

**New Hi-Tech
Machines in
Indorama
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**British Safety
Expert Gives
Kudos to
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Fertilizer Shines
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INDORAMA - NIGERIA

IMPACT

In-House Magazine of INDORAMA-Nigeria

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Indorama's Robust Community Engagement

SIGNS 4TH MOU | INAUGURATES PROJECTS COMMITTEE | UNVEILS NEW CSR PROJECTS



**Dear All,
I welcome you all to the first Quarter of 2018. Since the second half of 2017 our teams handling various projects have been quite busy. I commend all their efforts.**

I am quite impressed with our robust community engagement considering the fact that our host and pipeline communities are one of our critical stakeholders, our partners in progress. This engagement started with the signing of our 4th Memorandum of Understanding with the host communities.

This is a very important document we have faithfully upheld since 2007 when we signed the first MOU.

Another, was the inauguration of the Project Advisory Committee (PAC) by the Rivers State Government – an organ that ensures that projects are well selected and implemented to serve the needs of the people. Then, we have unveiled new Corporate Social Responsibility (CSR) programmes for various communities including social amenities and new scholarship and skill acquisition windows. This magazine has highlighted some of the new CSR initiatives on board.

I am very passionate about the wellbeing of our communities people; and

maintaining positive relationships and ensuring closer collaboration to achieve mutual goals.

We are also making new efforts that would further boost the economy of Nigeria, create more employment opportunities, make more fertilizer available to farmers nationwide, enhance the social welfare of our host communities, and make Nigeria a net exporter of fertilizer.

The months ahead pose for us a new sets of challenges which we must overcome. It requires greater diligence, tenacity and hard work to meet our targets and time-lines. All hands must be on deck! Everyone involved should brace up. Am sure Team Indorama-Nigeria will WIN again!!

The economic indicators remain cloudy, and has continued to affect our margins in the petrochemicals and fertilizer sectors. But our innovative management style has seen us through so far.

We need to remain resilient and determined to succeed against all odds. I urge all our employees to redouble their efforts, to renew their energies for the tasks ahead. I also urge all our critical stakeholders to continue to support us -- we are partners in progress!

I welcome everyone to another edition of our Indorama-Nigeria IMPACT magazine!

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



From the Office of the Vice President, "Food Security In Nigeria."

I am directed by His Excellency, Prof. Yemi Osinbajo, SAN, Vice president, Federal Republic of Nigeria, to acknowledge with thanks receipt of a copy of Indorama-Nigeria Impact Magazine, May-August 2017 edition on the subject: Indorama Fertilizer: Ensuring Food Security In Nigeria. Please accept the assurances of His Excellency, the Vice President's highest regards.

Foluso Idumu (Mrs.)
Senior Special Assistant (Administration)
Office of the Vice President

Warm Regards of Hon. Minister

I am directed to acknowledge with thanks, the receipt of a copy of the Special Independence Edition of Indorama-Nigeria IMPACT magazine. Please, accept the warm regards of the honourable Minister.

N. Mohammed
For: Honourable Minister
Federal Ministry of Industry,
Trade and Investment

Appreciation from Hon. Minister

I am directed to acknowledge receipt of your letter and to also convey the Honourable Minister of State's sincere appreciation for the copy of Indorama-Nigeria IMPACT Magazine. Please accept the assurances of the Honourable Minister of State's high regards.

Dogondaji A.B.
For: Honourable Minister
of State, Federal Ministry
of Industry,
Trade & Investment

We Need More Copies of Impact

We acknowledge receipt of a copy of your Indorama-Nigeria IMPACT Magazine and do commend efforts put into the packaging of the magazine. While urging you to keep the good work, we would like to request that you send at least 10 copies of your subsequent editions for our management and our library. Once again, thank you and we look forward to getting your subsequent publications.

For: Port Harcourt Refining
Company Ltd
I.E. Johnson (Mrs)
Manager, Public Affairs

Commendation for Your Enormous Achievements

Compliments of the season. On behalf of the Bureau of Public Enterprises (BPE), we write to acknowledge receipt of a copy of Indorama-Nigeria IMPACT Magazine.

We commend you for showcasing the enormous achievements of your organisation especially in petrochemicals and fertilizer sub-sectors of the economy. While wishing you success in your endeavours, please accept the assurances of our highest esteem. Thank you

Chukuma Nwokoh
Head, Public Communications, Bureau of Public Enterprises (BPE), Abuja

contents



this edition is filled up with so many corporate stories, interviews and articles that would interest our various publics – staff, customers, regulators, partners, community people, visitors, among others.

Our Main Focus is Indorama's Robust Community Engagement, which features the signing of a new MOU with the host communities, the inauguration of the Projects Advisory Committee (PAC), and the unveiling of new projects and initiatives for the people of Elemeland. This shows the company as a responsible corporate citizen.

Other notable stories include the holistic safety audit conducted by an official of the British Safety Council (BSC) Mr Christopher McDermott; the made-in-Nigeria exhibition in Lagos that attracted over 200 visitors to Indorama stand; and the new set of sophisticated, state-of-the-art equipment that now adorn the Indorama industrial clinic and the company's fire station. The interviews with some staff in these departments will excite you.

Process safety management is a top priority in Indorama-Nigeria. A story about a recent training on the issue is published here, as well as a full article on the same subject by Engr. Charels Osuji. Everyone must get involved in process safety! Read also about the benefits of exclusive breastfeeding. Many couples will learn a lot from the interview.

Please relax and enjoy the magazine! Feel free to send us your feedback.

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

Managing Director, Indorama Nigeria
and CEO, Africa

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Group photograph taken after the signing ceremony, (front roll) HRM, Dr. S. O. Ejire, King of Elemeland, (middle), Mr. Manish Mundra, MD of Indorama-Nigeria, (sitting, 4th from Left), top Indorama Executives, Chiefs of various communities and members of Project Advisory Committee (PAC).

Indorama Signs 4th MoU with Host Communities!

It was a brief but joyful ceremony on Tuesday, 6th March, 2018, as top Management of Indorama Eleme Petrochemicals Limited (IEPL) signed the 4th Memorandum of Understanding (MOU) with its six host communities namely Aleto, Agbonchia, Okerewa, Nguru, Akpajo and Wakpohu Family of Elelenwo.

communities, members of the Project Advisory Committee (PAC), youth leaders, and women leaders, among others.

The King was very happy and commended the company and the Project Advisory Committee (PAC) for peacefully completing the process of preparing the MOU. He prayed that the MOU would continue to bind the communities and the company in love and peace.

He stated that the previous MOUs had, in fact, impacted positively on the people and residents of Eleme through various socio-economic interventions of the company in the communities.

The company had in the past signed and successfully executed three MOUs spanning 2007-2010, 2010-2013 and 2013-2017. The last one was signed on 19th August, 2013.

The MOU is a mechanism through which the company and the host communities enter into an agreement for mutual

benefits. Through it, the company ensures developmental projects for the people while the community ensures peaceful operation for the company.

The three main signatories to the MOU were HRM, Dr (Sir) Ejire, the Managing Director of IEPL, Mr Manish Mundra and the Chairman (Local) of PAC, Hon. Nwosu Ngofa. There were other signatories from both sides.

The MD of Indorama-Nigeria, Mr Mundra said the company continues to relish the full support and cooperation of the communities; and promised that he would ensure that the MOU is implemented fully. He advised that the MOU should not be politicized or encumbered by court issues; rather he would like to maintain mutual relationship with the communities.

"There are legal matters but this relationship needs to be maintained. In this relationship, let's leave legal issues apart. Let's not politicize the process. We are more interested in spreading prosperity and

happiness to people around us," he said.

"I want us to work together; and together, we will make the difference," Mr Mundra assured. Mr Pradeep Ekka, head of Human Resources department of IEPL had earlier explained that the MOU covers all the things the company has covenanted to do for the communities to enhance the social wellbeing of the people including employment opportunities, local content contracts, entrepreneurship development, social amenities, scholarships, micro-credit scheme, among others.

Other Indorama Management executives who attended the event included Mr. Kendrick Oluka, the head of Community Relations & Development; Barr. Cliff Osagie, head of Legal Services department, Dr Jossy Nkwocha, head of Corporate Communications & Special Adviser to the Managing Director; Mr Ranbir Seth, head of Security and Mr Nyime Obuzor Oluka, Senior Manager, Human Resources.

The event took place at the palace of the paramount ruler of Eleme, His Royal Majesty, Emere Dr (Sir) Samuel Oluka Ejire, the One-Eh X, and was attended by Chiefs of the various

Chizaram Awuzie



The Hon. Commissioner, **Barr. Sylvanus Nwankwo** (in suit) flanked on his right by the CEO of Indorama Fertilizer, **Mr. Munish Jindal**, other Indorama Management Staff and members of the Project Advisory Committee after the inauguration.

Commissioner Inaugurates Indorama Host Communities' PAC

A new Project Advisory Committee (PAC) of Indorama Eleme Petrochemicals Limited (IEPL) host communities was inaugurated on December 5, 2017 by the Rivers State Commissioner for Chieftaincy Affairs and Community Development, Barr. Sylvanus Nwankwo at the company's boardroom.

The members who were elected by their various communities are Prince Isaac Oluka, Emmanuel Oluka, Philemon Obele, Osaroluka Godwin, Nwakama Nwafor, Osaronu Eeh, and Osaro Nwolu Yorgba.

Others are Emmanuel Obeleobe, Amadi Gojo, Ekee Joseph, Johnson Gombanwafor, George Osaro, Emmanuel Okanje, Wilcox Henry Chindah, Wodi Victor, Chidum Chindah, L.O Okparaji, and John Osaro-Edee.

Addressing the members, the commissioner urged them to

ensure that their inauguration will foster peace and progress in their various communities and make sure that every project allocated to their respective communities are properly executed.

"Always have your communities at the back of your minds. Fund released for any project must have a grassroots bearing. Funds emanating from the company must not aim at enriching yourselves," he urged them.

The CEO Indorama Eleme Fertilizer and Chemicals Limited (IEFCL), Mr. Munish Jindal, who spoke after the inauguration suggested that the PAC could be more efficient in the discharge of

its responsibilities if the members divide themselves into various groups to man particular projects.

Also speaking, Kendrick Oluka, Head of Community Relations and Developments noted: "Indorama is very much interested in community development. We will endeavour as a company to do our best in making sure that every project the company has for the host communities will be duly executed." He said some of the projects the company has planned to carry out in the host communities include electricity, road, water, drainage, school project, and scholarships among others.

On his part, the then CTC Chairman, Eleme LGA, Chief Obarilomate Ollor expressed happiness that the election of PAC members was happening in his time as the CTC Chairman. "I am assuring the company we will endeavor to utilize all revenue coming from Indorama for the even development of our communities," assured.

The Commissioner said it would be pertinent that all PAC members would be involved in every project that the group will be assigned to execute so that they will be held collectively responsible.

In a vote of thanks, Mr. Isaac Oluka thanked their various communities for electing them into the PAC. "It calls for greater responsibility. We will ensure that we give our very best in carrying out our responsibility," he said. He also thanked the management of Indorama for their continuous supports toward their communities.

"Indorama is very much interested in community development. We will endeavour as a company to do our best in making sure that every project the company has for the host communities will be duly executed."



Community Boys Secondary School, Elelewon - Completed | Community Secondary School, Akpajo – work-in-progress

Indorama Unveils New CSR Projects for its Host Communities

Indorama Eleme Petrochemicals Limited (IEPL), has unveiled new sets of sustainable Corporate Social Responsibility (CSR) projects for its host communities as a way of contributing immensely to better life for the people. One of the flagship projects include Community Boys Secondary School, Elelewon, which has been completed and awaiting handover to the Community. The school has nine classrooms. It also has Principal's office, staff room, science laboratory, library, conveniences, among others.

Another school project, being built by IEPL, is developing fast -- Community Secondary School, Akpajo Eleme. It is a 14-classroom building with all necessary facilities. It has been fenced. What remains now is the plastering, fitting, painting and furnishing of the



Indorama Scholarship hopefuls before the selection exam. 6th from right in yellow T-Shirt is Mr Godspower Jaka of Community Relations & Development.

classrooms and offices. It would be recalled that on 11th January, 2017, Indorama-Nigeria handed over a massive secondary school complex to the Aleto Community. That project comprised a U-shaped one-storey building with 12 classrooms, laboratory, library, computer laboratory, Principal and Vice Principal's offices, staff room, stores and lavatories for male and female staff and the ones for

male and female students. The company has also completed arrangement to unveil the beneficiaries of its scholarship scheme for indigenes of the six host communities. A total of 48 persons will be picked. A selection examination for the next batch of scholarships took place on Saturday 7th April 2018, which covers engineering courses, pure

sciences and other professional courses. This was supervised by members of the Project Advisory Committee (PAC). Many undergraduates from the host communities and other Eleme communities as nominated by the Eleme Local Government Council studying in various universities and polytechnics in the country have in the past benefited from this scheme.

From the company's 30 pipeline communities spanning Rivers and Imo states, a total of 120 undergraduates (four from each community) have been nominated by the leadership of all the 30 pipeline communities. They are awaiting direct payment to their accounts.

According to Mr Kendrick Oluka, head of Community Relations and Development of the company, "all these school projects and skill training reflect Indorama's passion to develop education and grow the capacity of its host communities' youths."

"Also, arrangements have been concluded for a very robust Skill Acquisition Training Programs for the 30 Pipeline Communities. IEFCL has received nominations

from 28 of the 30 communities. Once nominations are completed, the program will be launched", he said..

Another major CSR project that the company is handling is the erection of a Community Health Centre for Okerewa community, which will ensure

Many undergraduates from the host communities and other Eleme communities as nominated by the Eleme Local Government Council studying in various universities and polytechnics in the country have in the past benefited from this scheme.



Prototype of Okerewa Community Health Centre



Indorama Scholarship hopefuls writing the qualifying exam on April 7, 2018.



Aleto Community Secondary School built by Indorama for the Community as part of its Corporate Social Responsibility (CSR).

quality healthcare delivery to residents there.

A prototype of the project shows that it would have various patients' wards, consulting rooms, theatre, pharmacy, nurses rooms, physiotherapy unit, among others. The place has been fenced to secure the land, and the foundation was laid recently.

"Work is in progress there," Mr Oluka said. "The projects for Agbonchia, Njuru and Aleto communities are being agreed between them and the company; and would be unveiled soon", says Mr Oluka.

At the signing of the 4th MOU with the host communities, the Managing Director of IEPL, Mr Manish Mundra, had promised to ensure that all the projects for the communities are fully completed to enhance the wellbeing of the people.



Ongoing construction of Okerewa Community Health Centre at DPC stage.

British Safety Council Expert Gives Kudos to Indorama-Nigeria!

After winning the "Sword of Honour" of the UK-based British Safety Council (BSC) in 2012, Indorama-Nigeria Group has again subjected itself to another comprehensive Safety audit by the international certification agency.

From 5th – 16th February 2018, a top safety expert from BSC, Mr Christopher McDermott, a Briton, carried out a holistic audit of the safety policies, systems, processes, procedures and physical activities of the Group's major facilities – Indorama Eleme Petrochemicals Limited (IEPL) and Indorama Eleme Fertilizer & Chemicals Limited (IEFCL).

His verdict was that the Management and employees are on track, and demonstrating "an outstanding commitment to continuous improvement in best practices in safety management."

In an interview with IMPACT magazine, Mr McDermott noted that for the period he was in the sprawling Indorama Petrochemicals complex conducting the audit, he found the staff to be "very professional, friendly and

wanting to participate in the exercise".

Although BSC had in the past audited Indorama via documentation, Mr McDermott said his presence in the complex was to certify that the company is doing what it has documented, which is that it is ensuring the safety of the plants and facilities and most importantly all persons that enter the premises.

He noted that he saw synergy between theory and practice as far as safety management in the company is concerned. "So far, so good but there is room for improvement in line with global best practices," he said.

He added that it is the responsibility of the British Safety Council to make recommendations that will take Indorama's safety reputation to the highest level.

Mr McDermott said his 30 years' experience in safety

management and auditing has taken him round the world, but noted that this was his first time in Nigeria. According to him, Indorama-Nigeria companies compare favourably with other world-class organisations that ensure global best practices.

It is noteworthy that BSC had in 2012 audited and awarded its prestigious "Sword of Honour" to Indorama Eleme

Petrochemicals Limited for demonstrating an outstanding commitment to health and safety management during the preceding 12 months.

Heads of the Safety departments of IEPL and IEFCL, Mr Pradeep Pawar and Mr Balaji Rao respectively were excited at the commendation of the BSC official and promised that they will continue to galvanize everyone to ensure that Indorama-Nigeria remains committed to best practices in safety management.

Indeed, item 5 on Indorama-Nigeria HSEF Policy indicates that the company will continually strive for improvement in its systems and processes, mandating management to "organize periodic audits through internal and external resources and implementing corrective measures to improve HSEF performance".

According to him, Indorama-Nigeria companies compare favourably with other world-class organisations that ensure global best practices.

Over 200 Visitors Storm Indorama Pavilion at Lagos Expo!

The 3rd edition of Made-in-Nigeria Products & Equipment Exhibition, organised by the Raw Materials Research & Development Council (RMRDC) in collaboration with the Manufacturers Association of Nigeria (MAM) was held at Landmark Event Centre, Lagos which lasted for three days: 13th – 15th March, 2018.

The theme of the Expo was "Enhancing Nigeria's manufacturing Competitiveness in the Global Space". The expo availed opportunities to companies and visitors to the entire manufacturing value chain which included machinery, equipment, financial support, professional consultancy and raw materials.

Indorama fertilizer and petrochemicals used the opportunity to catch the 'related demand' in the shortest time and

in the most efficient way, thus it gave the company the opportunity to acquire important advantages both in sales and advertisement, learning of customers thought about the company and products.

The expo was officially opened on 3th March, 2018 which witnessed huge number of visitors from all facet of life to see the unveiling.

The event was full to the brim with different exhibitors from various manufacturing companies in Nigeria, from international to locally-made products, from all sectors of the industries.

Indorama stall was strategically placed at D7 Column where it stood out to all visitors because of its uniqueness in decoration. It was manned by South Zone Marketing Head Mr Rishiraj and his team as well as Mr J. Chirag, Head of Marketing of Indorama Petrochemicals and his team. Also present was Dr. S. K. Srivastava, Head of Sales & Marketing of Indorama Fertilizer. Indorama stall was visited by

various dignitaries like the President of Manufacturers Association of Nigeria (MAN), Dr. Frank Udemba Jacobs who was showed the various company products and our model of operations in Nigeria in Fertilizer and Petrochemical sector; Mr Emmanuel from African Development Bank (AfDB) and representatives from Afe Babalola University.

Our team explained to them what the company is all about, cooperate social responsibilities, Indorama Urea fertilizer, farmers training, soil testing services, field demonstration and most the visitors suggested we come to their various communities to conduct farmers training and soil testing services for the forward moving of agricultural sector in Nigeria.

A conference session was organised and Indorama got an opportunity to make presentation about Indorama Activities in Nigeria and other West African countries. Dr Srivastava was among the high table members during the plenary session. Also

on the high table were Engr. Patrick Ikpenwa (commissioner from Enugu State), Mr. Afam A Obiagio (chairman Delta State Investment Dev. Agency), Prof. Lateef Sanni (Deputy Vice Chancellor & Country Manager CAVA II), Dr. Teju Bolujoko (Ruch Investment & Manufacturing Ltd) and Mr. Chinwe Ossondy (Corporate Communications, Dangote Industries).

Dr. Srivastava was also speaker. His presentation was on the mission and vision of Indorama Fertilizer.

The Indorama stall attracted over 200 visitors from different sectors of industries ranging from agriculture and forestry, construction, real estate, associations and NGOs, automation, electronics, chemical industry, energy saving, engineering and installation, health and environment, food industry, lighting, media, federal, state and municipal administration, transport, logistics and waste management.



At the Indorama Pavilion: The company's heads of marketing & Sales for Petrochemicals **Mr. J. Chirag** (2nd from right) and for Fertilizer, **Dr. Sk. Srivastava** (4th from left) with their team members at the event.



President of the MAN, **Dr. Frank Jacobs** and others visit Indorama Stand and listen to **Dr. Srivastava** speak about the company's products.



HEALTHCARE

Indorama Industrial Clinic Gets New Hi-Tech Machines!

Indorama recently acquired some Hi-Tech health care machines. In these interviews with **Mike Achaziem**, the Medical Team explain how they work and how the machines will improve delivery of healthy care to staff and their families.

“Our staff & their families will benefit from the new machines,” --- Dr. S.C. Basu, head of Medical Department

We have upgraded our health facilities here in the Industrial Clinic in the past one year. Management purchased new machines and equipment to upgrade what we have already to enable us deliver quality medical services to all staff and their dependents that come to the Clinic.

First, we upgraded our

Physiotherapy unit with Short Wave Digital Machine, BLT 6000 Short-wave Diathermy 4000 series which is used for the treatment of soft tissue injuries, and other muscular ailments. It has improved our staff's and families health care needs. It is used to cure muscular injuries.

We also purchased an Schiller Cardiovit 102 Plus ECG machine which is used for occupational health assessment. This is the best ECG machine with 12 lead

channels. It can be upgraded to a spirometer, with additional attachment of sensor and best computerized interpretation.

Also, we bought new laboratory equipment, HbA1c testing machine. It is HaemaCue (Sweden) HbA1c 501 System which is fully automated point-of-care system. It is used to test for diabetic or pre-diabetic patients to check for their glycemic control. This is the latest machine used to determine the level of control of sugar in

diabetics. Besides, there are other smaller machines we have added to our facility.

We have a new Transit-350 ambulance fully equipped with state-of-the-art facilities based on the ACLS platform such as inverter that is externally chargeable. It has in-built oxygen which can sustain the life of patients while travelling. It is as good as intensive care unit.

I feel very good about the whole thing. We didn't just buy them, we bought them to



L-R: Aderaju Olufemi, Justina Okeke (middle) and Lillian Nnaji operating some of the new machines.

improve and solve health issues of our staff and their family members.

“The new machines have really helped us do our jobs efficiently”, --- Jude Omorotionwan Nosa, Nursing Unit

We are very happy that our Management purchased the new machines. The medical equipment will really help us do our job efficiently and improve the health status of our staff and their dependants who come to the clinic.

For example, the Patient Monitor machine is quite important. If a patient is rushed into the clinic in emergency situation, we plug the gargets on the patient; it gives us immediate data parameters of the patient such as the blood pressure, temperature, oxygen saturation, pulse, and the electric activity of the heart.

It has electrocardiogram which helps us to see how the heart is functioning. So the machine tells the doctor the health state of the patient. So we don't need to run around looking for blood pressure apparatus, etc.

It is very important for staff to be aware that we have these machines and equipment in place, so that it will also give them confidence in our services too.

“With these machines, patients will get better, quicker than before!” ---



Adeya Osaroluji



Dr. S.C. Basu



Jude Omorotionwan Nosa

Lillian Nnaji, Nursing Unit.

We welcome the purchase of the new machine called Ice Making Machine. It eases our work. It has brought greater efficiency in our healthcare delivery. We use the machine to cushion the effects for swollen trauma. When the patient comes, we apply it to the swollen area. The pain reduces and patient gets better, quicker than when we don't have it.

On the Patient Monitor machine, we use it for unconscious patients. When the person comes in emergency situation, we fix the machine on him or her and it gives the internal system of the person, and you see it on the screen. The machine interprets the result immediately. This is very good for every patient in emergency care. We thank the Management for procuring this machine for us.

“Our staff should make best use of these machines by coming for regular check-up,” ---Adeya Osaroluji

The new machines are actually what we demanded to improve our Clinic services and Management granted our request. This is good because it will help us to meet latest medical standards or requirement in terms of giving the best medical services to our staff and their family members..

The machine I work with is the Schiller Cardiovit 102 Plus, which is used for lung function test and ECG. Generally, in our society many people suffer from

hypertension, which causes damage to some organs of the body. With the ECG machines, we can see the effects on the heart. So when patients come, we use this machine to do diagnostic test to determine their health status and result is interpreted. .

Our staff should make best use of these machines coming for regular check-up. You can just walk in and check your health status. During these test analysis with these machines, sometimes it reveals other ailment in the body which the person may not be aware of.

“We now have a new machine to help diabetic patients,” --- Justina Ulo Okeke, Clinical Chemistry Lab

Recently, a new machine, Glycated Haemoglobin was purchased, used for diabetic patients. This is an improved way of diagnosing diabetes. We are indeed improving and growing. We have other machines for blood sugar estimation, machines for glucose estimation.

Now, we have added the Hemocue which is used for Glycated Haemoglobin. It is a very sensitive machine and is only operated by trained personnel. We encourage diabetic patients to come and make best use of it.

My advice to our staff is that they should make the best use of these machines. Though

we have our HMOs, this is in addition so that in a situation where these machines are not available in their HMO hospitals, they can come here and make the best use of these machines. I thank the Management for this.

“All what the patient wants is health satisfaction,” --- Aderaju Simeon Olufemi, Physiotherapy Unit

Yes, we have a new machine in the Physiotherapy Unit. It is called BLT 6000 Shortwave Diathermy 4000 series. It has short wave digital functions. It has 360-degree bits highly computerized with so many functions that can treat any part of the body in physiotherapy. It has a deep heat effect more than any other electro-medical machine we have here.

This machine has created high level of satisfaction for patients who come for physiotherapy treatment. In whatever we do, all that is important is patient satisfaction. All what the patient needs is wellness. When the patient says “I can't move this part of my body,” but after the treatment, he or she says, “I can now move that part of my body”. This is what comprises patient satisfaction. So this is feedback after the applications of these machines.

I thank the Management for their quick response to our requests. That is to tell you their pro-activeness to health issues of staff.

IMS RE-CERTIFICATION

“Indorama is always improving its Management Systems!”

For five days, 19th – 23rd, February, 2018, Mr Adeoye Soluade, lead auditor of Bureau Veritas Certification Nigeria, and his team embarked on comprehensive recertification audit of the systems of Indorama Eleme Petrochemicals Limited (IEPL), Port Harcourt. In this interview with Chinedum Emeana, he explains the benefits of systems audit to the long term success of organizations.

Could you kindly introduce yourself in terms of your pedigree in systems auditing.

I am the lead auditor for the recertification of Indorama on ISO 9001 - 2015, 14001 - 2015 and OHSAS 14001 – 2007. I am a certified lead auditor for quality, environment, safety and international safety management (ISM) ISO 27001.

My other team members are Mr Femi Kolawole, Mr Ifelaja Adegoke, Mr Adewusi Olufadeju and Ms Ewera Osih.

You and your team have just concluded a recertification audit for IEPL. What was the audit all about?

This audit was to check the entire organization from top to bottom and across to the requirements of the international standards I mentioned earlier. The first deals with Quality (that's ISO 9001) and this is the latest version -- 2015. Then we have ISO 14001 which is the environmental standard, which is to see whether Indorama manages its operations in such a way to conserve energy and be responsible to the environment.

Then ISO 16001 has to do with how employees do their work in terms of occupational health and safety. Are they working in an environment where their occupational health and safety are taken very seriously?

Those are the processes we use these three standards to create and those are what Indorama has subscribed to.

Like you mentioned, this is the second time IEPL is undertaking a recertification audit. What is your impression?

We conduct a lot of certifications audits in and outside Nigeria. One



Adeoye Soluade, the lead IMS Auditor

of the things we found out when we came to Indorama was that it has a culture of management systems. What do I mean by that? There is a culture of everybody willingly participating in the development of these management systems.

And as an auditor, we see this in how staff respond when they are asked questions. And when we request anything, they go beyond what the auditor is looking for and show you more. One of the things we see in Indorama is that there has never been a time we come here that there will not be an improvement of something.

Indorama has a Management of Change (MOC) process where it constantly identifies changes to its technical processes. Even in other areas

that are non-technical such as Corporate Communications, Human Resource, Procurement, Security, Marketing, etc, we see improvements in the way they do their work. That is the culture the management system tries to foster. One of the key permanent objectives of any management system is continual improvement.

In what areas do you think this audit will help the company in its operations?

It has already helped and it is continuing to help. One of the new requirements of this standard, both 14001 and 9001, is that the organization must determine the context where it is operating. That means, it must study its business environment and make sure it is not only good internally, it is also able to respond to shocks

outside.

It will help Indorama to look at its strategic direction, and help the company to look at how well it is taking advantage of the opportunities out there and using them to make sure that it continues to operate for sustained success.

The audit helps organizations to continually improve on their systems, processes, procedures and policies. This makes their operations sustainable, makes them to be respected by national and international partners.

What level of cooperation were you accorded in this exercise, from the management and staff?

There is only one way to describe the cooperation we get in Indorama. It's that of hospitality and people are open to audit. That openness is very good. Even when we identify a gap, by the time we come back for another audit, we see not only a closure of the gap but an improvement. There is no hiding of information and facts. And it's a good culture for integrated management system.

From your experience auditing other world-class organizations, how does IEPL systems compare to the best out there?

Without any doubt, it is one of the best we audit. Indorama is one of the best in terms of money management systems. From our experience as auditors, we thoroughly enjoy auditing Indorama. It's a place we feel like being members of the family rather than external people. So it's one of the best places to audit.

How Inventory Management Contributes to Operational Efficiency!

The Commercial Department of Indorama-Nigeria with its various Units plays critical roles in the success story of the Group. In the following interviews with **Michael Achaziem**, some of their staff tell the story in their own words. Please enjoy them.



Lalit Goyal



Tosin Adalumo



Benjamin Epelle



Eugene Enyia

“We have an excellent inventory monitoring and reconciliation of stocks” --- Mr. Lalit Goyal, head of Purchase Unit.

Inventory management is part of Supply Chain management. It is designed to provide management with information for making decisions for operations and production. It is linked with every department. It is the flow of goods components.

Whatever the supply chain buys goes to the warehouse; then the user department comes to inspect the goods before the goods are shifted to the store level. It is a whole system that monitors the inflow and outflow of goods. A big organisation like Indorama, we maintain an inventory of space and maintenance.

We have an excellent inventory monitoring and reconciliation of stocks. This process has continued to support our production and operations. Our inventory management is designed to operate the plant very smoothly which captures every store

items to manage the plant and user requirements, so that in any eventuality we have plans to maintain zero lead time.

I feel good working with Indorama. The management is very cooperating; our senior management team are very good and understanding, creating a smooth and happy work environment for the employees.

“Inventory management begins with procuring the right materials”, --- Eugene Enyia, Purchase Unit

Inventory refers to goods or materials that a company holds, and then issues them to departments for use. Inventory management is an integral part of the supply chain. It is critical in operational efficiency of any company.

It includes ordering and controlling of materials even includes the process of selling our products to our customers. In IEPL materials are purchased, stocked, and issued for the purpose of operation in the plants or

departments.

Every inventory starts from the Purchase department with a “Purchase Requisition (PR)” which is further converted to Purchase Order (PO) and materials bought are later sent to the Materials Management Department (MMD) where user department collects the items. We ensure materials needs of department are met and satisfied.

I feel great working in this department, participating actively in the smooth administration of our company. For the past 12 years, it has given me the opportunity to display my intellectual ability. It gives me a sense of joy when I go to the plant and see materials we purchased being used effectively for work operations.

“If Inventory is not well managed, it can eat up the profit of an organisation” --- Mr. Tosin Adalumo, MMD Issuing Unit

In IEPL inventory management, we ensure that materials

needed for plant operations are made available at the right time. These materials include spare parts, equipment, consumables and some chemicals that are required in the plants and departments. .

Our inventory management contributes a lot to effective company operations. If it is not well managed, it can eat up the profit of an organisation. It is said that uncontrolled inventory is industry cancer. It may look small but it continues to grow and the whole system will be losing gradually without you knowing.

Every item is managed by oracle software for easy identification and tracking. Each material has a code, and our trained team understands the processes and procedures. So each item has their location in the system. If anyone needs the material he raises Material Inventory Voucher (MIV) and material is made available to the user.

Every work has its own challenges. The challenges are

Cont'd on Page 21



1. **Mr. Kendrick Oluka**, head, community relations and development make a speech during inauguration of IEPL host communities PAC. He is flanked on the right by **Mr. Munish Jindal**, CEO of IEFCL and **Mr. Pradeep Ekka**, head of HR, IEPL.
2. Members of PAC taking their oath of office with a promise to serve their communities faithfully.

3. **Mr. Adeoye Soluade**, lead auditor(right) with his team, addresses IEPL personnel during the closing meeting of the IMS recertification audit.
4. **Mr. A.B Rao**, Technical Head, IEPL presents a souvenir to **Mr. Blessing**, IMS Consultant after the closing meeting. To his right is **Mr. A.K Sharma**.
5. BVN IMS Auditors and Indorama Officials after the closing meeting of the IMS Audit.
6. Standards Organisation of Nigeria (SON) team (in jackets) in a group photograph with Indorama staff after their routine recertification testing visit.

7. **Mr. C** and **F** mess
8. **Mr. A** Safet gues
9. Indor a rou recer



Ononyaba Simon of the Fed. Min. of Labour Productivity PH Zone giving a goodwill message during the Safety Week Finale.

A.B Rao, Technical Head, IEPL declaring the Safety Week 2017 Finale open. He is flanked by staff and Indorama management staff.

Indorama staff and DPR Officials on routine 2018 Re-licensing inspection visit recently.

10. **Mr. Kendrick Oluka** (1st left) and **Igwe Aforji** (2nd right right) both of Community Relations and **Mr. Balaji Rao** (1st right) senior Safety Manager, IEFCL with Lenders reps during a plant tour of Indorama Fertilizer plant.

11. EIA Process: **Mr. Munish Jindal**, CEO of Indorama Fertilizer presents Corporate Souvenir to **Mr. J. A. Alonge**, Director of EA, Federal ministry of Environment; flanked on the left by Chairman of the EIA Panel Chairman, **Prof. Oladapo Afolabi**; Head of Operations of Indorama Fertilizer, **Mr. PSJ Bajwa**; Deputy Director of EA, **Mr. Abbas Sulieman**; and on the right, **Mr. Kendrick Oluka**, head of CR&D and **Engr. Wai Ogosu**, Environment consultant.

IEPL Trains Staff on Process Safety Management

Indorama Eleme Petrochemicals Limited (IEPL) has continued to manifest itself as a learning organisation as it trains and empowers its employees in different fields, in order to enhance productivity and self-development.

In one of such programmes, engineering staff in Polyethylene (PE), Polypropylene (PP), Olefins, Power and Fertilizer plants were trained from October 26th – 30th 2017 on Process Safety Management at the company's Training Centre.

The main focus of the training was Risk Based Process Safety, with objective of increasing employees' commitment to Process Safety in the operation of the plants, machines and equipment, ensuring that people work in safe and healthy

environment by understanding the hazards and risks inherent in a process environment.

At the opening formalities, the guest lecturer, an expert in Process Safety Dr. Tom Rhem from INGENERO Incorporation, U.S.A said that process safety is at the heart of industries, noting that it is very necessary for organisations to understand and practice it as it helps to save lives and sustain machines and equipment.

Dr. Rhem explained that the training would expose staff to world best practices in safety at a process plant like Indorama but maintained that disciplined adherence to standards and applying them to various equipment and processes by involving the workforce and stakeholders is the basis to have a positive process safety culture.

He added that the training was

designed to awaken consciousness of the people to a compliance level approach by identifying hazards and evaluating risks that may affect employees, environment, machines and equipment, and to deal with them.

"Moreover, it will also provide practical knowledge on evacuation of workers and

protection of facilities in case of any eventuality," he said.

After the training, one of the participants, Engr. Charles Osuji of PE plant said the training has impacted on their jobs positively by developing a process safety standards and safety culture which will be strictly adhered to in terms of engineering standards and schedules.

Process safety is at the heart of industries. It is very necessary for organisations to understand and practice it as it helps to save lives and sustain machines and equipment.

Deepu Sivasdas, Xavier Durai and A.K. Sharma, top IEPL Executives were at the closing ceremony. Mr Sivasdas, Chief Technical Officer, said Management was pleased with the content of the training, adding that the training has provided participants the opportunity to expand their knowledge base in Process safety and thanked the facilitator for coming to share his wealth of experience with the workers.



Sitting from Right: **Mr. Deepu Srivasdas**, CTO; **Dr. Tom Rhem**, Process Safety expert; **Mr. A. K. Sharma**, former Head of QAQC; **Mr A. D Xavier**, Head of HR-Expatriates, and participants after the Training.

SAFETY WEEK CELEBRATION

Expert Harps on Everyone's Commitment!

... QAQC Staff cart away 14 out of 30 prizes

Safety in the workplace is everyone's business! It goes beyond management's commitment and is directly related to each employee's sense of responsibility for themselves and for other people's safety. Professor Enuvie Akpokodje of the University of Port Harcourt made this assertion as guest speaker at the closing ceremony of Indorama-Nigeria's Safety Week held on Monday 4th December 2017.



Prof. Enuvie Akpokodje, Guest speaker at the event.

The event also featured prizes to winners of various safety competitions held during the Safety Week.

Prof. Akpokodje noted that the theme of the 2017 Safety week – "Keep Each Other Safe" is to emphasize an aspect of safety culture that promotes cooperative and teamwork approach to ensuring safety in the work place and beyond.

"Total Quality Management approach requires a change on how work/safety is planned, organized and accomplished. Everyone in the work group can contribute to improving results. Bottom-up approach and not top-bottom is preferred", he added.

The professor of Environmental Geology also advised that the work environment should be created with safety and health

of all workers and stakeholders paramount because majority of people spend a lot of time in their places of work. He stressed that the individual, the company, the society and the economy benefits from physical, social and psychological wellbeing of its working community.

Earlier, the Technical Head of the company Mr. A.B Rao, in his welcome address

emphasized that Indorama takes safety and all issues allied to safety very seriously. He noted that it is a culture that has permeated the entire structure of the organization as the participation in the Safety Week Competition shows.

In a goodwill message Mr Ononyaba Simon, State Controller of the Federal Ministry of Labour and Productivity lauded Indorama as one of those companies that factory inspectors don't have issues with because the company's adherence to safety regulations is excellent.

The event featured a recitation of a Safety and Health Pledge led by Mr. Bode Osaro of HSE&F and prize resentations to winners of series of safety awareness competitions which took place throughout the Safety Week. QAQC dominated the podium by carting away 14 of the 30 prizes on offer.



Winners of the Competitions pose with the Guest Speaker, Management staff of Indorama and HSE Coordinators after the event.

SAFETY

Indorama Acquires Hi-Tech Multipurpose Fire Equipment

Indorama-Nigeria recently acquired a state-of-the-art Fire Tender to enhance its fire fighting capabilities. In these interviews by **Chinedum Emeana**, the Fire Team discusses the features of the truck and how it enhances safety

“With this machine we can fight fire more effectively” --- Mr. Prashant Sontakke, Fire Chief

The new firefighting machine we purchased is called Multipurpose Fire Tender, and its main features are that it has higher engine capacity of 280 HP and Payload capacity of 26 tons as compared to the older trucks which we have in the Fire Stations.

We say it is multipurpose because it contains water, foam and Dry Chemical Powder (DCP) as fire extinguishing media with which we can fight solid combustible material, flammable liquids and gas fires successfully.

Moreover the Tender (truck) has remote operated high volume long-range 1000 Gallon Per Minute capacity water cum foam monitor, and its water throw range is 75 metres minimum and the foam is 65 metres horizontal throw. Everything about it is remote operation.

The beauty of this is that we don't have to go to the roof top of the truck because we can operate the monitors from the ground level and this remote operation allows us horizontal and vertical movement of the monitor.

Moreover, if we want jet, we can convert the throw to jet, and we can also convert the throw to water sprayers.

Another feature is that it has aluminum double extension

ladder of 35 feet high and the design is such that the ladder can be released from the ground without difficulty by one man. It has many other wonderful features that give the fireman edge in firefighting. With the help of this machine we can extinguish fire easily.

“The new fire truck is a sophisticated superstructure”

----- Mr. Benson Talbot West, Fire Superintendent

As far as the new fire truck is concerned, our team is very happy because it has added to our existing fleet, considering the scope of expansion of our

plant. The truck is a sophisticated super structure; it can take care of various types of fire incidences. We are talking about solid combustibles in the environment, hydrocarbon combustibles, and gaseous combustibles.

The truck is a sophisticated super structure; it can take care of various types of fire incidences. We are talking about solid combustibles in the environment, hydrocarbon combustibles, and gaseous combustibles.

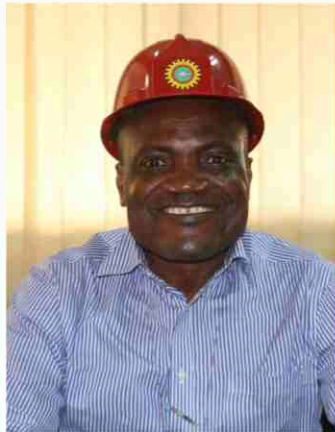




Mr. Prashant Sontakke



Mr. Adeka Ikwue



Mr. Benson Talbot West,



Mr. Suleiman Yusuf

For the fact that it is a sophisticated multi-purpose truck, coupled with capable trained manpower the threat of being defeated when an emergency occurs is not there any longer. In firefighting or responding to emergencies, time of response, manpower capability and your equipment performance are key. I appreciate Management for procuring this truck.

“The truck is swift, which reduces response time”

- Mr. Adeka Ikwue
For firefighting calls, this new truck is swift. It helps us to respond fast. While the old one might take about 30-40 seconds before taking off, this one starts and takes off at once. It also has a better balance than the other one. The new fire equipment is multi-purpose and wonderful. I will call it a state-of-the-art machine that is built for rapid response and the mode of operation is simpler compared to the old model. It is so nice that it conveys both equipment and

staffs safely to every area of emergencies especially during firefighting.

“The new truck guarantees the safety of firemen” - Mr. Suleiman Yusuf

We are all excited because of this state-of-the-art fire truck.

This fire truck has technological features that guarantee the safety of firemen. While I cannot rate it 100% because nothing is ever 100%, I rate it 99% because the efficiency it brings to firefighting and the safety of the personnel is monumental.

The truck can be positioned at a reasonable distance from the fire spot and you still successfully fight the fire.

With this truck, it is no longer required that you go to a very close range because the water throw can actually go as far as 75 meters. The throws are just wonderful. So for safety, you do whatever firefighting you want to do from a distance, therefore cutting off firefighters from radiant heat and avoiding unnecessary hazard during firefighting.#

HSE OUTLOOK: Indorama’s Noble HSE Cordinators!

TECHNICAL SERVICES & PROJECT	OLEFINS PLANT	OLEFINS PLANT	LOGISTICS DEPT.	POLYPROPYLENE PLANT
Ikechukwu B. Ezugu HSE Coordinator	Chibundu Udo Aston HSE Coordinator	Blessing Jaja HSE Coordinator	Geoffrey Ugwuegbu HSE Coordinator	Vitalis Onwuka, HSE HSE Coordinator
ENGINEERING WORKSHOP				
Joseph Mbagha HSE Coordinator	Adolphus Ebhota HSE Coordinator	Sunday Okon HSE Coordinator	Friday Addunji, HSE Coordinator	Kalu Anthony Okechukwu HSE Coordinator

Importance of Implementing Process Safety Management (PSM) In Process Facilities

by Charles Osuji (Polyethylene Plant)



The importance of implementing process safety in process facilities cannot be over emphasized. In any petrochemicals and fertilizers complex comes the high demand for safe and environmental friendly operations within the length and breadth of the complex. Leading companies in the petrochemicals, oil and gas have diligently worked to develop and implement robust process safety management system.

With reports in the media landscape concerning asset integrity loss leading to equipment failures which have caused major incidents of catastrophic scale, implementing process safety becomes very necessary. In line with this, experts define Process safety it as the proactive identification, evaluation and mitigation or prevention of chemicals release that could occur as a result of failure in process, procedures or equipment.

It is also viewed as a set of interrelated proactive approaches to manage hazards associated with the process industries and it is intended to reduce the frequency and severity of incidents resulting

from releases of chemicals and other energy sources (US OSHA 1993).

The safety objective of every process industry is accident prevention and safe operations. Experts however articulated an integrated framework for achieving these objectives by formulating the process safety elements. According to the above definition, OSHA has developed 14 key elements to form the structural framework for implementing process safety.

The elements are: process safety information, employee participation, process hazard analysis, operating procedures, hot work permits, mechanical integrity, contractors, pre-start-up safety review, training, management of change and emergency preparedness.

Further studies have however been conducted by Centre for Chemical process Safety (CCPS) to complement the work of OSHA's PSM. This is contained in the risk-based process safety (RBPS) framework of CCPS. It has provided additional six fundamental elements to the OSHA's 14 elements, thereby making it 20 for a full scale process safety implementation.

The additional new elements are process safety culture, process safety

competency, stakeholder outreach, conduct of operations, measurements and metrics, management review and continuous improvement. The RBPS is structured into four drive pillars viz:

1. Commit to safety
2. Understand hazards and risks
3. Manage risks
4. Learn from experience

It is common knowledge that the more chemical facilities age, the more the asset integrity deteriorates and the more the chances of equipment failures that could lead to inadvertent release of highly hazardous chemicals (HHC) which could result to catastrophic incidences of major fires and explosions.

In view of this, now is the optimal time to incorporate process safety management policies and procedures into such facilities. Though some of the stand- alone process safety elements are in practice, however a top management driven and focused integration of all the elements aimed at fostering a robust full blown implementation will surely harness the following immediate, short and long term benefits:

1. It will proactively prevent episodic release of highly hazardous chemicals that could lead to major fire incidents or explosions thereby reducing potential

hazards and high risk factor.

2. A robust process safety management system will enhance equipment reliability and operational stability.
3. It will help to save employees, visitors, contractors, community and nearby society at large from danger of possible fire and explosions.
4. It will protect the investment and national asset from damage due to preventable fire and explosions due to failure in process, procedure or equipment.
5. It will help to ensure regulatory compliance to available environmental laws by ensuring that operational practices are environmental friendly.
6. It will help the company to proactively aspire, achieve and sustain a good cooperate image and reputation from all stakeholders nationally and internationally.
7. It will encourage positive aspiration to remain in business and bring opportunities for more investment due to assured safety operations.
8. It can boost investment interest through a proven safety culture with low risk factor that can attract potential investors and global financial institutions.
9. Improved process safety management system with

proper asset integrity surely increases confidence of good return on investment and reduces the potential for minor and major incidents

10. It will help to save company from incurring a potential liability of paying for damages victims suffer in case of such preventable incidences.

The dynamic nature of technology today has given room for dynamic approach in view of the complex nature of process technology and process plants. In view of the risk and consequences associated with its operations and hazards, it has become increasingly very necessary to keep abreast with evolving dynamics of contending safety requirements.

High rates of accident and potential hazards in process industries have placed high demand on employers, process safety and loss control issues in chemical and allied industries for more than four decades. But, through its strong ties with process designers, constructors, operators, safety professionals, and members of the academia, the American institute of Chemical Engineers (AIChE) has enhanced communication and fostered continuous improvement of the industry's high safety standards.

With reference to many known catastrophic incidences in the world like the chemical disaster in Mexico City and Bhopal, India, it became very

obvious that proactive measures and system have to be in place to mitigate the unforeseen circumstances and also to make operations in process plants safer and reduce loss of life, damage to equipment and investment, and even compensation resulting from fatalities and pollutions against known environmental laws.

An effective PSM program requires a systematic approach to evaluating the whole chemical process. Using this approach, the process design, the technology, process changes, operational and maintenance activities and procedures, non-routine jobs, emergency preparedness plans, training programs and other elements are all considered in the evaluation and planning of the program.

For PSM to be effective, the PSM standards for accident prevention must be strictly followed. Regardless of the industry, PSM standards are crucial to ensuring that workers are provided a safe work environment. Some of the crucial points are as follows:

- Standards for equipment operations and maintenance requirements, including appropriate action for signs of leaks, corrosion, and other unsafe conditions.
- Standards for following correct operating, safety, and emergency procedures

It will help the company to proactively aspire, achieve and sustain a good cooperate image and reputation from all stakeholders nationally and internationally.

management excellence and continuous improvement throughout the industry, CCPS created RBPS as a framework for the next generation of process safety management. The beauty of RBPS is that during implementation, the various lines of defence as incorporated in the design philosophy of many process plants to mitigate the release of hazardous chemicals need to be evaluated and strengthened to ensure their effectiveness at each level.

The purpose of the standard is to aid employees in their efforts to prevent or mitigate episodic chemical releases that could lead to catastrophe in the workplace and possibly in the surrounding community. This is always followed by compliance audit at intervals to evaluate record of evidence through measurement and metrics element for determination of progress report, areas of focus and opportunity for improvement. It is indeed a journey, but a worthwhile journey!!

- Regulations for mixing, separating and storing hazardous process materials
- Employees should be informed and educated about which chemicals are reactive and which chemicals present toxic, fire, or explosive hazards.
- Employers and workers should have an emergency plan for any adverse incident or unusual process condition

Process safety practices and formal safety management systems have been in place in some companies for many years. Nevertheless, many companies continue to be challenged by inadequate management system performance, and stagnant process safety result.

To promote process safety

This is because when employers fail to take reasonable measures to adhere to PSM standards and to keep workers safe from preventable harm; they can potentially be held liable for the damages victims suffer. Remember such liability is never cheap and of course it comes with loss of reputation, loss of image, loss of market shares and loss of return on investment.

How Inventory Management...

Cont'd from Page 13

there too, but on daily basis one improves himself through learning on the job and training to surmount those challenges. Sometimes, there could be equipment failure but then we have to do our own planning.

"We have always made our TAM very successful" --- Benjamin I. Eppelle, MMD Receiving Unit
Generally, inventory

management is a way of auditing the system by balancing what we have in stock and what we have issued out and what we have in store presently. You need to know the balance of your stock at all times so that you don't fall short of the system of what is required at any given time. Operations may require 20 items and you are having 10

items. This will affect production.

We will always check our stocks so that the user of any material will not come and say I need this stock item and is not available. Like for operations, there must be materials for them at all times. And because of the mini-max system we operate, it ensures the stock is maintained.

Whenever we have Turn Around Maintenance (TAM) you need to have a stock that will be available for use throughout the period of the shutdown. You don't tell the plant operators there is no material

while the work is going on.

One of the challenges we face is in terms of material ordering, a user may order for material with a wrong code different from what he had in mind, but later the person will say this is not what he needs.

Inventory management of IEPL is quite impressive. I will say it's the best. We have an efficient system of monitoring what we have in stock which suits operations. I am happy working in this Section. It enables me to discharge my responsibilities. I have worked in all the sections in within the department

“Exclusively breastfed babies have higher intelligence than other children”



In this interview conducted by Crown Ukaegbu, **Dr. Oby Anyiam** of the Indorama Medical Centre explains the benefits of exclusive breastfeeding to the baby, the mother and the father.

What is Exclusive Breastfeeding?

Exclusive breastfeeding, which we call “the baby-friendly breast-feeding” is for the first six month of life and a continuous feeding even after that, even after other supplements and adult food has been introduced.

What are the benefits of breastfeeding to the baby, mother and father?

There are so many benefits the baby gets from breast milk. Breast milk is formulated in such a way that it contains all the nutrients that the baby needs for development, growth and even

for life after the period of being breastfed, when the child has grown up.

It contains certain proteins that serve as antibodies. These are useful for boosting the child's immunity and boosted immunity means there is going to be reduction of certain illnesses during infancy. The major infections that are reduced when immunity is boosted by breast milk include respiratory tract infection, diarrhea, etc.

The reduction from diarrhea is from two points: one, because of the anti-bodies contained in the breast milk, and two, because of reduced amount of infant bottle handling.

So the risk of poor hygiene is reduced when the child is being breastfed. Ear infections are also reduced.

It has also been documented that babies who are breastfed especially exclusively for the first six months of life have a higher intelligence than other children. That intelligence is not just restricted to childhood but even up to adulthood as well. And very importantly, the mother-to-child bonding that occurs when a child is being breastfed is extremely important for a baby's psychological and emotional development.

What about the benefits for

the mothers?

One, the mother-to-child bonding that occurs gives the mother a sense of satisfaction and psychological and emotional stability because she is in the position where there is someone who is totally dependent on her and she is able to meet that need.

Breastfeeding also hastens the uterus shrinkage because of certain hormones released while breastfeeding. The uterus shrinks to its normal size faster while a woman is breastfeeding her baby. It also aids post-partum weight loss, that is, weight loss having had a baby.

It also ensures that a woman has a reduced risk of certain cancers; most importantly breast cancer and then some studies have also shown that ovarian cancer risk is also reduced when a woman exclusively breastfeeds her baby.

Very importantly, we also talk about fertility --- exclusively breastfeeding a baby gives a woman about 98% chance of contraception (ie not getting pregnant). Research has shown that breastfeeding delays the return of menstruation in new mothers, therefore, the lactation amenorrhea method (LAM) is a natural birth control technique based on the fact that lactation (breast-milk production) causes amenorrhea (lack of menstruation).

What about the benefits for fathers?

For the fathers, if both the mother and child engaging in exclusive



Dr. Oby Anyiam: “There are many benefits of breast-feeding to baby and mother.”

breastfeeding are healthier and psychologically balanced, the father benefits from that because he is going to have less cost of hospitalization, less cost of procuring artificial infant formula.

Does the mother's nutrition have any impact in the quality of breast milk available to the baby?

The mother's nutritional status has a role to play as far as the content of breast milk is concerned and more importantly her hydration status because it is very important for a woman who is breastfeeding to increase her fluid intake as breast milk contains large amount of water, as well as ensuring that she eats balanced meals.

What are the negative effects of denying a child breastfeeding; to the child and the mother?

A child that is not being breastfed will have a reverse case of the benefits of breast-feeding: the child will not be emotionally and psychologically stable, will not have higher intelligence, will be prone to diseases, etc.

A woman who is not exclusively breastfeeding will take a longer time for her to lose her post-partum weight, it will take a longer time for her uterus to shrink, even though that will eventually happen, she may not feel that emotional and psychological satisfaction that mother-to-child bonding gives during exclusive breastfeeding and she is more likely to take in again more quickly than a woman who is exclusively breastfeeding.

From a doctor's point of view, how long should a mother breastfeed?

It is not just from a doctor's point of view but from a standard point of view and our standard as far as medical practice is concerned especially the World Health Organization (WHO) standard, it is recommended that a woman breastfeed her baby exclusively for the first six months of life.

This means that you are not going to be giving any other drink, no water, no other food for the first six months of life. Thereafter, even though other baby foods and adult foods have been introduced, I believe the baby should continue to be breastfed until two years before weaning the baby of breast milk.

What of babies who on their own reject breast milk?

Well... that can happen but the onus is on the mother to try to find out the reason because sometimes it can actually be a medical reason why a child will refuse breast milk. There could be something going on so the onus is not only on the mother but on the parents to know exactly why the baby is rejecting breast milk and if it's something that can be sorted out, you sort it out and recommence the feeding.

But even in the absence of any problem, some children may still do that. The most important thing is that even if the baby is going to stop, it shouldn't be the mother who stops. So if it's the baby who stops, they should make sure that whatever is going to be introduced be nutritional considering the baby's health at that age.

Is it true that male babies tend to desire breast milk for longer than female babies?

Well, scientifically "no". There is no scientific bases why that should be but from a cultural point of view, it's been found that girls mature faster than boys. So girls may have the tendency to not suck as long as a boy would. Girls may be more likely to start to refuse breast milk earlier. So from a cultural point of view and from a behavioral point of view, yes, but there is no scientific reason for that.

Indorama Fertilizer Shines in Ethiopia



Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) held the attention of agriculture stakeholders around the world at the Argus Africa Fertilizer Conference 2018 held in Ethiopia from February 26 -28, 2018 as they marveled at the company's impact in such a short time.

Dr. Balbir Singh, Indorama's chief agronomist, one of its representatives at the event, as keynote speaker, talked about the fertilizer business opportunities in West Africa. He also spoke about Indorama's acclaimed agronomy and business development initiatives that are contributing to higher crop yields, more income for farmers and agro-dealers and food security across West Africa.

Dr. Surendra Srivastava and Mr. Mahesh Appat were the other Indorama Fertilizer representatives at the conference.

The conference, which is the largest gathering of agriculture and fertilizer professionals recorded participation of over 520 industry experts and decision makers from across the globe and offered regional and global market experts, government and policy advisors a platform to discuss ideas, opinion and research for higher fertilizer consumption and sustainable agriculture development.

L-R Mr. Mahesh Appat, Dr. S.K. Srivastava and Dr. Balbir Singh.





Staff, Friends Bid farewell to A.K Sharma as he Moves on to Indorama-USA!

November 10, 2017 was a memorable day for Mr. A.K Sharma, erstwhile head of Quantity Assurance and Quantity Control (QAQC) of Indorama Eleme Petrochemicals Limited, as his colleagues and friends organized a send-forth party in his honour to bid farewell on his new assignment for the Indorama group in the United States of America.

Mr. B. J Mordi, the new head of QAQC, led all staff of the department, joined by staff of Bagging department, as well as Dr. Jossy Nkwocha, head of Corporate Communications and Special Adviser to the Managing Director. The event was held at the QAQC conference room.

Everyone who spoke described Mr Sharma as exemplary, hardworking and meticulous boss. They noted that he is someone who always requires the best output from his subordinates and who helps his subordinates to identify, exhibit and maximize their potentials.

Mr. Kalu Okereke of PE Laboratory said: "We are proud to have worked under you. Through your managerial skills, you have brought out the best in us. You have educated and have made us skilful in our various fields. We are grateful."

Mrs. Sandra Felix of QA Laboratory said Mr Sharma "is somebody that kept us on our toes. He made the best come out of us. He is someone that gives his subordinates the opportunity to exhibit what they have inside of them".

Comrade Lucky Woke of Water Laboratory and former Branch chairman of PENGASSAN noted that Sharma helped those who worked with him to identify their

potentials and live up to it. "We wish him the best in his future life endeavours."

On his part Mr. Victor Udo of Fertilizer Laboratory added that they have learnt a lot from the departing Sharma, who he said showed them great skills and has really brought out the best in them.

Mr. Paul Egonu of Chrome Laboratory said since he has been with them, there has not been any written query from anybody against any QAQC staff because Mr Sharma always got everyone to do the right

thing always. "I thanks him so much and wish him all the best in his new assignment in the US," he said.

Mr. Lawrence Opusunju of Bagging department described Mr Sharma as a mentor whose meticulous way of doing things guide his subordinates. "He is a man that anybody who wants to do well in his career will love to work with," he said.

Dr. Jossy Nkwocha, head of Corporate Communications said that Mr Sharma's excellent performance in supervising QAQC, Bagging and IMS Audit has made it imperative for Management to give him higher responsibility in the US.

"Mr Sharma is well-respected by both his subordinates and the top Management. He is a man of details. Through his handling of our Integrated Management System (IMS) audit, our company has always achieved huge success," he said.

Dr. Nkwocha added that the success story of QAQC in Indorama and its impact on the company can be directly traced to the managerial qualities of Mr Sharma, which he demonstrated in carrying out his functions.

In a voice shaking with emotion, Mr. Sharma responded to the rain of accolades poured on him: "The success I recorded in this department and the company in general, is as a result of good team work. Without your concerted efforts and support, I would have achieved little or no success. I can say that I'm lucky to have the best team. You have all done very well that made us to achieve great milestones. I appreciate you all," he said.

He therefore enjoined all staff of QAQC and Bagging to make sure they keep the departments moving forward, stressing that the success or failure of the departments depend on their individual and collective efforts.

The event came to a conclusion with light entertainment and memorable group photographs. #



Mr. A. K. Sharma, in traditional attire at the event.

Admin Staff Organizes Send-forth for Mayur Mavadiya!

Staff and contractors of Admin Dept. of Indorama Eleme Petrochemicals Limited (IEPL) on Tuesday 16th January 2018 organized a boisterous send-off party for Mr. Mayur Mavadiya, who was leaving the company following the acceptance of his resignation by the company.

The event was also attended by Mr Ranbir Seth, head of Security Department who also oversees Admin Dept. The party featured display of the camaraderie that exists among the staff and contractors as well as an outpouring of accolades towards Mayur.

Mr. Seth noted that Mayur handled his responsibilities well, pointing out that the best part of him was that his performance



Mr. Mayur Mavadiya in traditional attire (middle) with the Admin Team.

did not diminish even after tendering his resignation. He also lauded the Administration team for organizing the get together to honour Mayur.

Mr. Sandeep Chhatwal, head of the Dept, observed that

he and Mayur arrived in Nigeria at the same period and that he has enjoyed working with him. He wished Mayur well in his future endeavours. He expressed appreciation to his colleagues that cooperated to

honour their outgoing coworker.

Mr. Oluka Tetenwi described Mayur as a cool-headed man with a good manner of approaching issues, no matter the pressure, while Mr. Emmanuel Osaro said Mayur was like "a solution centre" who restored confidence to the company's transport management system.

Mr. Taiwo Awolesi, a contractor on estate services said that Mayur was a company representative that was always ready to listen, and together they found solutions to many critical issues. He wished him well on behalf of all other service providers.

In response, an emotional Mayur expressed a heartfelt appreciation for the "grand" event organized in his honour. He said that he will always have a soft spot for Nigeria and Nigerians wherever he goes. The event was rounded up with light entertainment and group photographs. #

Friends and colleagues bid farewell to Engr. Uruk



Engr. Uruk Effiong and his wife in group photo taken at the event

Friends and colleagues of Engr. Uruk Tom Effiong of Workshop CES Mechanical, Indorama Eleme Petrochemicals Limited honoured him with a send-forth party on his retirement. The event took place at Indorama Recreation Club (IRC) on

December 12, 2017.

In an atmosphere of warm wishes, his friends and colleagues described him as a good team leader and a good manager of human resources. Mr. Ugorji Ernest of Workshop HVAC said Uruk is a man full of energy. "As a senior engineer, he

can draw, plan and examine. He is a very experienced engineer. As he works, he works with smile. He is very hard working. May God bless you sir for the knowledge we have derived from you," he said

On his path, Chairman of the occasion, Mr. Milin Shah said: "My association with him for the last four years has been a very good one. He is disciplined, cheerful and humble. I wish him good health and long life."

Also speaking, Mr. Kalu Anthony of Mechanical Workshop said Uruk is such a person that respects time. "He is very hard working. He is not pompous. He is very loyal to the core. He loves teamwork. He is very nice. In fact he is such a man that one will love to work with."

Mr. Namso Daniel described him as a nice man who endeavours to do his job no matter the challenge; while Mr. Rotimi Olumoye of Technical Services and Projects said "he is very dedicated to his work.

Mr. Sunday Okon of Fleet Operations added: "He is a father. He has given me advice that has helped me in running my

family. He is also a brother, friend and good colleague. He is very welcoming and doesn't like discrimination. I wish him success and longevity of life".

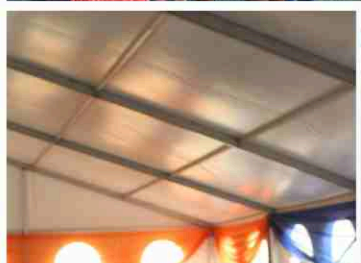
Expressing his gratitude and happiness, Engr. Uruk appreciated his colleagues and friends for a wonderful send-forth party organized in his honour. "Our people say that a tree can never make a forest. Engineering work is not a one man's work. It requires that all heads must be put together in order to achieve a good and accurate result. I appreciate you all," he intoned.

He therefore advised them to be diligent in their jobs, be conscious of safety and take safety meetings and precautions very serious. "Don't take anything for granted," he stressed, adding "I am leaving Indorama with my whole body complete. Therefore be very careful with your work so as not to get injured in course of carrying out your work."

The event ended very happily with entertainment, presentation of souvenir to the celebrant.

SOCIAL

Indorama End-of-Year Party in Pictures





1. Women In PENGASSAN, IEPL Branch, after their annual Thanksgiving Service held at the Indorama Christian Fellowship Chapel on February 27, 2018. Front row: WIP **Comrade Joy Nwanosike** (5th right), **Comrade Innocent Ugwunta** (4th right), Chairman PENGASSAN, **Comrade Esther Odion**, (2nd right) fmr WIP, **Gomba Obe**, (3rd right) and **Stanley Eruga** (1st right) secretary of the IEPL Christian Fellowship

2. & 3. Friends and colleagues of **Engr. Uruk Effiong** present him and his wife with souvenirs after a send forth party on his retirement from IEPL

4. **Engr. Anda Wai Ogosu**, fmr president of Nigeria Environmental Society (NES) presents a prize to Sandra Felix of QAQC at the Safety Week 2017 Closing Ceremony.

5. **Comrade Innocent Ugwunta** of Medical Dept with his wife and family after the dedication of his son, **Johnson Chidubem Chidalu** at the Church of the Divine Mercy Catholic Church.

6. **Mr. Ranbir Seth** (right), head of Security and **Mr. Sandeep Chhatwal** (left) head of Admin present a portrait of **Mayur Mavadiya** at the send forth party organized in his honour.



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