwocha said he was pleased that the scheme was replicated in the fertilizer plant by the IEFCL team: Eva Onyebuoha, Felix Okeke, Obioma Ebisike and others in the Working and Steering committees.

Cash prizes were presented to the winners, while Appreciation letters were also presented to all who submitted suggestions.

Speaking on behalf of other winners, Sampson Nwuko, said the ESS has given him a sense of belonging by making him believe he belongs to the company.

"I want to commend the management for giving us this opportunity to contribute our own ideas to the growth and fortunes of the company. From what I have seen today, am encouraged, and promise to continually participate in the scheme so that together our ideas and contributions will move the company to greater level", he said.

Group photograph of top Executives of Indorama-Nigeria taken with the winners of the prizes after the presentation of Prizes ceremony, chaired by **Mr. Pradeep Ekka**, HOF, Human Resources.



(Continued from Last Edition of IMPACT)

Importance of Achieving and Sustaining Positive Process Safety Culture in Organizations

DRIVERS OF SAFETY CULTURE:

Safety culture drivers focus on organizational factors and individual factors. The organizational factors are characterized by management systems and procedures which may include both internal and external influences.

Factors of internal influence are corporate business plan, organizational systems, standards operating procedures, corporate safety plan. External influences may include regulatory and legal requirements as well as industry standards.

The key group and individual factors can influence safety culture directly or indirectly through their actions, words and commitment. Individual behavior and group drivers have different but related influences on safety culture of an organization.

The groups may be professional bodies, labor groups. Some individual drivers could be the CEO, technical directors, senior management, safety personnel and of course the employees.

So when planning to evaluate measurement results and safety culture enhancement strategies, it is important to keenly identify the drivers because they are useful tools for strategic implementation of veritable action plan.

MEASURING THE SAFETY CULTURE OF AN ORGANIZATION

It is very important for organizations to determine how it wants to define her safety culture and the various indicators. This is because many tools are available to measure the various aspects of safety culture. Some tools basically focus on operational safety while others look at occupational safety and health, and the rest considers both. The essence of these tools is to determine the extent to which the indicators of a positive safety culture exists in the organization and how it has influenced the

attitude, behaviors and the general ideas about safety.

The selection of tools depends on what will be measured, availability of resources and the schedule for measurement. The tool to be employed depends on the three different aspects of safety under consideration; and these include questionnaires, interviews, audits and observations. In doing these, certain considerations are key, like trust among the work force, confidentiality of interview answers, data availability and correct interpretations for comparability between assessments, cost implications of the tools chosen and the logistics involved.

The choice of the tools and the safety culture aspects are as shown below:

FACTORS THAT INDICATE POSITIVE SAFETY CULTURE

- In an organization with positive safety culture, majority of workers think and feel that health and safety is important.
- There is a strong policy and clear leadership from the top management about safety, which is displayed in the attitude of senior management.
- Managers consider health and safety implication of every decision and workers share the same view, thereby working safely.
- Safety habit of doing things and executing jobs become institutionalized
- New intakes into the organization easily key into the habit of becoming safety conscious as they learn from others.
- Near misses are reported and investigated and the lessons shared to prevent recurrence.
- Accident investigation is thorough and there is no room for normalization of deviance and recommendations from accident investigation are appropriately and time

implemented.

- Periodic safety management system audits and even third party safety audits are carried out to identify gaps for improvement.
- Information about every chemical and the hazards are made known to increase awareness for safe handling. In an organization like this, there will be a noticeable link between safety culture and performance, because workers morale will be high, there will be fewer or no accident and less occupational ill health, which will help the organization, fulfill her moral, legal and economic obligations.

FACTORS THAT INDICATE NEGATIVE SAFETY CULTURE

Organizations with weak and negative process safety culture are seen as follows:

- Majority of workers think and feel that health and safety is not important
- Workers are poorly informed about occupational health and safety
- There is no clear direction and leadership from senior management about health and safety.
- Managers do not think or consider safety in their decision-making and so allow other priorities dictate their actions.
- Workers indulge in unsafe acts and work within unsafe conditions because of poor safety and health awareness.
- Safety – conscious workers are in the minority and are likely to emulate others in the long run
- Accidents, near misses and unsafe conditions are not reported and even when reported, are never investigated.

In this type of organization, there will be lack of attention to health and safety and compliance to regulation will be low leading to high risk and more accidents with attendant poor individual and organizational performance.

INDICATORS FOR ASSESSING THE EFFECTIVENESS OF AN ORGANIZATION'S SAFETY CULTURE

The safety culture of an organization can be assessed by considering the following indicators: (a) Rate of accidents (b) Rate of occupational ill health (c) Rate of absenteeism (d) Rate of staff turnover (frequency of losing old staff and hiring of new staff. (e)Level of compliance with legal requirement (f) Rate of enforcement actions against an organization, etc.

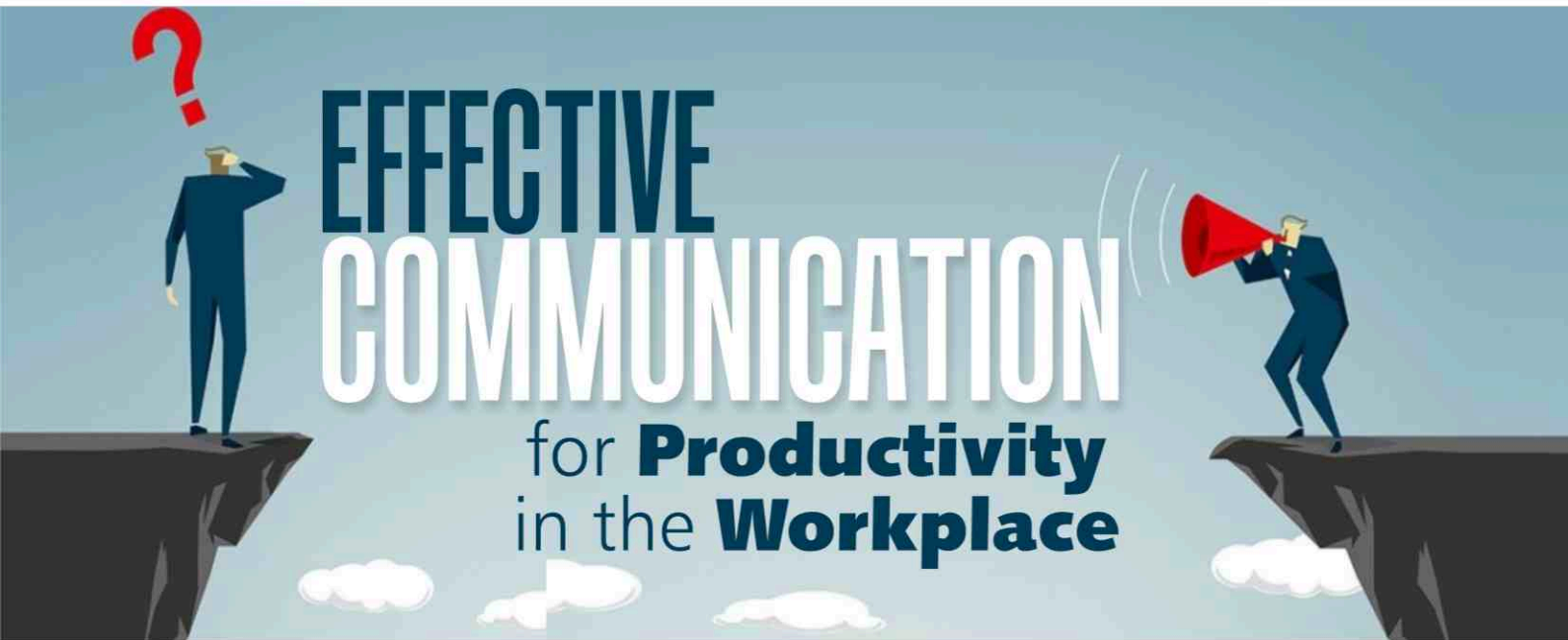
When these indicators are of high values, it shows poor safety culture but where they are very low, it means the organization has a positive safety culture

ENHANCEMENT PROCESS OF SAFETY CULTURE:

The safety culture of an organization can be enhanced systematically by the following method:

1. Defining the safety culture model: This entails bringing to the knowledge and understanding of the workforce what is meant by safety culture in the organization.
2. Identifying the drivers of safety culture: In this case, it is obvious that if you know who or what drives culture, then you are in better position to know who or what you can elicit to help change or maintain it.
3. Measuring Safety culture: Selection of tools and the process to be used must be such that best meets the organizations requirement. What to be measured is already defined above and how, who and when must be determined.
4. Evaluating the Measures: After measurement, periodic evaluation must be done. However, interpreting the results can be challenging because the result ought to have credibility both internally and externally.

In conclusion, the safety culture of an organization develops over time as a result of history, work environment, the workforce, health and safety practices and management leadership. An organization's safety culture is ultimately reflected in the way safety is addressed in its workplaces.



A workplace usually comprises different people from differing backgrounds, world outlook, religion, culture, characteristics, political leanings, outside work challenges and personalities. However, they all have a common goal – to contribute the best of their abilities to ensuring that their company remains a profitable concern.

To achieve the shared corporate objective, effective communication, vertically and horizontally, is essential. Communication in this case should not be operated as one party pigeon-holed as “sender” while the other party’s own role is “receiver”. Rather, it is an exchange in which management, supervisors, bosses and subordinates are both senders and receivers in the communication process, so that the many benefits of communication could be realized.

In fact, Jennifer Lombardo, an instructor with Study.com stressed that communicating properly in the work environment can boost morale, raise productivity and promote efficiency.

“Workplace communication is very important to companies

because it allows companies to be productive and operate effectively. Employees can experience an increase in morale, productivity and commitment if they are able to communicate up and down the communication chain in an organization.”

Other benefits of communicating effectively within a workplace include building consensus for decision, developing and strengthening cordial relationship among co-workers and between supervisors and subordinates, improved information sharing, and enhanced teamwork, which results in high productivity.

Therefore, for workplace community to be effective, it should be strategically focused on achieving specific well defined goals.

A renowned author affirmed that strategic communication “involves well planned and well-coordinated means of passing well-designed messages from the organization to its stakeholders at the right time, in the right quantity to achieve well-defined objectives that are specific, measurable, achievable, realistic and time-bound.”

Workplace communication can be activated through several channels such as emails via intranet or internet, text messages, voicemails, notes, meetings, face-to-face discussions and dedicated social media group platforms. However, irrespective of the channel of communication deployed in a workplace, simple words and continuous feedbacks are preferred at all times.

There are other factors that act as catalyst for the communication in the workplace. They include creating conducive atmosphere for open communication, being appreciative of each other’s roles, listening to each or reading and responding to

mails and messages quickly, respecting one another, using appropriate gesticulation and body language that align with the message being passed. When all these factors in workplace communication interplay properly, it has been proven that this leads to job satisfaction and greater productivity.

According to a study.com research, “effective lateral and work group communication leads to an improvement in overall company performance. It has also been discovered that employees who were graded as highest in production had received the most effective communication from their superiors”

“Employees feel empowered if they are able to have upward communication. This type of communication is when information flows upward in an organization and usually consists of feedback. If bosses or managers are able to listen to employees and respond, this leads to an increase in employee job satisfaction.”



Officials of Deutsche Internationale Zusammenarbeit (GIZ) and the Green Innovation Centre for Agriculture and Food Science Program, and Indorama Staff, **Mr. Christian Obinna** after the International conference in Jos, Plateau State.

Indorama Participates in GIZ International Agric Workshop & Expo in Jos ... Emphases Soil Testing

Indorama Eleme Fertilizer and Chemicals Limited (IEFCL) has participated in a two-day international Agric workshop and exhibition organised by the Deutsche Internationale Zusammenarbeit (GIZ) GmbH held in Jos, Plateau State from 24th - 25th October, 2018. The company highlighted the importance of soil testing in modern crop practice.

The workshop was conducted in the state through Green Innovation Centres for Agriculture and Food Sector program – Nigeria, and participants comprised of stakeholders such as government, private sector agri-input companies, Agricultural Development Programmes (ADPs) and selected farmers.

Some of the objectives of the GIZ workshop and exhibition include supporting rice, maize, cassava and potato smallholder-farmers in Nigeria to increase income and enhance productivity per unit area through improved access to training programmes and information services.

The workshop noted that agriculture in Nigeria is the livelihood of more than 70% of the population and that the conditions for agriculture are very favourable, but the demand for food from Nigeria's large population could not be met without increase in local food production.

The workshop also decried the dearth of high quality seeds,

fertilizers, and knowledge about good farming practices and the proper storage of farm produce for marketing, noting this as the reason why crop yields from the smallholder-farms and farmers' incomes remain far below the possibilities offered by innovation and the markets

At the exhibition, Christian Obinna, Indorama's agronomist told many visitors at the Indorama pavilion the importance of soil testing before planting so as to get the best harvest from farming activity.

Obinna also explained what good crop management practices meant and how it is important for the crop value chain.

On his part, Musa Ado, Indorama's marketing executive in Plateau State drew attention to the eight Unique Selling Propositions (USPs) of Indorama Urea fertilizer, especially the uniform granular quality.

The workshop participants who visited Indorama pavilion included Hon. Hosea I. Finangwai, Plateau State commissioner for Agriculture and Rural Development. He expressed delight at the agricultural initiative of Indorama in the state.

GIZ officials who visited Indorama pavilion also affirmed that Indorama fertilizer agricultural initiative is in line with their corporate objectives.



■ Female farmers from Eleme communities in a group photograph with Indorama staff after the training.

Indorama Trains 120 Women in Eleme on Modern Farming Practice

On Friday 21st September 2018, Indorama Fertilizer organized training on modern farming practices for 120 women from its host communities of Eleme and Elenwo at Bolingo Hotel, Aletu Eleme.

The training, which also included fertilizer management was meant to educate the participants on how to ensure increased crop harvest and more income for farmers.

Indorama fertilizer marketing executive Mr. Oluwatosin Adewole started the training by informing the participants

about Indorama and how it has been assisting farmers achieve better standards of living and how the women can benefit from the advisory services that the company offers to farmers free of charge.

Thereafter, Simon Ugochukwu, an agronomist for Indorama trained the farmers on Indorama fertilizer's eight unique selling points (USP) which are the qualities that make Indorama fertilizer better than others.

He also touched on Indorama's 4R principle on fertilizer application, which

are: right source, right rate, right time, and right method as well as importance of nutrients, their role in plants and their deficiency symptoms.

He went ahead to encourage the farmers to take advantage of free soil testing services offered by Indorama after which he introduced Indorama's Rivers state agronomist Mr. Godfrey Petgrave to the farmers.

Earlier, the chairman of the Indorama Host Communities' Project Advisory Committee (PAC), Hon. Nwosu Ngofa and

Chief (Mrs.) Evelyn Ada Gokpa, the women leader thanked Indorama for the wonderful initiative and advised the women to pay attention to the training to enhance their knowledge on farming and fertilizer application.

The participants were earlier welcomed by Russell Ngofa and Godspower Jaka of Community Relations & Development department.

Questions were entertained by the Indorama team and the answers enlightened the women more on crop and fertilizer management.

Indorama Trains 180 Youths From It's Pipeline Communities

Indorama-Nigeria has trained 180 youths drawn from its 31 pipeline communities in several skill acquisition programmes, namely Scaffolding, Rigging, Catering, Grinding, Electrical Wiring/Installation, Hairdressing, Tile Fixing, Cake Baking, Fish farming and Bead making.

The trainings which started on 25th October, 2018, are taking place in several centres and are being facilitated by qualified and experienced professionals.

At a brief ceremony to

declare the skill acquisition programme open held at the premises of the training consultants Jevant Spencer International Company Limited at Eliozu, Port Harcourt, Mr. Kendrick Oluka, head of Indorama's Community Relations and Development told beneficiaries that whatever investment the company makes to give them a better future can only yield good outcomes if they seize the opportunity by demonstrating seriousness and commitment.

Stressing that the company

aims to position them for entrepreneurship and job creation, he therefore advised all the 180 beneficiaries to make their communities proud by making the best use of the opportunity given to them by being punctual, disciplined and immersed in the exercise.

Mr. Oluka also told them that as a means of encouraging the trainees and ensuring that no beneficiary is deprived of the opportunity because of difficult economic circumstances, Indorama management is providing

stipends to all trainees to cover their transportation and feeding every day they present themselves for the training.

"This intervention is a demonstration that Indorama cares for the welfare and wellbeing of our pipeline communities," he said.

According to him, the company's involvement in capacity building aligns with the thoughts of Sir Terry Pratchett, an author who said "Build a man a fire, and he'll be warm for a day. Set a man on fire, and he'll be warm for the rest of his life."



Indorama has 84-km gas pipeline running across several communities in six local government areas in Rivers State and one in Imo state.

It could be recalled that Indorama recently facilitated the training of 135 youths drawn from its Petrochemicals plant host communities in different skills, and the management hopes that all these investments will help them build a sustainable future.



Indorama Inaugurates New 32MW GT5 Gas Turbine

Indorama-Nigeria has commissioned its 5th Gas Turbine (GT-5) to increase electricity supply capacity by 32 megawatts (MW) in its petrochemicals complex in Port Harcourt, Rivers State. This brings the captive power in the complex to 152 MVA.

In a brief commissioning ceremony held on Wednesday 31st October 2018, at the Power Plant Conference room, Mr. A.B Rao, Technical Head of Indorama Eleme Petrochemicals Limited (IEPL), said that new gas turbine was conceived in response to the expanding operations including the Fertilizer trains 1 and 2 and the FCU plant, and also to cater to the power needs of the entire complex.

He also commended the Indorama-Nigeria team who worked with dedication and

commitment to actualize the installation of the GT-5. He said the management of the company really appreciates their efforts and urged them to continue with that work ethic going forward.

Also speaking, Mr. Anil Gupta, head of PPUO said the new gas plant will ensure that the Group's captive electricity supply is more than enough to serve all the plants, adding that with the new GT-5, one turbine will always be on standby.

Mr. Tonte Douglas, a PPUO Superintendent describes the experience of being part of the project as "enormous" for all Nigerians involved. "It was my first experience of installation, even though it is not the first time we are seeing dismantled gas turbine, as we have been involved in major overhauling of the older ones."

"We were involved right from the foundation, the civil stage, working with Daewoo, holding technical meetings, following up on HSEF; it was indeed a great experience for everyone", he said.

On his part, Engr Alex Ezenwugo, thanked the management for the opportunity

afforded him and other Nigerians to be involved in the installation processes, which he described as a great learning experience.

Other speakers also spoke, extolling the management foresight, dedication and commitment of everyone. The event's highlight was the cutting of the commissioning cake led by Mr. A.B Rao and joined by other executives and staff in a hearty jubilant mood.



Cutting the Inauguration cake

Indorama Commissions New Slop-Oil Facility



Indorama Eleme Petrochemicals Limited (IEPL), on 26th October 2018, commissioned its new Slop-oil facility within the Olefins plant.

Top management executives who graced the event included Mr. Deepu Sivasdas, Chief Technical Officer (CTO); Mr. A.B. Rao, Technical Head (TH) of Indorama

Petrochemicals; and Mr. Asit B. Ray, HOD of Olefins plant.

The CTO said the Slop-Oil facility is very important in the operations of the company because it will help in cleansing the system of impurities and make the Complex more environment-friendly.

Mr. Sivasdas asked the staff of Olefins plant to brace up for

more work as the plant will be expected to produce 400 metric tons of ethylene per annum – up from the current capacity of 300 MTPA – based on the fact that more natural gas liquid (NGL) is now being received from Indorama's FCU and Agip.

Mr. Sivasdas congratulated the Olefin's team for completing the project on schedule.

Mr. Rao also congratulated the staff for putting their best into the project. He encouraged them not to relent after this achievement. According to him, what is required now is more hard work in order to attain the target.

Mr. Ray, on his part, thanked everyone who graced the occasion. He said Olefins plant will begin to run in high load operation in coming days and certainly this new facility will ensure our colleagues' health, safety and environment in all forms.

"By this way, we shall achieve higher production of ethylene and smooth environmentally-friendly plant," Mr. Ray said.

With the Slop-Oil facility, the process manager, Ernest Larry Ikpuku, believes very strongly that employees of Olefins plant are looking forward to beating the record already set in the plant in recent times.

The event was rounded up with cutting of the commissioning cake.



Engr. Martins Chigbu (PSS) -2nd right, Mike Achaziem - 1st Right, Bashir Mohammed - 1st Left with the Students and Teachers at the Olefins Plant

Students Excited After tour of Indorama Petrochemicals Plant

Students and teachers from Goldspring High School, Igbo-Etche, Rivers State, who visited Indorama Eleme Petrochemicals on educational tour on Tuesday 16th October, 2018, have expressed their excitement on the knowledge gained during the visit.

Master Wisdom Ezechukwu who spoke after the tour said they were indeed very happy to the Management for the opportunity granted them.

"Today I feel very excited being part of this tour. It is quite educative. Our tour guide, Engr. Martins Chigbu, explained to us the practical aspect of physics and chemistry. It is an experience to remember," Master Ezechukwu said.

Another student, Kenneth Victor Chisom, said the visit has boosted his academic career

vision of being an engineer. "This visit has fired my zeal of being an engineer. I want to say a big thank you to the Management of the company for granting us the opportunity. I am indeed grateful"

On arrival, the 28 students and two teachers were received by Dr. Jossy Nkwocha, head of Corporate Communications at the PTDC building accompanied by Engr. Chigbu, Plant Shift Superintendent (PSS) and Bashir Mohammed, Safety Officer.

Welcoming the guests, Dr. Nkwocha said the Management was happy to receive them in the complex. According to him, as a corporate citizen, the company believes the youths are the leaders of tomorrow; therefore, granting their request for school excursion is part of the company's corporate social

responsibility (CSR) of growing the younger generations.

Dr. Nkwocha advised them to make the best use of the opportunity to learn things that would help them in their academic pursuit.

The students and their teachers visited various plants in the petrochemicals complex.

At the Olefins control room, Engr. Luke Eze showed them the different processes and operations of the Olefins plant which are monitored in the control room.

At the Polypropylene plant (PE) Bagging, Mr. Lawrence Opusunji explained to them the processes involved in the bagging of polymer resins.

After the plant tour, the students and their teachers retired to the

PTDC conference room for Quets/Answers session. Engr. Chigbu and Dr Nkwocha answered their questions.

Miss Treasure Iheanacho, who gave the Vote of thanks on behalf of the students, said coming to Indorama Petrochemicals is a gesture they will never forget. She thanks Management for the opportunity given to them.

Mr. Moses Onoja, one of their teachers, thanked the Management for granting their request for the tour.

"This is the best tour we have had so far. I feel happy that I am part of this visit. What we saw today shows you are effectively managing your plant. What the students have seen and learnt today will surely improve their academic performance and help them in choosing their career," he said.

Beauty & Style

Style

You can't have style until you are flexible. Style is one-part personality, one part of your attitude, one part of creativity and one-part Fashion.

- So, when style is one-part personality, it demands the self-confidence, it demands the desire to fulfill what you wish to. Style must reflect the real self, character & personality of us.
- So, when Style is one part of your attitude - it shows how you carry yourself, how you talk & how you visualize the things.
- Creativity in your style can reflect in your workplace too by turning your imaginative ideas into reality.
- And Fashion is the means through which we express our style. So, when Style is one-part fashion, it is very much possible to have lots of clothes but not a bit of style. But it is also possible to have a style with very few clothes.

Style concludes that we are a person of interest, this world is a place of interest, that life is worth making the effort for.

Beauty

As it says "Beauty lies in the eye of the beholder". Different people have different perception of reality or on things. Some might find a thing a waste while other may find it as a Gold.

In fact, Beauty is such a complex word, it means pleasing to the eye. But Beauty is in you. Beauty is not what you see in a mirror. It is your unique smile. Beauty must be invited and it must flow.

Although, Beauty has always been costly since ages. So, here are some grandma tips which we can follow to be natural.



1 Honey can be used to heal the wounds and scar. Just put it on your wounds/scars. Also, it can be used with tomato juice on your face and neck to let your skin glow.

2 Try always to sleep on your back as sleeping from your face side can cause wrinkles quickly over the time.



3 Use Potato or Cucumber slices on your eyes to keep it fresh and to reduce puffy eyes.

4 Drinking a glass of water in morning after you are awake, helps us to clean our body toxins.



5 You can say goodbye to pimples by just applying toothpaste on your pimple for at least 1 hour.

6 Massage your hair with oil twice a week for shining & growth.

There are few tips for hair which I personally use till date.

- Take some mustard oil or Coconut oil and add few fenugreek seeds and heat it for 2-3 minutes and store it. Apply it twice a week to your hair.
- Eggs works as a great conditioner. You can make a paste of one or two egg (depending on length of hair) , 2-3 spoons of plain yogurt and few drops of lemon or vinegar and apply on your hair and leave for 30-45 minutes and then wash. This can be applied once a month.
- Henna powder is perfect treatment for dandruff, rough hair and hair loss. It should be mix with few drops of lemon or vinegar, boiled Tea water and Curd and then leave for 8-9 hours overnight. Then apply it to your hair for minimum 3-4 hours.



Health Issues Associated with the Harmattan Season

The harmattan is a season in West Africa, which occurs from November to April. It is associated with dry and dusty winds from the great Sahara desert. Nigeria experiences mainly two seasons (Wet & Dry) as it is situated very close to the equator.

Harmattan occurs during the dry season. The harmattan is caused by the blowing of the trade winds from the Sahara desert over West Africa and into the Gulf of Guinea.

These winds are characterised by extreme cold, dryness and dustiness: the three culprits in the health issues related to the harmattan season.

The harmattan commonly affects our health in the following ways:

1. Increased incidence of common colds (catarrh) and acute respiratory tract infections such as a sore throat (either from a pharyngitis or tonsillitis), ear infections and pneumonia. This is because quite a number of the organisms implicated in these infections particularly viruses thrive in the cold

weather. The symptoms of different respiratory tract infections include fever, cough and sneezing, runny nose, pain on swallowing, chest pain, ear aches, headaches, body pains and even weakness. Some of these may mislead a person to think he/she has malaria.

2. Allergies, especially asthma, are exacerbated in the cold weather as dust and cold are two very significant allergens (allergy provoking factors) in acute asthmatic attacks.
3. Dry skin and as such the skin can get easily dehydrated leaving it at an increased risk for injuries.
4. Dry and cracked lips, which can be painful and sometimes the crack is serious enough to be accompanied by some bleeding.
5. Increased incidence of nose bleeds: the recurrent discharge is dried up into a crusty cap and many people are tempted to nose-pick which may result in nose bleeds. Dryness of the nasal membranes

even without nose picking can also lead to nose bleeds.

Prevention

Having being armed with the knowledge of the problems that could be encountered in the harmattan, some personal care tips to observe for prevention include:

1. Try to protect one-self from inhaling the fine dust of the harmattan winds. We can use a facemask (8 layered) and avoid unnecessary exposure.
2. Warm dressing: it may become necessary to wear more than one layer of clothing as well as accessories like caps, socks and gloves to ensure one is adequately shielded from the cold and dust.
3. Use of barrier creams such as petroleum jelly to keep the skin moist and protected from the effects of dryness. However be careful not to apply a very thick layer as this will reduce skin aeration and may attract more dust to the skin.
4. Use of moisturising lip

balms to care for/prevent cracked lips. Petroleum jelly can also serve this purpose.

5. Stay hydrated by drinking a lot of water, at least 2 litres per day.
6. Eat lots of fruits and vegetables to get Vitamin C which helps to boost immunity against infections.
7. If asthmatic or known to have other allergies, be cautious to avoid exposure to allergens in order to prevent acute and recurrent attacks.
8. Avoid nose picking.
9. If you have common cold or any respiratory tract infection, please practice personal hygiene tips like hand washing, use of hand sanitizers and proper tissue disposal to reduce spread of infection to others.

Conclusion

In conclusion, while we enjoy the refreshing respite from heat that the harmattan brings, let us also keep ourselves fully protected from the harmattan health-related vices.



Group photograph at the send-forth party for **Mr. B. D. Salvi**, flanked by colleagues and friends .

Bagging Dept. Bids Farewell to Mr. Salvi

It was a memorable day for Indorama staff in the Bagging department as they bid farewell to Mr. B.D. Salvi on 6th September 2018. He was retiring from service after 11 years of meritorious service to the company in Nigeria.

Head of Polypropylene Plant (PP) Bagging Warehouse, Mr. Nimbalkar Uday said Mr. Salvi and himself had worked together over some years before they finally met again in Indorama.

According to him, Mr Salvi is a

man that whenever he is called upon he is ready to attend to any problem and won't relent until the problem is solved. He wished him well and prayed God to grant him good health as he goes back home.

In his own tribute, Mr. Lawrence Opusunju, an officer in the department noted that the presence of Mr. Salvi was always an asset. He pointed out that Mr. Salvi in all he does puts the department into consideration.

"Even when he is away, and his assistance is needed, he still renders solution from wherever he is," he said. .

Mr Opusunju added: "Life is a stage, everyone has a role to play. What matters is how well we play our individual roles. Mr. Salvi will be remembered for the good role he played here and we will miss him dearly".

Other section heads and colleagues from Logistics, Instrumentation, PE

Warehouse, Mechanical and Contractors -- all gathered to wish him well.

One of them, Daniel Ojotule said Mr Salvi is a man who knows how to manage time and hates distraction while working. "And he doesn't give up. Consistency is his watchword," he said.

Other colleagues who spoke very well about Mr. Salvi were Mr. Ekaa Dudu who spoke on behalf of the contractors; and Mr. Paul Nkwankwo who spoke on behalf of the Logistics team. Others were Chumu John, Peter Godwin and Keme Yernoh.

In responds to the tributes, Mr Salvi, with a joyful heart, thanked everyone who wished him well. He encouraged them to put all their best in ensuring that the bagging section continues to grow rather than depreciate.

To crown his excellent work and relationships at the PP Bagging section, Mr. Ezekiel Nwafor on behalf of his colleagues, gave Mr. Salvi the title of 'Emere nyime obo-ntito' which in Eleme language means "a king who achieves from hard work and diligence". It was indeed a joyful occasion.



Mr. B. D. Salvi, in his Eleme traditional attire.



1.



2.



3.



4.

1. **Mr. Obele Benson Emaa** of Indorama and his wife at their daughter's Wedding on 11th August, 2018 @Good Shepherd Anglican Church, Ebubu, Elema, Rivers State .

4. **Radiant Couple** Mr. & Mrs. Churchill Ijomanta

2. **Mr. & Mrs. Lebari Dinaa** and their twin baby girls - Mary & Martha - at their dedication on 24th June, 2018 at CIWA Catholic Church, Aba Road, Port Harcourt.

5. **Chief Solika Tamunosiki** of PPUO department (left) after his Chieftaincy installation on 20th October, 2018 in Okrika, Rivers State.

3. Many staff of Indorama pose with former **Miss Ngozi Nkemakolam** and her husband Mr. Churchill Ijomanta, after their wedding @First Baptist Church, Arochukwu, Abia State. On August 11th, 2018.





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