

How Indorama Plans to Survive Harsh Economic Times!

- **Munish Jindal**, Finance Director

INDORAMA - NIGERIA

IMPACT

In-House Magazine of INDORAMA-Nigeria

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INDORAMA Port Terminal

- 130 Million USD Investment
- Over 72% Completed
- Another Huge Economic Boost for Nigeria!

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Update on Indorama Fertilizer

How to Prevent Kidney Failure

40 years
INDORAMA



Message from the MD/CEO

Dear All, our parent organisation, Indorama Corporation is currently celebrating its 40th anniversary. Our Chairman, Mr. Sri Prakash Lohia co-founded the company with his father Mr. Mohan Lal Lohia in 1975 in Indonesia. The company which commenced modestly is today a global manufacturer of diversified industrial products including petrochemicals, fertilizer, PET resins, polyester, spun yarns, cement, textiles, and medical gloves, among others.

The Indorama Group now has 57 plants in 21 countries across four continents of Europe, United States of America, Asia and Africa. I salute the vision and uncommon business acumen of our founding fathers, and the leadership dexterity of our Group Managing Director, Mr. Amit Lohia as we celebrate this 40th anniversary milestone! Our 40th Anniversary logo is prominent in this edition of our **Indorama-Nigeria Impact** magazine. I look forward to an elaborate 50th Anniversary!

Here in Indorama-Nigeria operations, we are stridently facing the challenges of the current economic crisis caused by the slump in crude oil prices at the international market and the concomitant massive devaluation of Nigeria's currency Naira. In my last Christmas message and another communication to all employees, I stated that the economic downturn has impacted negatively on our operations, and sought everyone's ideas on how we could surmount the challenge collectively. I am happy to report that many of our staff sent in their ideas. We are implementing various measures to ensure that we remain afloat. As usual, we will WIN.

Please enjoy this exciting edition of Indorama-Nigeria Impact magazine!



Manish Mundra
MD/CEO, Indorama-Nigeria



Letters to the Editor

Congratulations for being among Top 100 Businesses in Nigeria!

We thank you for sending us your in-house magazine, **Indorama-Nigeria Impact**. We commend the high quality of the production and the information therein.

Congratulations on your Group's (Indorama Eleme Petrochemicals Limited) emergence on the Top 100 Businesses in Nigeria in 2014.

Keep it up. Please, accept the warm regards of our Director General/Chief Executive Officer

Raph Nnam

Zonal Director,

National Environmental Standards and Regulations Enforcement Agency, South-South Zone, Port Harcourt

You have shown evidence of your giant strides!

I am to acknowledge, with thanks, the receipt of a copy of your Impact Magazine's September – December 2014 edition. The edition no doubt provides evidence of your company's giant strides in the Nigerian economy, and the efforts of the current Administration in ensuring conducive business environment.

Please, accept the best regards of the Chief of Staff to the President.

Ochi C. Achinivu

*Senior Special Assistant to the President
(Economic Matters)*

For: the Chief of Staff to the President

Highly Enriching Magazine!

I have just read your in-house magazine, the **Indorama-Nigeria Impact**. It appears highly enriching. I find it quit rich in information and also providing insight into what is happening at Indorama Eleme Petrochemicals Limited (IEPL).

It would be quite interesting to witness the take-off of your multi-billion dollar new investments in Nigeria, including the \$1.2 billion fertilizer plant with 1.4 metric tons capacity.

Thank you for the magazine which has good layout and quality production.

Ben E. Eguzozie,

*Bureau Chief (South-South/South East)
Businessday Newspaper, Nigeria*

Best Regards from VC of Unilag!

I hereby acknowledge with thanks on behalf of the Vice Chancellor, Professor Rahamon A. Bello, FAEng, the receipt of **Indorama-Nigeria Impact** Magazine

Please accept the Vice-Chancellor's kind regards and his best wishes in the year 2015.

O.O. Amodu (Mrs)

*Director, Vice-Chancellor's Office
University of Lagos*

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Editor's Note

Welcome to another rich edition of *Indorama-Nigeria Impact* magazine. The main focus is the \$130 million Indorama Port Terminal, being built at Onne Port, near Port Harcourt. This is a huge project, which is going to be a major booster to the economy of Nigeria. The story and our interview with the project director, Mr. A. K. Sood will surely interest everyone.

Many people have wanted to know how Indorama Group in Nigeria would weather the storm of harsh economic climate arising from the slump in the international price of crude oil. Our interview in this edition with the Finance Director, Mr. Munish Jinda clearly analyses the three major ways the situation adversely affects our company, and how we are confronting the issue in order to surmount it.

In this edition, we have also provided an update on the Indorama fertilizer plant, which is now about 77% completed. You need to read the story!

There are many other interesting stories and articles in the magazine, including our healthcare article on Kidney failures. Find out the symptoms and ways to prevent this deadly disease.

Please enjoy the magazine and get back to us with your comments and suggestions for improvement.

Thanks & Best Regards,

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



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OIS-INDORAMA PORT TERMINAL

- 130 Million US Dollars Investment
- Over 72 % Completed
- Another Huge Economic Booster for Nigeria



Indorama-Nigeria is indeed in the forefront of industrial and economic transformation of the country. Indorama Eleme Petrochemicals Limited (IEPL) and its sister company Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) are partnering with Messrs OIS to build a new world-class port terminal complex at Onne Port, near Port Harcourt, Rivers State at a cost of 130 million US Dollars

Managing Director / CEO of Indorama-Nigeria, Mr. Manish Mundra, says the project, a huge Foreign Direct Investment (FDI) in the maritime sector, would be a major boost to Nigeria's industrialization process and economic development. "This investment shows our deep commitment in fostering socio-economic prosperity of Nigeria," he says.

Mr. Mundra stated that the port terminal was designed by reputed international engineering companies and construction is

being handled by local reputed companies working in collaboration with expatriate engineers and other technical experts.

"In the tradition of Indorama, the port terminal would have state-of-the-art facilities and equipment to enhance efficient operations", he said.

According to Mr. Mundra, mechanical completion of the port is scheduled for December 2015 while commissioning is expected by February 2016.

The port complex, which is 72% completed as at the beginning of March, 2015 is for exporting of dry bulk Urea fertilizer from Indorama's fertilizer plant also under construction at the Indorama petrochemicals complex in Eleme near Port Harcourt. The port terminal will also serve for import and export of various types of break-bulk and containerized cargo for the partnering company Messrs OIS.

As a reliable transport and logistics

system would play a vital role in transporting Urea from the factory warehouse to the port terminal warehouse, Indorama would provide a fleet of specially designed 40-numbers dump trucks, which will be plying to ensure the supplies and quality.

At present, there is no infrastructure or facility at the Onne Port to handle dry bulk Urea fertilizer, so this project is highly needed at this Port.

The Port Terminal comprises marine facility of 320 meters quay to handle vessels ranging from 5000 dwt (deadweight) to 35000 dwt and 6.20 hectares of land terminal facility catering to handling and storage of dry bulk urea, break-bulk cargo and containerized cargo.

The terminal is self-contained with facilities such as power generation, water, waste water treatment and disposal and other utilities like fuel storage, water bunkering, firefighting, workshop, administration, amenities and security, etc.



Apart from all the above, the terminal also comprises facility for 12,000 TEU (twenty feet equivalent units) per annum of containerized cargo.

Operators and stakeholders in the maritime and ports sector are excited about this investment that would create a new value chain, facilitate operations in Onne Port, create more employment opportunities, increase revenue for the Nigerian Ports Authority and other related government agencies and empower host communities.

A visit to the construction site shows that an area, which was mere swamp or wasteland has been cleared and reclaimed with sand fill to become the base of a burgeoning port facility.

The project director Mr. Ashwani K. Sood told *Indorama-Nigeria Impact* magazine that the construction work is going on as scheduled. "We have done about 95% of engineering work, 86% of



Manish Mundra
MD/CEO Indorama-Nigeria

procurements and 60% of construction. So, overall, the port is about 72% completed as at the beginning of March, 2015," he said.

Mr. Sood was elated that the 30 months' construction work in Onne Port has stimulated many local businesses and also provided

employment to local staff and workers.

According to him, the construction team is observing high degree of environmental and safety standards as per the norms prescribed by regulatory authorities. For instance, he said, "we have completed 1.42 million man-hours without Lost-Time-Injury (LTI)."

In terms of Environmental impact assessment; Mr. Sood said that approvals were obtained from regulatory authorities and relevant ministries while impact assessment, monitoring and mitigation are being carried out during construction work.

"We have also witnessed tremendous community support," Mr. Sood said, adding that special skills training for operations of modern equipment such as ship-loaders and portal scrapper-reclaimer will be provided to local staff when the port comes into operation.

Interview By Chinedum Emeana and Mike Achaziem

"This Port Terminal will create many job opportunities for Nigerians"

- Ashwani K. Sood, Project Director



Ashwani K. Sood, the project director in charge of the Indorama Port Terminal project is a mechanical engineer of many years' standing. Since 2006, he has proved his mettle as a consummate professional, working on various strategic projects with Indorama. In the past two years, he has been heading the Pipeline and Port Terminal projects. His interview with Indorama-Nigeria Impact magazine is quite educative. Please read on:

Why is Indorama building a Port terminal?

At the Indorama fertilizer plant, we are building one of the largest single-stream urea plant in the world. The plant has a capacity to produce 4,000 tons of Urea

fertilizer per day which is required to be exported to international markets after meeting domestic consumption. Since such export infrastructure to meet these volumes is non-existent in and around Port

Harcourt, we are building up this facility.

What is the investment outlay for Indorama?

\$130 million

What is the capacity of the Port terminal?

The capacity of the port terminal is enormous. It would have a total 320 meters of quay with draft of 10.50 meters having two berths. Berth number 1 will be for Urea export operations by Indorama, while Berth number 2 will be for import/export operation of OIS. The port can therefore handle vessels ranging from 5000 dead weight (dwt) to 35000 dwt.

Furthermore the terminal which is spread over an area of 6.20 hectares of land will have storage, utilities and material handling facilities. The terminal has a storage capacity

of 45,000 tons of dry bulk urea, 4080 square meters of break-bulk warehouse and 40,000 square meters of open container storage.

The terminal has handling capacity for 1 million tons per annum of dry bulk urea, 150,000 tons per annum of break-bulk cargo and 12,000 TEU (twenty feet equivalent units) per annum of containerized cargo

The material handling for bulk urea comprises state-of-art truck unloading station, belt / bucket conveying system, portal scrapper reclaimer and ship-loader with a net capacity of 900 tons/hour of vessel loading.

For such a big project, what about Environment Impact Assessment (EIA)?

Before we started the construction, all statutory environmental requirements were met, including Environmental Impact Assessment (EIA). All the stakeholders including the regulatory authorities and communities were satisfied.

Reputed consultants were engaged who conducted detailed EIA, which was submitted to relevant Federal and State authorities for approval. During the process of approval, procedural requirements like press notices, public hearing, open forums etc. were conducted involving all stake-holders. After receipt of approval, the related construction work was started.

continue like this further. This was achieved through collective effort. Safety is not done single-handedly. We got the support of all the stakeholders including all sub-contractors who are highly safety conscious.

What is the expected time of completion of this project?

The project is scheduled for mechanical completion in December 2015, and commissioning by February 2016 which is as per our schedule. We have completed about 95% of engineering, 86% of procurements; and 60% of construction. So, overall, the project is about 72% completed as at the beginning of March, 2015.

“ The terminal has handling capacity for 1 million tons per annum of dry bulk urea, 150,000 tons per annum of break-bulk cargo and 12,000 TEU per annum ”

What is the expected economic benefit of the port terminal to Nigeria's economy?

The benefits are in two ways: direct and indirect. Direct

benefit is in terms of direct employment, business opportunities to local contractors and businessmen. In the past two years, this project has impacted significantly on the Nigerian economy. During construction the peak work force is expected be as high as 1500 people.

When the terminal is operational, many support services such as vessels, tugs, boats, stevedores, maintenance and operational supports and services etc will be engaged imparting direct benefit to such service sectors. Also revenue will be earned by Nigerian government in terms of export duties, taxes, port revenue etc. In all, this project will in many ways boost the economy of Nigeria.

We have excellent support from the local communities. In fact we are proud of their support and cooperation so far.

What is the extent of Nigerian content in construction of the Port terminal in terms of engineering expertise and supplies?

We have contracted this job on EPC (Engineering, Procurement and Construction) basis to a local contractor who is 100 per cent Nigeria company, with most of the workforce as Nigerians, except some expatriates among them.

What is the Lost Time Incident (LTI) record for the project?

We have good news! We have had more than 1.42 million man-hours without Lost Time Incident which is a fairly good record. We hope to

FG's Raw Materials' Agency Visits Indorama PET Plant in PH

... Urges Company to Produce PVCs and Other Resins

Four years after helping to persuade Indorama Eleme Petrochemicals Limited (IEPL) to invest in the production of a very important raw material, Polyethylene terephthalate (PET) resins in the country, officials of the Raw Materials Research and Development Council (RMRDC) visited the Indorama PET Plant on Tuesday, 3rd February, 2015, to assess the operations of the facility and the challenges facing it.

The officials led by Dr M.O. Omojola, representing the Director-General of the Council, said they were pleasantly surprised that the Plant, promptly built by Indorama and commissioned in July 2012, is already making huge impact in the nation's plastics industry by supplying PET resins to Nigerian companies --- an essential raw material that was hitherto imported 100% at high foreign exchange cost.

The three-member team which also included Dr (Mrs) Jane Bassey, a deputy

director in charge of the Plastics, Rubber and Foam Division (PRFD) and Mrs. E.S. Dashe, desk officer of the Plastics Unit, was received at the IEPL boardroom by Dr. Jossy Nkwocha, Special Adviser to the Managing Director; and officials of the PET Plant namely the Plant head, Akhilesh Vijra; the Commercial head, Vishal Somani and the Accounts officer, Innocent Chinda.

After a brief welcome speech by Dr. Nkwocha, a brilliant presentation on the inception, operations and economic impact of the PET Plant was made by Mr. Vijra. He identified the world-class PET Plant as a major boost in the industrialisation of the country, especially in providing raw materials to the plastics industry and generating employment opportunities for Nigerians, and revenue for government.

According to him, the Indorama PET Plant, the first in sub-Saharan Africa, has capacity for producing 86,000 metric tons of PET resins per annum, which can

meet 100% of Nigeria's domestic demand of 50,000 metric tons per annum and yet export the surplus to neighbouring West African countries. The application of PET is largely in producing PET bottles for table water, aerated water, fruit juices, drugs, beers, beverages, and so on.

Mr. Vijra later led the RMRDC team on a facility tour of the PET Plant. The officials spent some time at the Control room where they were enlightened on the processes and operations of the facility. At the Bagging section, the team watched as the machines rolled out sealed bags of the product; and a fully-stocked warehouse ready for deliveries to customers.

Soon, it was time for their remarks. Dr. Omojola was full of praises for the company for taking up the challenge to invest in the PET Plant and making a huge success of it in so short a time. "We are highly impressed; very impressed with the operations of Indorama in general and Indorama-PET in particular," he said.

He said RMRDC would like Indorama-PET to secure 100% share of the PET market in Nigeria; and would help and support the company to achieve this to boost the economy of Nigeria.

Dr. Omojola appealed to Indorama to go into production of other resins to help Government and Nigerians to stop the importation of such resins into the country so as to eliminate the high cost of foreign exchange expended on them.

According to him, the resins include Poly Vinyl Chloride (PVC) on which the country spends a whopping N17 billion foreign exchange on importation annually; Poly Urethane which gulps N1 billion foreign exchange annually; Polystyrene on which the country spends N2 billion foreign exchange annually; and Melamine.

Other members of the team also spoke to commend Indorama for a good job and a well-planned visit.

Both the Resin Manufacturers Association (REMAN), a sub-group of the Manufacturers Association of Nigeria (MAN); and the PET sub-group of the Association of Plastics Manufacturers in Nigeria (APMIN) have hitherto imported about 50,000 mt of PET; and South Africa was the only country in Africa producing PET resins in the African continent at that time.



L-R: Dr. M.O. Omojola, Dr. Jossy Nkwocha (IEPL) and Dr. Jane Bassey listen as Indorama-PET, Head of Plant, Mr. A. Vijra explains the workings of the plant at the control room.

How Indorama Plans to Survive Harsh Economic Times!

- Munish Jindal, *Finance Director*

Mr. Munish Jindal is the Finance Director at Indorama-Nigeria. He has over 24 years working experience in corporate finance, taxation, project finance, business structuring and industrial relations among others. In this interview with *Indorama-Nigeria Impact Magazine*, he explains the company's strategies to overcome the current harsh economic climate.

Could you please give us a short professional profile of yourself?

My name is Munish Jindal, an honours graduate in Commerce and a qualified Chartered Accountant, with over 24 years of rich experience in corporate finance, legal, taxation, business structuring, industrial relations, information technology and project finance from organizations in India, Indonesia, Nigeria and Senegal.

Currently, I occupy the position of Finance Director in Indorama-Nigeria operations and Indorama-ICS Senegal operations. I also have vast managerial and administrative expertise in the polymer, textiles, plastics, polyesters and petrochemicals industries.

I have been with the Indorama Group since 1997 and was transferred to Indorama Eleme Petrochemicals Limited, Nigeria

in January 2007. I was appointed the Chief Finance Officer (CFO) of the company in 2007 and In March 2009, I was appointed a Director of the Company.

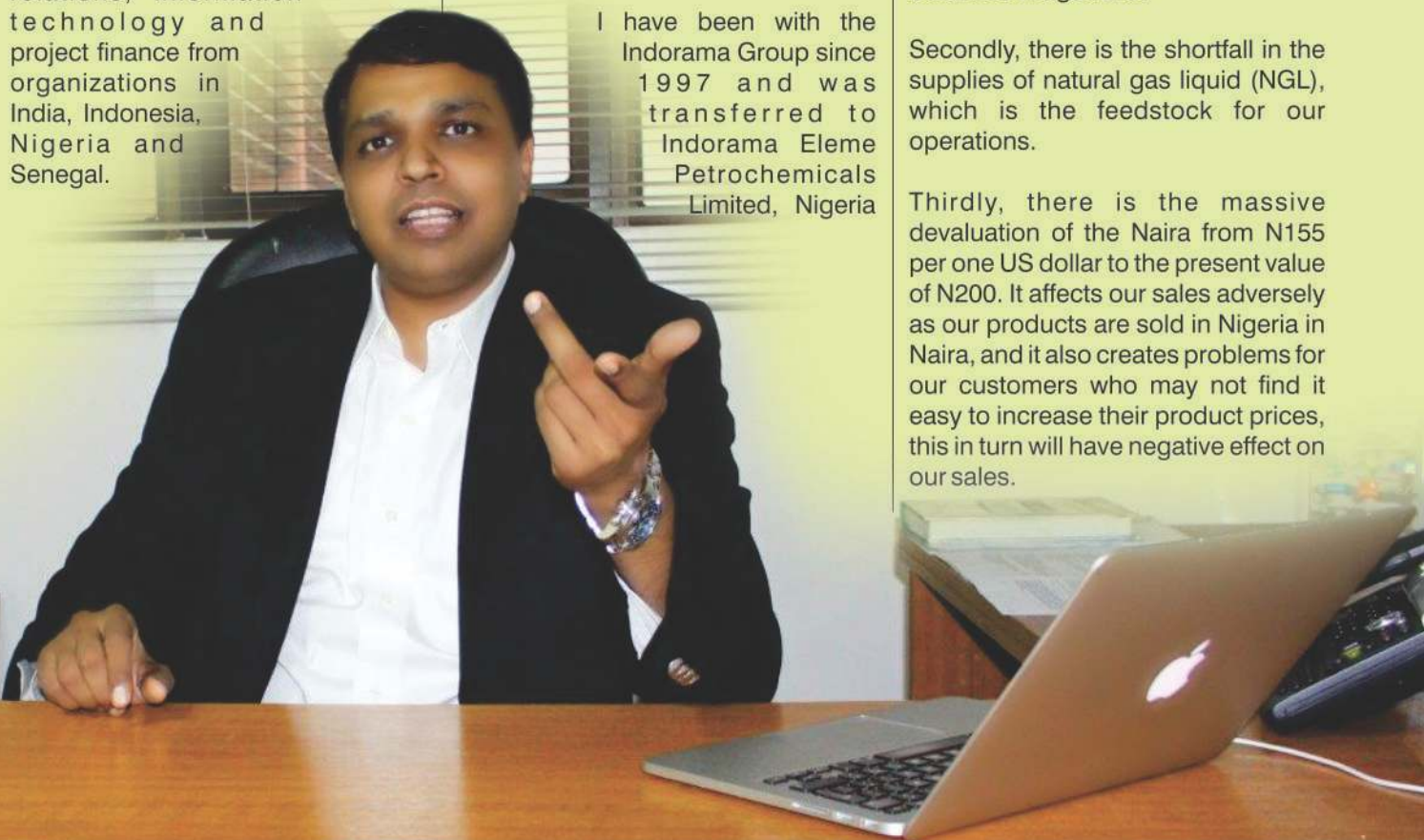
Considering the economic crisis arising from the slump in world crude oil price; how is it affecting Indorama-Nigeria?

The harsh economic situation is affecting Indorama-Nigeria operations in three major ways. Firstly, our petrochemicals products (polyethylene and polypropylene) are priced on the international market, which means we sell according to international price. Since the slump in the price of crude oil globally, the prices of polymer resins or petrochemical products have also crashed.

The drastic fall in polymer prices by more than 40% over the last few months has created a crisis situation and has thrown a huge challenge to the company. That means decreased revenue for us and decreased operating capital to meet our business obligations.

Secondly, there is the shortfall in the supplies of natural gas liquid (NGL), which is the feedstock for our operations.

Thirdly, there is the massive devaluation of the Naira from N155 per one US dollar to the present value of N200. It affects our sales adversely as our products are sold in Nigeria in Naira, and it also creates problems for our customers who may not find it easy to increase their product prices, this in turn will have negative effect on our sales.



All these have created for us at Indorama a crisis situation in terms of costs and operational viability.

What are the strategies the company is deploying to survive this crisis?

Our company Indorama has a reputation of being proactive in all its endeavours. As a well-managed company, we always like to take proactive and pre-emptive measures to mitigate harsh consequences of economic crisis.

In our Managing Director, Mr. Manish Mundra's Christmas message to all the employees last year, he communicated the situation to everyone and solicited all staff to come up with fresh ideas, innovations and suggestions on how we can tackle the situation. This was a very important step to securing everyone's buy-in and contributions to solving the problem.

Our Managing Director went further to set up a four-member committee to mobilize and collate various new ideas and measures towards cost optimisation, cost reduction and increased revenue generation.

I am excited that many of our employees both Nigerians and expatriates came up with various ideas, which shows that our employees are ready to support and work alongside the management to wither the crisis.

The heads of various departments also came up with cost saving and cost optimisation measures through review of budgets and other expenditures. Our technical team also devised various ingenious ways and means of improving our production capacity and efficiency,

as well as generating better yield from our natural gas liquid (NGL) supplies.

These measures are in the process of being implemented and we are very confident that we will collectively emerge victorious. So, in a nutshell, our strategy is home-grown.

As an economic and financial expert, what advice would you proffer to Nigeria to come out of this situation successfully?

Many economists and financial experts have already identified measures to tackle the nation's economic challenges, the most plausible of which is to diversify the economy, away from mono-product - crude oil. The price of crude oil will continue to be dependent on the vagaries of international economics

whose creative energies should be harnessed for the benefit of the country and the youths themselves.

We at Indorama Eleme Petrochemicals, for instance, are working very hard to realise our vision of building the largest petrochemicals hub of Africa in Nigeria come 2019. We are strongly committed to this vision as could be seen from our expansion projects including the upcoming world-class \$1.2 billion fertilizer plant.

The Nigerian government should continue to create conducive environment that encourages business, economic or commercial activities in diversified areas and sectors; an environment that attracts both domestic and foreign investments.

“ We at Indorama Eleme Petrochemicals, for instance, are working very hard to realise our vision of building the largest petrochemicals hub of Africa in Nigeria come 2019 ”

Government should continue to come up with various fiscal and industrial incentives for investors such as tax holidays, industrial corridors, industrial parks and export free

zones that exist in other developing economies like Thailand, Singapore, Malaysia, etc.

Government needs to make policies that eliminate multiple taxations and multiplicity of regulations as stable regulatory environment helps businesses to grow and flourish. Government should encourage capital intensive investments that have capacity for creating large number of jobs and also substituting imports.

There is also a need for improved infrastructure, especially in power, road network and security. I strongly believe that Nigeria will overcome its current economic challenges and emerge as a stronger force economically.

and politics.

Nigeria has abundant gas resources that ought to be fully converted to various strategic products such as petrochemicals, fertilizers, methanol, among others. Nigeria also has many solid minerals and agricultural resources that ought to be fully harnessed to boost the economy of Nigeria.

Nigeria is blessed with large arable land combined with good weather and rainfall that favour large-scale farming. There is also a need for agro-processing industries to convert the agricultural products into finished goods, most of which are being currently imported into the country.

And most importantly, Nigeria has huge human capital, a teeming human resource, especially youths,

Indorama-Nigeria Wins Another International Safety Award From BSC-UK



Since its inception nine years ago, Indorama Eleme Petrochemicals Limited (IEPL) takes issues of health, safety and security very seriously, and accords them priority attention to enhance the welfare of all employees and visitors. This has continued to pay off in terms of national and international recognitions and certifications!

For instance, the British Safety Council (BSC), United Kingdom, has announced that Indorama Eleme Petrochemicals Limited (IEPL), Port Harcourt, Nigeria has yet again won the "International Safety Award" with Merit, scoring 58 marks out of available 60 marks!

In an email sent to IEPL on 3rd March, 2015, Mr. Neal Stone, Acting Chief Executive and Ms Catherine Cormack, Head of Operations, stated that "the award clearly demonstrates your organisation's commitment to the health, safety and

wellbeing of your workforce during 2014."

They further stated that the Award certificate will be presented to IEPL and other organisations from different parts of the world "at our International Safety Awards Gala Dinner on Friday 24 April, 2015" in London.

"Once again, congratulations on your achievement. We hope to see you at the International Safety Awards Gala Dinner and celebrate with you" the letter said.

IEPL also won the award with distinction in 2013; which shows that the company has effective policies and practices that continuously promote the entire gamut of health, safety and environment (HSE), as confirmed by the Head of the department Mr. Himadri Sircar.

Managing Director/CEO of Indorama-Nigeria, Mr. Manish Mundra received the cheering news of this new Award with elation; and has congratulated the entire

Indorama-Nigeria team for winning the Award a second time.

"I am really impressed that we are continuously improving our safety systems and practices that earned us this award. We must all work harder to sustain this award," Mr. Mundra said.

In his own message, new Technical Director, Mr. A. B. Rao, proudly penned: "Heartiest congratulations to the entire Indorama Nigeria team! And especially, the team that worked very hard in answering all questions and submitting the application online".

"Let's continue to demonstrate our organisation's commitment to the health, safety and wellbeing of our workforce in years to come," Mr. Rao said.

Several international awards won by Indorama-Nigeria have continued to boost the corporate reputation and branding of the Group, recognised by the Federal Government of Nigeria recently as one of the Top Ten among the TOP 100 Companies in Nigeria!



Reactions to Safety Award

| Interviews by Michael Achaziem

"We will work harder to retain this international award" --- Himadri S. Sircar, Head of HSEF

We at Indorama Eleme Petrochemicals, employees and contractors, are very happy to receive once again International Safety Award from British Safety Council, United Kingdom. We received this award for our

performance on safety for 2013, and again we are receiving it for 2014. We are maintaining excellence in occupational health and safety by continuously improving and revising our procedures effectively, which has helped us to sustain our performance.

We are also enjoying the sustenance of excellence in the

procedures of our Integrated Management System (IMS).

Together with a highly motivated team and support from top management, we are optimistic to receive more of this in future. We had always monitored our performance; we receive input from our suggestion scheme, the level of awareness of our employees on our



system, process and procedures played a major role.

When the opportunity came for us to participate in the British Safety Council's competition again, we drafted a team to work toward that goal. The team worked very hard to ensure we got to the top. For us as a company to sustain this award, there must be more continuous improvement, monitoring, audit and inspection to identify any gaps and ensure those gaps are addressed and filled.

"I am happy we won the international award" --- West Benson Talboth of Safety dept

I feel good that we won the International Safety award again. It is quit commendable. It was a collective effort of everybody, especially those of us working in the plant. What we actually do is to ensure that incidence of hazards are minimized and ensure that workers adhere strictly to the company's Standard Operating Procedures (SOP).

IEPL is one of the foremost companies in Nigeria. I don't think any other company in Nigeria has gotten

this award. All hands were on deck for this success. Really, the whole thing was like monitoring one another, even the contractors that come here to work.

"Everyone has shown tremendous commitment to safety!" --- Pradeep Anant Pawar, HSEF

It is a great pleasure for our company to win the International Safety Award. I am indeed happy. Basically, when you talk of safety, it is a commitment, and our Management is highly committed about safety. Without the commitment from Management, managers and workers, it wouldn't have been possible to achieve this success.

First, there is commitment from management which is the driving force. There is also a lot of understanding and cooperation from workers. During the period, most of our staff stayed beyond office hours, working very hard to ensure we achieve success. To sustain this, we need to identify our weaknesses and find ways to improve on them; so we can achieve more excellence.



■ Himadri S. Sircar



■ West Benson Talboth



■ Pradeep Anant Pawar

Indorama Spokesman Bags PhD



The Vice Chancellor of the University, **Prof. Benjamin C. Ozumba** congratulates **Dr. Nkwocha** on this academic attainment.

Head of Corporate Communications / Special Adviser to the Managing Director of Indorama Eleme Petrochemicals Limited, Jossy Nkwocha, was formally conferred with the Doctorate (PhD) Degree of the University of Nigeria Nsukka (UNN) at the 44th Convocation of the University on Saturday, 24th January, 2015.

The University had announced in February 2014 that Jossy Nkwocha and Benedict Odigbo had emerged the first PhD holders in Marketing (Public Relations) of the University.

Dr. Nkwocha's doctoral dissertation was titled: *"Comparative Evaluation of the Effectiveness of Corporate Reputation Management Strategies Employed in Selected Oil & Gas Companies in Nigeria"*.

Nkwocha is also a distinguished Fellow of the Nigerian Institute of Public Relations (NIPR), and has contributed immensely to the growth of Public Relations practice and education in Nigeria. His book titled *Effective Media Relations: Issues, Strategies & Dynamics* (3rd ed, 2009) is a recommended textbook in many Nigerian universities.

Dr. Nkwocha, before moving into Public Relations practice, was the General Editor of *Newswatch* magazine, Nigeria's prime news magazine.



Mr. A.B. Rao, IEPL Technical Director (left) handing over the ESS Trophy 2014 to PE Plant Representative Mr. Charles Osuji (right) and Mr. Nsiong Basil Inyang.

Employee Suggestion Scheme

PE Plant Wins Trophy for Second Time

- Four Persons Win Cash Prizes!

Polyethylene (PE) Plant has won for the second time the coveted trophy of Employee Suggestion Scheme (ESS) instituted by Indorama Eleme Petrochemicals Limited (IEPL). Staff of the PE Plant submitted seven suggestions out of a total of 22 suggestions received during the year 2014.

The trophy was presented to them by the Managing Director, Mr. Manish Mundra, represented by the Technical Director Mr. A. B. Rao, at the prize presentation and re-sensitization program on February 24th 2015 at the company boardroom.

Four persons emerged individual winners of the ESS 2014. They are: Egere Tetenwi of Engineering Dept; Uday Nimbalkar from Bagging; Charles Onuoha Chinedu from PP Plant and Nsiong Basil Inyang from PE Plant. They were presented with cash prizes and certificates.

Other persons whose suggestions were not approved were also presented with "Appreciation Letters" from Management. Obioma Ebisike Chiemena of New Projects department presented the highest number of suggestions (six)!

Mr. Rao commended both the winners and the others for their contributions, which would enhance continuous improvements and success of the company. He said the essence of the ESS scheme was value creation, and

to generate good ideas from staff and give them a sense of belonging.

He enjoined all staff to bring up valuable ideas that will impact positively on the company's systems, procedures and practices.

Receiving the trophy on behalf of the Polyethylene (PE) Plant, Mr. Charles Osuji, said he was overwhelmed with joy that they won the trophy for the second time. He maintained that they will work harder to win the trophy a third time!

"I want to state categorically that the price of greatness is responsibility. This is because in 2013, we won the trophy and in 2014 we won it again. It is easy to get to the top, but more difficult to remain at the top.

"We thank the management for implementing most of the suggestions we contributed. I believe my colleagues will feel very happy that the trophy is coming back to the department again," he enthused.

Speaking shortly after the event, one of the winners, Mr. Inyang from PE Plant said he was happy to see that his idea was accepted. "I was thrilled when I got the information that my suggestion was one of those approved. This will motivate me to put more effort into my job.

"I am sure it will also challenge other colleagues to come up with good suggestions too. It is good that workers are part of the positive changes going on in the company," he said

Making a presentation at the

ceremony, the facilitator Dr. Jossy Nkwocha said ESS is part of the company's Integrated Management System (IMS) certification requirements, and it provides a platform for all employees to contribute new, innovative ideas towards a continual improvement of the company's systems, processes and procedures.

According to him, since it was inaugurated in November 2011 by the Managing Director/CEO, Mr. Manish Mundra, the ESS has recorded a good number of suggestions, most of which have been implemented to improve work processes.

He said the ESS has encouraged employees to be innovative, generate new ideas to improve company business, and take ownership of company success. Nkwocha said that a total of 22 suggestions were received during the year 2014 and evaluated by Working Committee at Plant/Dept level and Steering Committee level. Four persons had their suggestions approved by the Steering Committee for Award and Implementation. PE Plant presented the highest number of suggestions.

In a Vote of thanks, one of the winners, Mr. Tetenwi said he was gladdened that the program is yielding tremendous result since it was launched and thanked Management for sustaining it. He encouraged all staff to come up with good ideas that will improve the company.

IEPL Undergoes another IMS Audit for Recertification

As a commitment for continuous improvement of its facilities and management systems, processes and procedures, Indorama Eleme Petrochemicals Limited (IEPL) has undergone another strenuous audit for recertification for Integrated Management System (IMS) by Bureau Veritas (BV), the international certification organisation, accredited by the UK-based UKAS and the American National Accreditation Board (ANAB).

A team of four auditors from BV led by Engr. Femi Kolawole carried out the assessment exercise from February 16 to 20, 2015. The other team members were Mr. Adeoye Soluade, Mr. Blessing Akpan and Mr. Ademola Rabi.

The auditing exercise covered Quality Management System (QMS), Environment Management System (EMS), Occupational Health and Safety Management System (OHSAS) among others, and it involved examining and assessing records, documentations and practical application of established systems, processes and procedures.

The exercise also involved empirical observations of company work activities, checking of records and interviewing of staff.

Speaking at the forum to mark the end of the exercise at the IEPL boardroom on 20th February, 2015, Engr. Kolawole stated that his audit team observed 12 different areas where IEPL has demonstrated their strength in the company's systems, as well as good house-keeping.

But most importantly, he said the team was quite impressed with the high level of interest, passion and commitment exhibited by both staff

and management towards the auditing exercise. "We saw a clear evidence of staff involvement in the entire audit process," he said.

Engr. Kolawole noted that the company's system was mature, and there was clear evidence that IEPL is committed to continual improvement and elimination of all areas of non-conformity. He said that all minor gaps identified must be addressed and closed up as quickly as possible.

He therefore stated that his team will make their recommendation to BV Headquarters who would in turn take final decision on the recertification or otherwise of the company for the second year running. "Indorama has become a shining example in this systems' audit for other organisations in Nigeria. You won the triple IMS certification in 2012 and since then, you have always gone for recertification. This year, you have also subjected your company for another scrutiny. This is indeed commendable," Engr. Kolawole said.

He commended the partnership that has existed between Bureau Veritas and IEPL over the years, stressing that Indorama is privileged to have seasoned auditors who have

massive experience auditing large multinationals such as Coca Cola, NETCO among others.

Mr. A. B. Rao, Technical Director of IEPL who stood in for the Managing Director, expressed delight at the pronouncement of the auditors, and commended the partnership between Indorama and BV. He stressed that IEPL will continue to strive to maintain its status as a world-class company.

On his part, Mr. A.K Sharma, IEPL head of Quality Assurance and Quality Control (QAQC) and Management Representative (MR) thanked the auditors for a thorough job, and everyone involved in the auditing exercise, especially all IMS Coordinators in various plants and departments, as well as top management for approving the audit.

While IEPL waits for its recertification by BV for another year, it would be recalled that IMS certification sought by IEPL is based on three international standards namely Quality (ISO 9001), Environment (ISO 14001) and occupational health and safety (OHSAS 18001). In Nigeria, Indorama Eleme Petrochemicals was the first to win a triple IMS certification in the country in 2012.

Mr. Femi Kolawole (left), BV lead Auditor with other members of his team listen attentively as Mr. A.K. Sharma, IEPL Management Representative makes an observation at the IMS Audit closing forum. Beside him are Mr. A.B. Rao, Technical Director, Jossy Nkwocha and other staff of IEPL.





CBN Visit

1



CBN Visit

2



Tour of PET Plant

5



ESS Award

6



Tour of PET Plant

9



Tour of PET Plant

10

Pix 1: **CBN Visit:** Mr U.K Chatterjee, Technical Director, Fertilizer Project presents souvenir to **Dr. Aisha Mahmood**, leader of team from Central Bank of Nigeria who visited.

Pix 2: Group Photograph of officials of CBN and Management of Indorama Eleme Fertilizer & Chemicals during their visit recently.

Pix 3: **Dr. Aisha Mahmood** of CBN, with her team members, speaking during the visit to IEFCCL

Pix 4: **U.K. Chatterjee** (right), addressing CBN officials. With him are **Wai Ogosu**, IEFCCL consultant; **Hemant Deshmukt**, **D.K. Pain** and **Dr. Jossy Nkwocha** (left).

Pix 5: **RMRDC visit:** **Dr. M.O Omojola** (standing), **Dr. Jane Bassey**, and **Mrs E.S Dashe**, during their visit to PET Plant recently.

Pix 6: **ESS 2014 Winner!** **Egere Tetenwi** of Engineering Department (left) receives his prize from **A.K. Sharma**, Head of QAQC.

CBN Visit



3



4

ESS Award



7

ESS Award



8

IMS Audit



11

IMS Audit



12

- Pix 7:** **Obioma Ebisike Chiemena** (right) receives "Appreciation Letter" from **Praveen Jain**, Head of Commercial for participating in the ESS 2014.
- Pix 8:** **A.B. Rao**, Technical Director of IEPL speaks at the ESS prize giving event. With him are **Dr Jossy Nkwocha**, Coordinator of the ESS scheme and **A.K Sharma**.
- Pix 9:** **Jossy Nkwocha** of IEPL addressing visiting RMRDC officials. He is flanked by **A. Vijra** (left), **Vishal Somani** (right) and **Innocent Chinda**.

- Pix 10:** Group photograph of RMRDC officials with Indorama team including **Mr Vijra** (centre) and **Dr. Jossy Nkwocha** (4th right)
- Pix 11:** Some Indorama staff listening attentively at the IMS closing forum in IEPL boardroom
- Pix 12:** Group Photograph of Bureau Veritas IMS auditors with some members of Indorama team - **Mr. A.B. Rao**, **Mr. A.K. Sharma**, and **Mr. Xavier Durai**.

“Other organisations should emulate Indorama!”

- Lead Auditor of BUREAU VERITAS

Mr. Femi Kolawole, Senior Lead Auditor with Bureau Veritas, an international Systems Certification organisation, led a team of four auditors to Indorama Eleme Petrochemicals from February 16 – 20, 2015. The exercise covered Quality Management System (QMS), Environment Management System (EMS), Occupational Health and Safety Management System (OHSAS), etc to recertify the company for Integrated Management System (IMS). In this interview with Indorama-Nigeria Impact Magazine, he spoke on various interesting issues.



What is the pedigree of Bureau Veritas in certifications?

FK: Bureau Veritas (BV) is a French based company, an international organization established in 1828, and is all over the world. It is basically into inspection, auditing and certification of systems, processes, products and facilities of corporate organisations. We are concerned about quality of products and systems, the management system that produces the products and of course all the established processes to manage the system.

But the area we belong to is basically certification, where we come in to assess the system of an organization regarding the particular management system they subscribed to; we audit and interview, verify records and documentations in line with the international standard requirements as a criteria guiding that system. Once that is done the report will be prepared showing that this particular system is in compliance with the international standard established to manage such system.

People are more aware of financial auditing. Could you explain what system audit, facilities audit, procedure audit etc are all about?

FK: You are actually right because it usually confuses a lot of people somehow. When you say you are an auditor, some people immediately think you are a financial auditor. The financial auditors look specifically into how money is managed, but what we do basically is to examine systems, or processes or products to see if they are in line with the established standards.

When we say product auditing, we mean assessing the quality of that particular product. The processes that have been established to manufacture a product can also be assessed. So where you have actually inspected the product against a

specified criteria or requirement, then you want to certify that the product meets the criteria for which it is done. If it is the process that have produced the product that you are equally auditing or assessing, then you are equally saying that this process or processes that have manufactured this product is in line with the requirement of the standard.

Quality Management System (QMS) focuses on the quality of the product that is being manufactured. When the focus is on occupational health and safety of the personnel performing the activity, the management system is referred to as Occupational Health and Safety Management System (OHSAS). If the focus is on how the activity impacts on your environment then that management system is called Environmental Management System (EMS). Basically, it is completely different from financial audit.

How is your type of auditing important for a company such as Indorama or any other large process industry?

FK: The criteria guiding what we do are international Standards. Requirements have been established all over the world and it is contained in what we call Standards. When we come to any system to carry out audit, these criteria become our guideline. Whether for a small or big company, you want to carry out the exercise against established international requirements.

Once this is done and you can record vividly the level of compliance with these requirements, then you are saying that this system, this organization has fulfilled the requirements established. The essence of this basically is that it will guarantee sustainability of your existence. And once you can sustain what you have established, you are on the right track.

So for Indorama as an organization, the truth of the matter is that by subscribing to

this international requirement, the company is basically saying that the manner of their operation is in line with international best practices.

How will you score Indorama in this latest IMS audit?

FK: I have been coming here for some time now. I want to say that the system is matured, and one thing that gladdens our heart as auditors is that anytime we come in here we see evidence of continual improvement; concerns or issues that were raised earlier have been addressed. For example, I was here last month and in the course of auditing some issues were identified; now I am here and all the issues have been addressed effectively! These are the things that gladden the heart of any auditor.

We want to see evidence that the customer is committed to continual improvement, they take the point you have raised as positive, they work on it and equally they are seeing the beauty of the concern you have raised, that is working for themso anytime we come here, we look at the system, we go around and interview people, we check records, we are sure that whatever issue that we are eventually going to raise are going to be effectively addressed.

What is your recommendation to other organizations in Nigeria?

FK: My recommendation is that other organizations, big or small, let them take cue from what we are preaching, to subscribe to be certified, certifying their products, certifying the system that manages the health and safety of the personnel and also the environment where they work. It's something that creates sustainable investment in any establishment, it's something positive, it's been done all over the world. Indorama is an organisation that others should emulate.



Ammonia Area – Compressor Section and (inset) Ammonia Tank

Making Great Progress!

... All Heavy Lift equipment now erected

There is great progress at the construction site of Indorama's world-class 1.2 billion Dollars Fertilizer plant. A visit to the site showed that the erection of all Heavy Lift equipment and ODCs has been completed. Some of these equipment include HP/LP Flash Column, CO₂ Absorber, Ammonia Converter, Steam Drum, Urea Final Separator, etc.

Indorama-Nigeria Impact magazine also learnt that majority of the equipment have been delivered at site to ensure scheduled completion of the project, expected to deliver 1.4 million metric tons of urea fertilizer per annum and revolutionise Nigeria's agricultural sector.

According to Mr. U.K Chatterjee, Technical Director of the Project, construction activities are progressing well and project has reached 77 percent completion.

He said the erection of the Primary Reformer, Cooling Towers, Utility Boiler, Ammonia Storage tank which are all critical part of the project are also in advance stage of construction, adding that the completion of Reformer section takes around 18 months.



U.K Chatterjee, Technical Director

Mr. Chatterjee added that Indorama has set up special task force teams that have been given the mandate to closely monitor the progress of critical sections of the Fertilizer project such as the Main Substation, Cooling Tower and Utility Boiler.

"The special task force teams are monitoring these projects and making the decision process faster. We are in

advanced stage in Ammonia-Urea substation and Control room building. Finishing work is in advance stage, Equipment erection completed and electrical and instrumentation work in progress, so hopefully by the end of March we are going to charge the power, while the Control room building will be occupied within the month of April.

In addition, the Water Storage Tanks have been completed and ready for use. The DM Water plant is under commissioning. Pipeline project is also progressing well. PEB erection is in progress at Port Terminal. Major equipment related to material handling at Port Terminal have already been received.

As a safety conscious organization, Indorama gives utmost priority to the wellbeing of all workers involved in the fertilizer plant construction project. Mr. Uday Chouhan of the Project Control section said as at March 7, 2015, the project has amassed 11.4 million man-hours without any Lost Time Injury (LTI), which he noted is a testimony to Indorama and its partners' uncompromising stance on safety. He stressed that that will continue to the end of the project and beyond.



Indorama Makes Haste Slowly at ICS Senegal

Industries Chimiques Du Senegal, (ICS) is an integrated phosphate producer located in Senegal. ICS owns one of the world's best-known high-grade phosphate reserves and has a capacity to produce 2 million tons of phosphate concentrate per annum. ICS utilizes the phosphate to produce phosphoric acid having an installed capacity of 660,000 MT of P₂O₅ and converts part of the phosphoric acid to 250,000 MTPA of DAP.

ICS has well integrated logistics, including access to railway system, its own fleet of locomotives and rail wagons, and dedicated berth at Dakar port. ICS sells phosphoric acid to India and fertilizer products in Senegal and the ECOWAS region.

Indorama Group acquired controlling equity in ICS a few months back and has drawn ambitious plans to revamp and

expand the phosphate facilities.

In its road towards success, few modifications and short shutdowns have been carried out in the plants and ICS had the production of 1050 TPD of P₂O₅ on 17th March 2015, which is the highest production the



Mr. B. K. Shrivastava

company has achieved after Indorama acquired the controlling stake in the company.

Further, on 21st March 2015 the mine site achieved a production of 5984 TPD of rock phosphate which is the highest production achieved by mine site in the last two years. The Turn Around Maintenance (TAM) activities are planned from July 2015 onwards and the company hopes to achieve the target of 1740 TPD of P₂O₅ after the TAM shutdown.

Mr. B. K. Shrivastava, the Directeur Central des Exploitations (DCE) said: "We have successfully revamped the process and implemented an integrated ERP application (based on Oracle), which consists of module PO, Inv, AP, GL & CM (R 2 P cycle). In continuation to this, we are planning to implement OM, AR (O 2 C Cycle). In the near future we also plan to implement Maintenance, Production and BI modules.

In parallel we are also working for developing systems & procedures in technical, commercial, finance, audit, IT, administration, colony etc. to make ICS too a true world-class company."



Safety Tips

Using Portable Ladders

Portable ladders are commonly used for climbing / access to height. Unsafe use, design can pose serious safety risk of fall and injuries in the workplace or even home.



The following guidelines shall be useful in preventing such accidents.

- The ladder base shall be on a firm, level surface. Ladders shall not be leaned against unstable surfaces.
- Ladders shall not be used on slippery surfaces unless secured or provided with slip resistant feet to prevent accidental movement.
- Ladders shall not be moved, shifted or extended while in use.
- The top portion of ladder shall protrude about 1.10 meters beyond the top support. Where this is impossible because of interference by the surroundings, a suitable hand grip in the form of an extension secured to one of the ladder side rails or to adjacent equipment should be made available.
- Ladders shall neither be used in a horizontal position as a platform, runway or scaffold nor be used as a brace, skid, etc.
- Ladders shall not be tied together to provide longer sections. If they are designed for extended use, they shall be equipped with hardware fittings and adequate locking arrangement.
- Straight or extension ladder shall not be climbed higher than the third rung from the top.
- Stepladder shall not be climbed higher than the second step from the top of it.
- While ascending or descending on ladders, 3-Point contact rule shall be followed. It mean 3 points (two hands and a foot or a hand and two feet) shall always be in contact with the ladder during ascending or descending.
- Ladder shall not be ascended or descended with material in hand. Tool, belt or a hand line with a suitable container should be used.
- Ladder shall not be ascended or descended by more than one person at a time except for double-cleated ladders.
- Single-rail ladders shall not be used.
- Ladders shall be maintained free of oil, grease and other slipping hazards.
- Ladders shall be used only for their designed purpose

“ Ladders shall be used only for their designed purpose ”



An Instructive Story for Everyone!

Money is yours but Resources belong to the Society!

As everyone knows, Germany is a highly industrialized rich country. In such a country, many will think its people lead a wasteful, luxurious or flamboyant lifestyle. Surprisingly, the reverse is the case --- based on my recent visit to that country!

When we arrived at Hamburg, my colleagues and I walked into a restaurant. We noticed that a lot of tables were empty. However, there was a table where a young couple was having their meal. There were only two dishes and two cans of beer on the table. I wondered if such simple meal could be romantic, and whether the girl will not leave this stingy guy.

There were a few old ladies on another table. When a dish is served, the waiter would distribute the food for them, and they would finish every bit of the food on their plates.

As we were hungry, our local colleague ordered more food for us. When we finished, there was still about one third of un-consumed food on the table. When we were leaving

the restaurant, one of the old ladies spoke to us in English, wondering why we left so much food un-consumed!

We understood that they were unhappy about us wasting so much food. "We paid for our food, it is none of your business how much food we left behind," my colleague responded to the nice old lady. The old ladies were furious. One of them immediately took her hand phone out and made a call to someone.

After awhile, a man in uniform from Social Security organization arrived. Upon knowing what the dispute was, he issued us a 50 Euro fine. We all kept quiet.

The officer told us in a stern voice, "Order what you can consume.

The money is yours but the resources belong to the society. There are many others in the world who are facing shortages of resources and may need to be assisted. You have no reason to waste resources!"

The mindset of people of this rich country put all of us to shame! Back home in our own country, we live extravagantly, we waste food, we waste water, we waste electricity, we engage in conspicuous consumption, we waste a lot of food; we buy things we don't need!

We are from a country which is not very rich in resources. Many of us also do not have enough financial resources to flaunt. But to save face, we order large quantities of food and waste them. We always want to show off. At the end of the day, we always go borrowing and sorrowing!!

We really need to reflect on this! The lesson: Think seriously about changing our bad habits! We would be happier!!

(Courtesy: A friend who has now changed a lot)

“ We order large quantities of food and waste them. We always want to show off ”

Personal Branding in the Workplace

Introduction

Personal branding describes the process by which individuals differentiate themselves and stand out from the crowd in their business ventures, at the workplace or life in general. It's the means by which we unearth what makes us special and then communicate that branding message to the proper audience. It entails what you are perceived to be and how you are seen by both your employers and co-workers.

It is how you tell people your unique and specific point of difference. If you look and act like everyone else you won't get noticed; and most certainly, won't stand out from the crowd. In fact, to be a leader, you've got to clearly communicate your brand to your community and by so doing stand out and be set apart from the pack.

This doesn't mean you won't work in a team or become difficult to deal with, but it means that while working well with your team, you do so in a way that makes you invaluable and irreplaceable.

Personal Branding is achieved by identifying and articulating your unique values, passion, intellect and personality profile to create a unique image of yourself. Take for example, two employees assigned similar jobs with similar tools and system will perform the tasks and deliver the results in their own unique way of doing things.

This is what makes each person different than the other. People at the workplace should think about their special talents and explore ways in which they can incorporate them into their job so they can become more valuable employees.

Personal Branding answers questions like: "What does my manager and colleagues really think and say about me and how I do things?" "What tasks will my manager assign to me knowing my unique abilities?" "How do I stand out from the bunch in my place of work?"... and so on and so forth.

Here are some useful tips to branding yourself in the workplace:

Be committed and dedicated to your

career

To successfully brand oneself in one's chosen career or venture, one needs to be fully dedicated and committed to making a difference. Similarly, to succeed in the workplace, you will have to care about your job and be committed to the organization's goals; otherwise, you won't put in the effort and it will give you a negative brand.

Besides, in today's volatile and struggling economy, there are no guarantees when it comes to keeping a job, so it will only hurt your career if you have a reputation for lateness, truancy, malingering and lack of commitment to the company's mission. The point here is employees can brand themselves as dedicated and committed individuals who are passionate about their organization's success.

Showcase your passion, skills and abilities in the workplace

Everyone is endowed with peculiar skills and abilities. These innate skills and abilities define your passion - what you truly love doing from your heart. You may be passionate about writing, presentation and public speaking, event management and organization, teaching and impacting knowledge, research and exploration, decoration and arrangement, knowledge of foreign or multiple languages, among others.

You can brand yourself by exploiting any opportunity in the workplace to showcase these skills. For instance, when your company needs a help with translating documents to other languages (or help in any other areas like event planning, etc.) and you can do it; do

not hide, indicate and take on the task, you will add extra value and brand yourself for recognition and rewards.

Grasp every opportunity to let your skills shine and show your employer your value to the company. DO NOT HIDE - an employee with a strong personal brand is always looking for opportunities to showcase and expand upon it.

Keep learning new skills

Employees often rely on their qualifications, experience and past knowledge for getting things done in the office; but this wouldn't suffice for someone with a personal branding mindset. You need to stay informed of industry trends and innovative job skills by reading industry journals, attending seminars and taking courses above and beyond your current level, which helps you perform better and smarter on the job, and sets you apart from the crowd. This not only increases job security, but improves marketability to advance in your career.

Sincerely ask for feedback and be prepared to take corrective actions

Another way to ensure your brand is to gather feedback from the people you work with. You can ask friends and coworkers to honestly describe you in few sentences. Check if the results are acceptable to you; otherwise, take corrective actions. Failure to perform this type of assessment can hurt your chances of climbing the corporate ladder and making a name for yourself.

Conclusion

Personal branding is now a global phenomenon that has become increasingly important to all career-minded individuals. Just like an organization's corporate brand is a valuable asset, an employee also has the ability to be recognized as a brand. When employees successfully brand themselves in an industry, both the employee and the employer can achieve measurable benefits.

In the words of Dan Schawbel, "you won't become known and respected in your company if you don't know the unique value you provide and how to connect that value to your company's overall mission."

A personal branding mindset will move your thinking away from trying to protect your job via undue competition with others. Instead, you'll proactively project your value to your employer so there'll be no question about your worth.

Kidney Failure

Symptoms, Prevention and Treatment



At the last World Kidney Day on 12th March, 2015, various statements showed that many people, especially young adults, are struck with kidney failure, which has become a chronic ailment in Nigeria, and claiming many lives. This short article presents the Frequently Asked Questions (FAQ) about the disease, especially how it can be prevented.

What is kidney failure or renal failure?

This is a slow progressive loss of the kidney function over a period of years. Kidney failure occurs when the Glomerular Filtration Rate (GFR), which is an index of how many milliliters of waste the kidneys are able to filter per minute, is less than 15mls. Normally the kidney filters >90mls in a minute.

Sub-Saharan African perspective on kidney failure

The disease affects mainly young adults aged 20 – 50 years in the Sub-Saharan Africa, and it is largely due to hypertension and glomerulonephritis (Kidney Inflammation); unlike in developed countries where it occurs in the old population.

The major risk factors for kidney failure in Sub-Saharan Africa include:

- Uncontrolled hypertension.
- Glomerulonephritis (Inflammation of the kidney).
- HIV infection.
- Uncontrolled diabetes mellitus.

What are the early symptoms?

It is usually an incidental finding in early stage during medical

investigation. At the onset of symptom, usually the disease is advanced, sometimes with only residual 25% of kidney function. However, below are the symptoms of chronic kidney disease?

- Decreased urine output.
- Swollen face, feet, hands and ankles.
- Fatigue or tiredness of unexplained cause.
- Loss of appetite.
- Shortness of breath or panting.
- Headache.
- Poor sleep, nausea and vomiting.
- Pale color due to reduced blood mass (anemia).
- Hypertension.
- Blood in urine (microscopic and gross appearance of blood in the urine).
- Protein in the urine.

What conditions, situations or environment raise the risk of developing kidney disease?

- Family history of kidney disease.
- Age, commonly above 60 years of age.
- Obstruction to urine flow e.g. benign enlarged prostate or cancer of prostate in male.
- Recurrent urinary tract infection especially in poorly treated cases.
- Inflammation of kidney (Chronic Glomerulonephritis).
- Malaria and yellow fever.
- Diabetes Mellitus. (Uncontrolled diabetes mellitus of more than 10 years).
- Hypertension – (Uncontrolled hypertension).
- Exposure to toxin – Local herbs especially in Africa; heavy metals like mercury and lead in paints,

- etc.
- Drugs – Non steroid anti-inflammatory drugs like Aspirin and Ibuprofen.
- Antibiotics like gentamycin.
- Drugs of addiction – cocaine, heroin, etc.

How is chronic renal failure diagnosed?

- (1) Blood test: persistent elevation of urea and creatinine.
- (2) Urine Test: Detection of blood or protein in the urine.
- (3) Ultrasound Scan: Size and shape of the kidney.
- (4) MRI and CT scan: Detection of blockage in the urine flow.
- (5) Kidney Biopsy: confirmation of diagnosis. Not done routinely.

What is the treatment of kidney failure?

Please consult a medical doctor. At the end stage of kidney failure, dialysis can support the function of the kidney for some time and later kidney transplant can be done.

Prevention of chronic kidney failure

- Regular medical checkup for early detection and control of kidney disease or other predisposing factors like hypertension, diabetes, etc.
- Avoid smoking.
- Healthy eating habit and physical exercise with maintenance of healthy body weight.
- Drink alcohol only in moderate quantities.
- Identify family history of disease and consult a nephrologist.



The Delicious Native Soup of Rivers State People

River State's native soup is one of the best and most favourite Nigerian foods. The native soup is simply delicious, yet easy to prepare. Since I came to Port Harcourt for my industrial training, I have come to enjoy this special delicacy, reputed for being nutritious as a result of the sea foods and other ingredients that are used in its preparation.

The ingredients for this soup include fresh meat, dryfish, stockfish, periwinkle, prawn, ngolo, cocoa yam, maggi, palm oil, salt, pepper, onion, uziza, etc.

Anyone who finds himself in the Garden City of Port Harcourt or any of its suburbs should try to taste and enjoy this soup which can be served with garri, semovita, fufu or wheat flour. Indeed, lucky is a man or woman who is married or dating a River State indigene because he or she would enjoy the special dish to the fullest.

The native soup, according to madam Boma Briggs, seems to be

the most popular and delicious delicacy of the Rivers people, accepted by almost all, because of its nutritional value and easy way of its preparation.

Below is a 10-step module for preparing the Rivers' native soup.

STEP 1: Wash the pot very clean with soap.

STEP 2: Wash the meat very well and any other protein you may like to cook with salt, for at least three times to avoid sand.

STEP 3: Parboil the meat with two cubes of Maggi for about 30-50 minutes. Parboiling the meat and obtaining the stock is an important part of the Nigerian cooking process. The water left after parboiling is usually used for the cooking.

STEP 4: Boil the cocoa-yam for about 30 minutes and thereafter pound it for use in the soup. It helps to thicken the soup.

STEP 5: Wash, slice your *Uziza* leaves.

STEP 6: Grind the crayfish and pepper together or separately. Soak the dryfish or stockfish with boiled water and wash thoroughly to remove sand and centre bone.

STEP 7: After 30 to 35 minutes of cooking the meat, periwinkle and prawn, once they are soft and the water is almost dried, add any quantity of water required.

STEP 8: Add whitish pounded cocoa-yam into the boiling water; add the washed dryfish or stockfish; add a spoon full of palm oil and the grounded crayfish.

STEP 9: Allow boiling for another 5 minutes before adding the salt, Maggi and pepper. Taste to see if it tastes nice.

STEP 10: Ready to serve: Bring down and serve with Eba (garri), Semovita, Wheat or fufu (cassava flour).

Olefins Plant Staff Celebrate New Year at Work!

It was a brief moment of celebration and thanksgiving. Staff of Olefins Plant who were on duty on New Year's Eve, 31st December 2014 decided to make themselves happy and thank God for His blessings.

According to Ibiosiya Lawson, the Shift Engineer, the get-together was organised in the spirit of love, team work and unity of purpose, which are the hallmarks of the company's mother Plant (Olefins) known for high productivity.

"All of us, Nigerians and expatriates, spent few minutes to cut our New Year cake, make merry and pray for our families and our company Indorama Eleme Petrochemicals Limited", he said.

The Olefins' "Shift D" team comprising mechanical, electrical, operations and instrument personnel invited

Ernest Ikputu, the Plant Shift Superintendent (PSS) on duty to partake in the joyous moment.



The "Shift D" team of Olefins Plant cut the New Year cake.



"We may have different religions, different languages, different colored skin, yet we are one and celebrated this event as one big ICS Indorama family."

Indorama-Senegal Celebrates International Women's Day

International Woman's Day is a global day celebrating the economic, political and social achievements of women past,

present and future. It is celebrated on 08th March every year and thousands of events are held throughout the world to inspire

women. This year the UN theme for the day was: "Empowering Women, Empowering Humanity: Picture it!" The theme for 2015 is 'Make It Happen', and so the women of ICS Indorama did make it happen!

The event was celebrated with all gusto at Citi Mbaye Mbaye by the women of ICS-Indorama family. The women dressed in their traditional attire came together in the club and celebrated the event from 11:30 am till 08:00 pm. The event started with the introduction of all the women followed by a grand lunch. The post lunch event was filled with fun activities and dance. This was the first occasion when the wives of the local officials and the expatriates joined together to celebrate an occasion.



Security Intervention Drivers Celebrate With Families!

It was a joyous mood for security intervention drivers as they celebrated their end-of-year party with their families in the spirit of love, togetherness and friendship. As the saying goes: "All work and no play, makes jack....!"

The party was great fun for them, their bosses, their spouses, children and guests.

The event took place on 4th January 2015 with a special thanksgiving service at Assemblies of God Church, Ogale, Eleme. After the thanksgiving service, they moved down to Indorama Recreation Club (IRC) inside Indorama complex for the

reception.

Everyone dined and wined in the spirit of oneness. Thereafter, they familiarised with each other's families.

Chief Driver, Mr. Ambros Chujor, told *Indorama-Nigeria Impact Magazine* that the event was made possible with the assistance of the Management of Indorama Security department. He thanked the management for their support and encouragement. He said the event which is done annually has promoted good relationship, closeness and teamwork among them.

One of the drivers, Mr. Isreal

Nkpe Abby said the annual event has created mutual understanding and a forum of bringing all members and their families together. "It is an event we cannot easily miss. I feel very much happy. Usually at the end of the year, we give thanks to God, for protecting and keeping us alive for the job and our families" he said.

The Chairman, planning committee, Mr. Bethel Okata said the celebration was to foster oneness among the drivers. He emphasized that many people are happy and eager to join intervention drivers because of their level of composure and understanding.

*Laugh
It Out!*

ENGR. BEN OGUN
Telecom Dept

A boy named Tom was caught stealing. He was arrested and then released after some days. He went back to the same supermarket to steal again and was caught. He was arrested and released again after some days.

He went there one more time to steal and was caught again.

The police officer looked at Tom angrily and the following conversations took place:

POLICE OFFICER: Are you stupid?

TOM: (no response)

POLICE OFFICER: Why do you always come back to this place, when you know I'll recognize you?

TOM: It is because each time I steal; at the door I always see the inscription "THANKS FOR COMING, PLEASE COME AGAIN"



OBITUARY



Late Mr **Cyrus O. Okparaji** died on February 10, 2015; worked in the Engineering Department. He was aged 48 years.

Survived by his wife, Mrs Victoria Okparaji, Dickson (son), Promise (son), Glory (daughter), Divine (son) and many relations.

Late Mr **Henry Edem Effiong** died on January 15, 2015 after a brief illness. He worked in Engineering Department. He was aged 46 years.

He is survived by his wife, Mrs Chinyere Henry Edem, Chidim (daughter) and Victor (son) and many relations.



QHSE POLICY

We, at IEPL, are committed to the continual improvement of our Quality, Health, Safety & Environment practices and the delight of our customers & stakeholders through:

- Improving the business processes by adopting innovative approaches & best practices.
- Implementing effective quality management system across the entire supply chain ensuring highest standards of quality & services.
- Preventing injury and ill health by ensuring safe operational and occupational health practices in all facilities involving all employees and associates.
- Protecting & preserving the environment by preventing pollution, maximizing recycle or reuse and reducing waste, discharge & emission.
- Continual reviewing of quality, health, safety & environment objectives, procedures & practices for attaining highest level of operational efficiency and plant performance.
- Complying with all applicable QHSE legal & other requirements and positioning as a responsible corporate entity.
- Creating lasting partnership with customers and associates through offering quality products & services at all times.



Manish Mundra

Managing Director



40

years

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