

I will showcase **INDORAMA**
to other International Investors'
- **Gov. Wike**

INDORAMA - NIGERIA

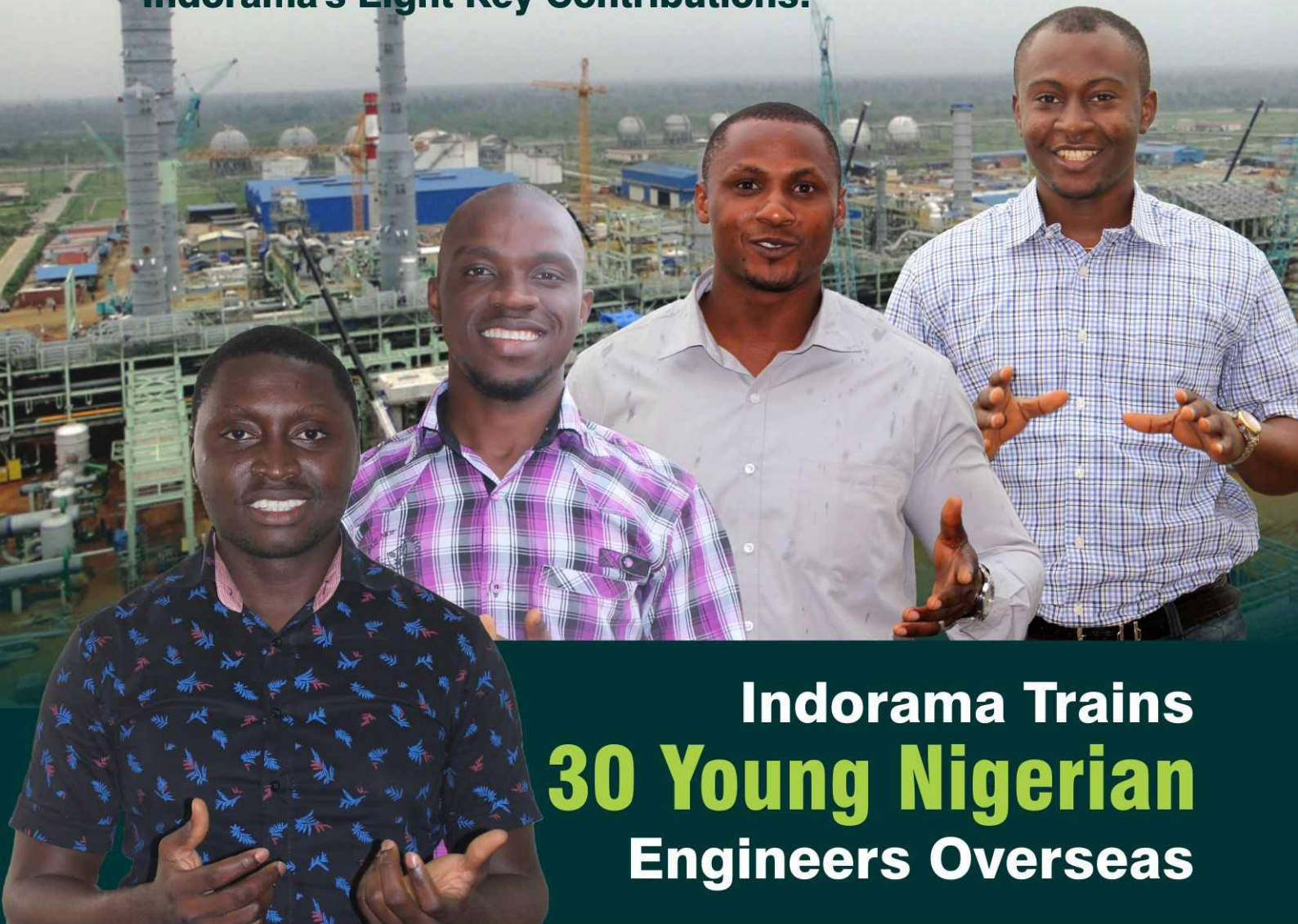
IMPACT

In-House Magazine of INDORAMA-Nigeria

ISSN NO: 2449-0679 | May - Aug., 2015

NIGERIAN ECONOMY

Indorama's Eight Key Contributions!



Indorama Trains
30 Young Nigerian
Engineers Overseas

INDORAMA-Nigeria

Ethylene | Polyethylene | Polypropylene | PET | Fertilizer | Methanol



Message from the MD/CEO

Dear All, the commitment of Indorama operations in Nigeria to the social, economic and industrial development of the country is well-known. In this edition of our in-house magazine, the editorial team has identified eight key ways in which our Group is impacting positively on lives, businesses and governance in Nigeria. It is heart-warming to me; and I re-state our company's commitment to help in growing Nigeria's economy to achieve prosperity and progress.

Let me use this opportunity to congratulate our New Projects team for their highly professional and competent handling of our three new projects namely fertilizer plant, port terminal at Onne Port complex and 84-kilometre gas pipeline, which are scheduled to be completed about December this year. I am happy to also celebrate the feat of achieving 17.5 million man-hours without Lost-Time-Injury (LTI) as at the end of July 2015.

I also want to thank all our technical and financial partners, especially the International Finance Corporation (IFC) for their efforts at ensuring that the projects are completed on schedule.

As we match into the fourth quarter of the year, I appeal to all our employees to redouble their commitments, hard work and diligence. Together, we shall WIN. To our external stakeholders, especially regulatory authorities, community people, customers, etc, I thank you all for your support and cooperation.

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



Manish Mundra
MD/CEO, Indorama-Nigeria



Letters to the Editor

Generally Good and Attractive!

I am directed to acknowledge with thanks the receipt of new edition of Indorama-Nigeria IMPACT Magazine which we find very interesting, informative and educative.

The production and colour separation of the Magazine are generally good and attractive. The social angle of the magazine is a wonderful innovation as it gives the staff a good sense of belonging. It is also capable of increasing the productivity of staff.

Mrs C.T. Ojo

For: Director General

National Office for Technology Acquisition and Promotion (NOTAP), Abuja

A Very Good House-journal!

Indorama-Impact Magazine is getting stronger by the day, both in news content and page planning. And the aesthetics is something else! I am yet to digest the soft sections, especially the "Native soup of Rivers State" and health pages, but I am keen to read up the "personal branding in the workplace".

Keep up the good work. It's another subtle contribution to the Nigerian society, leading the pack of in-house journals in Nigeria.

Ignatius Chukwu

Regional Editor/GM (South-Sough, South-East)

BusinessDay Newspaper, Port Harcourt

Your Magazine has very Rich Content!

I am directed to acknowledge, with thanks, the receipt of the new edition of Indorama-Nigeria Impact. It is quite rich in content and we believe it would avail the Nigerian public the opportunity to be in tune with the company's activities, most especially the laudable Indorama Port Terminal project.

While commending your efforts on the success of the magazine, please accept the assurances of the Executive Secretary's highest regard

I.O. Oladele

For: Executive Secretary

Petroleum Products Pricing Regulatory Agency

We Found The Magazine Very Informative!

I wish to formally acknowledge receipt of your magazine 'Indorama-Nigeria Impact'. We have found it to be very informative and would like to extend our appreciation for your gesture.

As we wish you the best in all your future endeavours, please accept the assurances of my highest regards.

Igo Weli

*Sustainable Devt. and Community Relations Manager
Shell Petroleum Development Company of Nigeria Ltd*

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Editor's Note

This in-house journal is indeed impacting our readers positively. This shows in the number of letters we receive about each edition. Our last edition attracted so many letters that we are unable to carry all. As you can see, we are publishing only four in this edition. We promise to create more space to publish more letters in the next edition.

As usual, this edition is loaded with many interesting stories about the company's activities. You will read about the eight key contributions of Indorama to Nigeria's economy as well as the investment promotions visit of Governor Nyesom Wike of Rivers State to our Complex.

You may turn the pages to see the update on our fertilizer plant construction, which is being completed on schedule. Already, the Control room has been completed and being test-run.

Our back-of-the-book articles are equally exciting and would appeal to everyone. Please enjoy yourself and get back to us with your comments/suggestions.

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

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NIGERIAN ECONOMY: Indorama's Eight Key Contributions!

On July 15th 2015, Indorama Eleme Petrochemicals signed a Memorandum of Understanding (MOU) with nine other big companies operating in the Eleme-Onne axis of Port Harcourt, and the Rivers State Government to contribute N3 billion to fix the highly dilapidated six kilometer federal highway between Eleme junction and Onne area.



Finance Director of IEPL, **Mr. Munish Jindal** (left), signs MOU for the Company's contribution of N500 million while the Governor of Rivers State, **Chief Nyesom Wike** (right) watches!

Indorama-EPL alone contributed N500 million in the road rehabilitation project being handled by RCC Construction Company. The State Governor, Chief Nyesom Wike, commended Indorama-EPL and the other companies for such excellent example of Corporate Social Responsibility (CSR).

The road had literally been abandoned for years and it degenerated so much that trucks were falling rapidly, blocking major parts of the road, and motorists and commuters were spending up to four hours on the six-kilometer road, thereby wasting many man-hours. The project is to be completed within two months!

This effort mirrors the company's various interventions that are helping to

boost social and economic activities in the country.

Indeed, having operated in Nigeria for nine years, Indorama Eleme Petrochemicals has impacted very positively on the nation's social, economic and industrial development through eight key contributions, investigations have revealed.

The contributions include huge revenue in form of taxes, VAT, levies, dividend, etc to the Federal Government and the Rivers State Government, and provision of essential raw materials for about 450 companies in Nigeria that now depend on Indorama for their production, thereby enhancing import substitution and saving huge foreign exchange for the country.

One of the very crucial contributions, according to economic watchers, is creating over 4,000 employment opportunities, both direct and indirect, for many Nigerians, especially in a depressing economy.

Other contributions are the inflow of new Foreign Direct Investment (FDI) totaling over 1.4 billion US Dollars for a new world-class fertilizer plant, a new port terminal at Onne Port complex, a new 84-kilometre gas pipeline, among others, as well as putting Nigeria on the petrochemicals' global production / export map there by attracting foreign exchange and enhancing the country's brand reputation.

Furthermore, Indorama Eleme Petrochemicals has perfected an excellent public private partnership

(PPP) business model in Nigeria, which gives shareholding to the core investor (Indorama), the Federal Government of Nigeria through the NNPC and the Bureau of Public Enterprises (BPE), the Rivers State Government, the host communities in Rivers State and the Nigerian employees of the company.

The icing on the cake is the huge corporate social responsibility (CSR) initiatives of the company, which have produced many community development projects for the host communities such as employment opportunities, rural electricity, medical services, road construction, building of schools, scholarship scheme, youth empowerment, and sponsorship of worthy causes.

Managing Director of the company, Mr. Manish Mundra, says Indorama operations in Nigeria are fully geared towards the country's socio-economic development and the prosperity and wellbeing of its people.

"With abundant natural gas resources, we are fully committed to the development of the petrochemicals sector of the Nigerian economy to



Manish Mundra
MD/CEO, Indorama-Nigeria

various taxes and VAT.

As was collaborated recently by the Raw Materials Research and Development Council (RMRDC), the company also produces various grades of ethylene, polyethylene,

mold of Indorama to boost the nation's economy and make it more viable.

Governor of Rivers State, Chief Nyesom Wike also said as much at his recent investment promotion visit to the company, commending the company for succeeding against all odds, and saying he would use the company to showcase the investment potentials of the state to local and international investors.

The governor was quite excited about the company's fertilizer plant which is nearing completion; and which is designed to deliver 1.4 million metric tons of Urea fertilizers to harness Nigeria's agricultural sector and create many more jobs. For now, more than 95% of fertilizers needed by Nigerian farmers are imported at huge cost in foreign exchange.

Besides, Indorama's \$130 million investment in a new Port Terminal at Onne Port Complex in Port Harcourt will handle dry-bulk fertilizers and containerized cargoes, a facility that had hitherto eluded the port complex.

It is estimated that Nigeria's Gross Domestic Product (GDP) would benefit

Investigations showed that in 2014 alone, Indorama-EPL paid dividend of \$46 million to the Federal Government's NNPC and BPE; and \$31 million to the Rivers State Government who own 15% and 10% shares respectively in the company.

achieve our vision of turning Nigeria into the petrochemicals hub of Africa by 2019," Mr. Mundra says.

Many industry watchers see Indorama Eleme Petrochemicals as the excellent example of a well-managed enterprise with visionary and disciplined leadership; prudent management of human and material resources; regular turn-around maintenance of facilities, plants and infrastructure; high product quality that meets international standards and generous returns on investment (ROI).

Investigations showed that in 2014 alone, Indorama-EPL paid dividend of \$46 million to the Federal Government's NNPC and BPE; and \$31 million to the Rivers State Government who own 15% and 10% shares respectively in the company. This is besides huge sums in

polypropylene, PET, PET-preform and other petrochemical products which serve as raw materials to about 450 companies in the plastics, automobiles, paints, pharmaceuticals, breweries, bottling and other related industries, thereby sustaining economic activities in such sectors of the economy.

"In the past seven or eight years, Indorama operations in Nigeria have been meeting about 96% of all domestic demands for polymer resins (petrochemical products) in the country. All these were imported before the privatisation of Eleme Petrochemicals," revealed industry sources.

Various economic experts and stakeholders are of the opinion that Nigeria needs many companies in the

exponentially from Indorama's current petrochemical plants as well as the fertilizer plant, gas pipeline project, port terminal and a new Natural Gas plant when all the projects fully come on stream in 2019 with a total investment inflow of over \$4.5 billion.

This view was echoed by the President of the Manufacturers Association of Nigeria (MAN), Dr. Frank S. U. Jacobs when he visited the company in October last year.

He commended Indorama for their strong contributions to the manufacturing sector, which contributed a significant 13% to Nigeria's rebased GDP of \$510 billion in 2014.

The company is indeed quite determined and committed to achieving greater success!

“I will showcase Indorama to other international investors” — Rivers State Governor

Governor of Rivers State, Chief Nyesom Wike, tagged his maiden visit to Indorama Eleme Petrochemicals Limited (IEPL) on Tuesday, 30th June, 2015, as “investment promotion visit.” And it turned out to be exactly that!

After a guided tour of the petrochemicals complex and the \$1.4 billion world class fertilizer plant under construction, the excited Governor declared that he would showcase the company to other international investors in order to attract more investments into the oil-rich state.

It was the Governor's first visit to any mega investment organisation since he became chief executive of Rivers State on 29th May, 2015. He had promised to make the state an investors' haven --- to revamp the state economy, create more jobs, and increase government revenue, among others.

At a recent interactive session with the business community in the state, he had also promised to tackle insecurity in the state, rebuild infrastructure especially roads and power supply, address the issue of multiple taxation --- all aimed at creating enabling environment for businesses and investors.

The Governor's investment

promotion visit to Indorama was indeed instructive for him, having heard so much about the remarkable achievements of the company in the last nine years.

The Governor and his entourage including the Secretary to the State Government, Chief Kenneth Kobani; the Attorney-General and Commissioner of Justice, Barrister Chinwe Aguma; and the Commissioner for Agriculture, Mrs Onomim Jacks were received warmly by the Managing Director of IEPL, Mr. Manish Mundra and other top executives of the company.

After a brief presentation, the Governor and his team were taken on a facility tour of the company and the fertilizer plant under construction. At the end of the tour, Chief Wike was highly excited and spoke from the heart:

“The whole world can see that Rivers State is safe for investors and their investments. Indorama is a shining example,” he said, adding that his government would soon mount a road-show across the world to bring more investors to the state.

“River State is safe. My government will use Indorama to showcase industrialisation and the numerous opportunities that exist in the state, especially enormous gas

resources. In fact, we will bring investors to come and see what Indorama is doing in spite of all challenges,” he said.

Governor Wike said the fertilizer plant nearing completion will enhance the social and economic wellbeing of Rivers State and its people by enhancing agriculture, creating direct and indirect job opportunities for residents of the state and other economic activities in the state.

When completed, the fertilizer plant will provide nitrogenous fertilizers for farmers, revolutionise agriculture and enhance food production and security in the state in particular and Nigeria in general.

Governor Wike commended Indorama Group for such a giant project costing \$1.4 billion (US Dollars), and called on potential investors to emulate Indorama by coming to invest in Rivers State. The Governor learnt that in 2014, Indorama-EPL paid a dividend of \$31 million to the Rivers State Government for its 10 percent shares in the company.

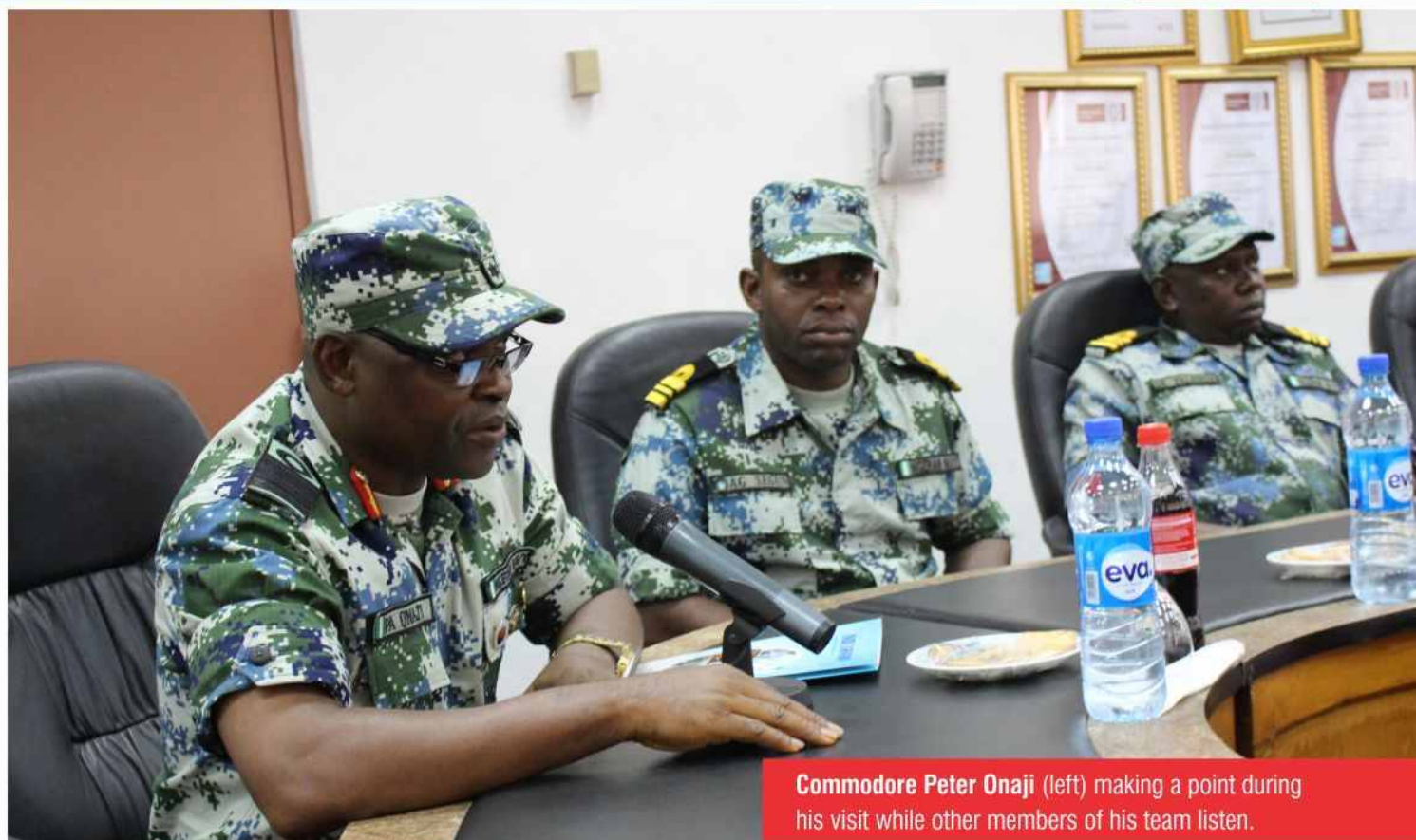
Earlier, Managing Director, Mr. Mundra had informed the Governor that the fertilizer plant was designed to produce 1.5 million metric tons of fertilizers per annum. The plant would be completed and commissioned in the first quarter of 2016.

He also informed the Governor about the Port terminal project at Onne and a Gas pipeline project, all of which are going to impact very positively on the economy of Rivers State and its people.

The Governor's visit is indeed a catalyst to boost the economy of Rivers State!

TOUR of Plant: IEPL MD, Mr. Manish Mundra point at something of interest to Gov. Wike at the Control Room while other persons on the tour also watch.





Commodore Peter Onaji (left) making a point during his visit while other members of his team listen.

Navy Commandant Seeks Support from Indorama Eleme Petrochemicals

Newly-appointed Commandant of the Nigerian Navy Basic Training School in Onne, Rivers State, Commodore Peter Agu Onaji has called on the Management of Indorama Eleme Petrochemicals Limited (IEPL) to support the institution in its infrastructural development for better training of its recruits.

The Commandant made this call on Tuesday, 7th July, 2015, during his courtesy visit to the Managing Director of IEPL, Mr. Manish Mundra. He said the visit was meant to consolidate the fruitful relationship that has existed between the Navy School and the petrochemicals company.

"I have come to introduce myself to you and your company. My predecessor informed me that our school has a good relationship with your company. I want that relationship to continue.

"He also told me that your company has assisted our school in the past. I also want you to continue to

support us in our quest to transform the school to train our students better," the Commandant said.

Commodore Onaji said that the mandate of the Navy School is to recruit and train students for the Nigerian Navy operations nationwide. "We must train our students effectively to face the challenges of modern security operation. We need the support of corporate organisations like yours to do this properly," he said.

Managing Director of IEPL, Mr. Mundra welcomed him and his entourage warmly and promised that the company will assist the institution by carrying out a project in the school. He said that Nigerian security agencies have been of immense assistance to the company.

Mr. Mundra also informed the Commandant about various remarkable achievements of the company since privatisation and the new projects being embarked upon by the company such as a world-class fertilizer plant and a port terminal at Onne.

The fertilizer plant, he said, would produce 1.5 metric tons of fertilizer per annum; and would help greatly in addressing the fertilizer needs of farmers in Nigeria.

The Managing Director later conducted the Commandant and his entourage around the company's products exhibition room where they were shown so many industrial and house-hold items manufactured with polymer resins.

Indorama-Nigeria products include ethylene, polyethylene, polypropylene, PET resins, PET preform, fertilizers, etc. These products are used as raw materials in various industries including plastics, pharmaceuticals, breweries, paints, breweries, bottling, construction, and house-hold, among others.

Commodore Onaji was full of commendation for the company for impacting hugely on the economy of the country in so short a time. His visit was quite eye-opening to him, he said.

World Environment Day

Experts Lament Poor Attitude to Environment in Niger Delta

Environmental experts including a professor of microbiology at the Rivers State University of Science and Technology (RSUST), Prof. Emmanuel N. Amadi have lamented over the poor environmental attitude of many Nigerians, especially in the Niger Delta.

They spoke at a public lecture organised by Indorama Eleme Petrochemicals Limited (IEPL) to mark the World Environment Day celebration on 5th June, 2015; and ensure that the environment is protected and preserved for future generations.

Prof. Amadi who is a distinguished son of Eleme and guest

speaker advocated that individuals, corporate organisations and government agencies should device better ways of waste disposal and better environmental practices to preserve lives in the area.

“Currently streets in Port Harcourt are full of solid wastes generated in homes, shops, offices and hospitals, and dumped on the streets; and some of them are

medical wastes that are very dangerous to health”.

“All kinds of liquid wastes including human wastes end up in our streams and rivers. Our gutters and neighbourhoods are filled up with *pure water* sachets, nylon bags, plastic bottles and other solid wastes which ought to be segregated and recycled for re-use”.

“All these are very dangerous to



Prof Emmanuel Amadi delivering the lecture while the participants listen with rapt attention.



human health and must be stopped” the professor said.

For instance, Prof. Amadi wondered why an abattoir is currently located beside Ekulu stream along the Eleme axis of the East-West expressway. According to him, the wastes from the abattoir end up in the stream, a situation that is very dangerous to health.

Another health hazard, he said, is the burning of cow skin with used motor tires at the abattoir near the Ekulu stream. The sanitation and environment authorities should do something about this,” he said.

“There is need to sensitize our people in Eleme and the Niger Delta in general about these unhealthy environmental practices and their attendant health hazards so that people can change. We also want government agencies to do their jobs properly,” he said.

Commenting on the United Nations Environmental Programme (UNEP) report which advocated a massive clean-up of Ogoni/Eleme area, the university don stated that the report has not been implemented due to political and selfish interests.

Prof. Amadi called for immediate implementation of the report by the new administration of President Muhammadu Buhari to save the lives of present and future generations.

Other experts who spoke at the event included Mr. Raymond

Enunwaonye, zonal controller at the Federal Ministry of Environment, Port Harcourt; and Mr. Raph Nnam, zonal director of the National Environmental Standards and Regulations Enforcement Agency (NESREA).

Others are: Chief Samuel Oborolo, director in the Rivers State Ministry of Environment; and Mr. Adeyemi Adewale, Rivers State Chairman of the Nigerian Environmental Society (NES) who also represented the National President, Engr. Olu Anda Wai-Ogoso.

All of them commended Indorama-EPL for being an environmentally friendly company and always marking the World

agencies that regulate the environment are only interested in going to companies rather than also taking proactive actions about environmental issues in the communities to save lives.

Chief Ejie Olongwe, Chairman of the Project Advisory Committee (PAC-local) of Indorama Eleme Petrochemicals also thanked the company for organizing the event and called on everyone to “work hard to protect the Eleme environment for us and our children unborn”.

Technical head of IEPL, Mr. A. B. Rao who represented the Managing Director at the occasion said that as a good corporate citizen, the company has good environmental policies and practices to protect the environment and the host communities.

This was collaborated by the head of corporate communications of the company, Dr Jossy Nkwocha, who also called for action from everyone instead of mere words that lead nowhere. “We want action from everyone, individuals, corporate organisations and government agencies,” he said.

The theme of this year's World Environment Day (WED) was “Sustainable Consumption and Production” with the slogan “Seven Billions Dreams, One Planet, Consume with Care!”

Prof. Amadi's lecture at the occasion was titled: “Sustainable Resources Utilization: Dream or Reality in the Niger Delta?”

It was a very successful event.

The theme of this year's World Environment Day (WED) was “Sustainable Consumption and Production” with the slogan “Seven Billions Dreams, One Planet, Consume with Care!”

Environment Day by creating environmental awareness; and bringing experts to discuss environmental issues and finding solutions to them. “This is good corporate social responsibility” they said.

They also spoke on the need for everyone to take necessary actions to keep the environment clean, preserve the ecosystem and save lives of residents of Eleme and entire Niger Delta region.

Many participants at the event however felt that the government



| Raymond Enunwaonye



| Raph Nnam



| Samuel Oborolo



| Adeyemi Adewale



| Chief Ejie Olongwe

Indorama Fertilizer Plant Set for Completion on Schedule!

- Completes State-of-the-Art Control Room
- Achieves 17.5 Man-Hours Without Lost-Time-Injury

The Control Room with world-class monitors



Indorama-Nigeria is quite set to complete its world-class \$1.4 billion fertilizer plant on schedule in December this year. Already, it has completed its state-of-the-art Control Room and other related facilities.

Other critical sections of both Urea and Ammonia sections as well as the cooling towers, DM water plant, water storage tanks, Ammonia storage tank, utility boiler, warehouses and augmentation areas are all nearing completion.

Besides, the company has so far recorded an excellent safety feat of achieving 17.5 million man-hours without Lost Time Injury (LTI). This is quite remarkable for a huge construction, which commenced in April 2013.

The now-completed Control Room is where all the processes of the fertilizer production will be monitored and controlled from. The plant has capacity for 1.4 million metric tons of fertilizers per annum.

A tour of the Control Room area by Indorama-Nigeria Impact Magazine revealed the main Control room, Reck room, Operator Training Simulator (OTS) room, offices, Pantry, Meeting Room, Locker/Changing room, and toilets.

The Control Room is a rectangular shaped room with multiple computers, electronic displays and control panels. This room is preceded by the Reck room comprising switch gears where signals from the plant will first arrive before being transferred to the Control Room.

The Control Room is blast proof, meaning that it is fully protected against fire or any such hazard. The adjoining OTS is meant for training purposes. This is where panel operators are currently being trained.

Indeed, the mechanical completion of the plant is expected by November/December this year. This would be followed with plant test-run in February 2016, explained Uday Chouhan of New Project department who took the magazine on the site tour.

The project director, Mr. U.K. Chatterjee is excited about the great progress of the construction work, especially the completion of the Control Room and the remarkable achievement of 17.5 man-hours without lost time injury (LTI) as at mid-July 2015.

Indorama Eleme Fertilizer and Chemicals Limited (IEFCL), a member of the Indorama-Nigeria Group, is set to deliver a brand-new fertilizer plant to Nigeria, ready for commissioning in the first quarter of 2016.

Indorama Trains 30 Young Nigerian Engineers Overseas for Fertilizer Plant

As part of efforts to build manpower for its upcoming Fertilizer Plant, Indorama Eleme Fertilizers and Chemicals limited (IEFCL), a subsidiary of Indorama-Nigeria, has trained 30 young Nigerian engineers and technicians abroad.

The three-month training took place in India from February 28th 2015 to 1st June, 2015. The team was made up of 21 diploma holders, eight graduates and two team leaders -- Obioma Ebisike of New Project department and Joshi Nair of the Human Resources department.

The training took place at an Ammonia-Urea Complex owned and operated by Krishak Bharati Co-operative (KRIBHCO), Hazira, Surat city, Gujarat State, India. It provided the trainees with an opportunity to actually have a first-hand feel of an integrated fertilizer plant.

It was meant to enhance the knowledge and skills of the trainees to face the task of operating the Indorama fertilizer plant expected to commence production in first quarter of 2016.

The intensive training was handled by experts in Ammonia and

Urea processes. The trainees were rigorously taken through theoretical and practical training in various processes and procedures of engineering, modern machines and equipment technology and innovations.

Murali Mohan of IEFCL told Indorama-Nigeria Impact Magazine that the objective of the training programme is to create a learning atmosphere for employees, providing prime opportunity for them to expand their knowledge base, developing the required competencies in them and eliminating deficiencies in processes and jobs.

According to him, the training would also increase employees' commitment to their jobs and the organization, engender better understanding of job, and make it easier for employees to perform while

reducing accidents.

KRIBHCO is an integrated plant comprising of two trains of ammonia plant and four streams of urea plants. It was established in 1983. It is the largest single location urea plant in India.

Mr. Ebisike said the impact of the training on the trainees can't be over emphasized. "It does not only impact on their capacity to be productive in the operations of the fertilizer plant, it also shows that Indorama has great plans for human capacity development of its Nigerian staff," he said.

Mr. Nair, facilitator of the programme said Management decided to send the trainees abroad because it wanted the trainees to be abreast with new technology in fertilizer production and chemical engineering.



Trainees in India with Operations Director of KRIBHCO Mr. R. K. Aggarwal and Training Manager, Mr. Amarjit Singh.

The Trainees' Reactions

Indorama-Nigeria Impact Magazine interviewed some of the trainees. They were full of excitement for being part of this training. They said the knowledge gained has instilled lots of confidence in them and positioned them to be effective in the plant operations. The interviews are presented below:



"This kind of opportunity is very rare!"--- Promise Chibuzor

The training has exposed me to the practical aspect of chemical engineering. I can now interpret Process Instrumentation Diagram (PID) and Process Flow Diagram (PFD). I can also trace lines and equipment.

Particularly, I was given a distillation process project in the waste water section as a case study and I prepared a presentation on that. It was my first time to be exposed to doing a presentation.

In terms of water process treatment in Urea plant, I can confidently tell you that I now know the process 80%. I can now work in the process plant because of the experience I got over there.

"Personally the training has instilled much confidence in me" --- Ezekiel Nwafor

My experience was quite awesome. Firstly, the training was interesting and secondly it was intensive. It was a serious business. We barely had time for ourselves. It was all training and technical applications. Before we left for the training, theoretically we were sound, but practically, we were nowhere! The training served as a catalyst. What we were taught on the board, we saw it practically.

What you hear, you may forget but what you have seen and participated in can stand the test of time. For example, I learnt about an equipment called reformer but when we got there, we saw the shutting down of the reformer.



We went inside and saw how it was being designed. At that point, we see the processes, the internal chemistry and application and appreciated what we have learnt.

It has exposed me to handle troubleshooting, incase the plant goes off. Personally the training has instilled much confidence in me.



"The training has exposed me" --- Dominic O. Uduemor

The knowledge I gained is just enormous. You know you can only produce Urea from Ammonia, so they have to take us through the fundamentals of producing Ammonia, how it is produced from natural gas and how CO₂ is gotten from the air in our environment.

A critical analysis was carried out in each of the processes involved in the production of Ammonia and Urea. Everything I needed to know about Urea was properly and effectively taught. It was more of practical than class room work.



"It afforded me the opportunity to see new culture, environment" -- Augustine Ukpog

My experience was quite good, it was one of the best life

experiences I had ever had. It afforded me to experience new culture, new environment, and new dishes far from home. It was a total experience different from every other experience I have had so far.

I have learnt how to handle the plant correctly and keep it in good health. You know, the health of the plant is paramount to its productivity. So knowing this would help me become a good plant operator. Also we were taught what to do in case of emergency which has given me full database of what I needed to know.

It has given me courage that where ever I go I can confidently stand before any engineer and operate any plant related to Ammonia. Also, it taught me about inter personal relationship.

"The exposure has killed most of the fears I have in terms of working in a Urea plant," --- Oyeiboh John Umeh

For me it was my first time travelling abroad. I was a little nervous. Especially when we boarded the plane, we spent hours in the air, but thank God we landed safely. And over there, meeting new people, interacting with them were a bit off the track for me.

It was altogether a new environment -- people, cultures, food, etc. And my adapting skill was fast so I was able to adapt with the environment. More importantly, the people there are very friendly.

We were trained in both Ammonia and Urea processes. I gained practically knowledge on how to operate the Urea plant.



The exposure has killed most of the fears I have in terms of working in a Urea plant.

Cont'd on page 20

Colleagues Shower Accolades as Shrivastava Transfers to Indorama-Senegal

It was a rain of accolades on 21st April 2015 as erstwhile Technical Director (TD) of Indorama Eleme Petrochemicals Limited (IEPL), B. K. Shrivastava was accorded a solemn send-forth by top management and employees as he proceeds to Indorama-Senegal to lead a team to revamp the plant there.

Head of Corporate Communications and Special Adviser to the Managing Director, Dr. Jossy

family. He wished him the best in his future endeavours!

Mr. Shrivastava was thereafter presented and decorated with Nigerian traditional attire, a hat to match and a walking stick. He now looked like a newly-crowned Nigerian chief! He was also given an art work.

In his speech, A.B Rao, the new Technical Head, said Mr. Shrivastava has left an indelible footprint in the company's operations. According to him, the TD

best, making sure all the plants were very clean. "Today efficient housekeeping and safety have become our culture," he said. According to him, all the challenges they had in operations were expertly handled through his leadership.

Tetenwi Egere of Electrical department said Mr. Shrivastava was a disciplinarian and mentor par excellence. "He instilled discipline on his team members, and today discipline and punctuality to meetings has become our 'watch word'" he said.

Sylvester Enyinda of Workshop described him as being meticulous in all things. He said the TD impacted positively on him and his team members.

Blessing Jaja of Olefins Plant was not left out in the tributes; he said they had the best operations under his leadership. "Through him, we learnt



Nkwocha set the tone for the event with a rousing citation of Mr. Shrivastava, which showed that he has spent 25 years in the service of the company. He joined Indorama Group in Indonesia in 1990, where he worked in various capacities till 2010 when he was transferred to Nigeria as TD.

According to the citation, in five years in Nigeria, Mr. Shrivastava achieved so much, including leading the team for the 2010 and 2013 turn-around maintenance (TAM) exercises. He was also said to have championed the triple ISO certifications of the company in quality, environment, occupational health and safety; a Sword of Honour, and other international awards.

Dr. Nkwocha described Mr. Shrivastava as a father figure, an engineer of engineers and a highly respected gentleman who would be missed by all members of the Indorama

added innovations in the systems, processes and procedures of operations.

He added that it was through Mr. Shrivastava's efforts that the company won the IMS certification, the first ever in Nigeria; the British Safety Council awards, the International Safety awards twice, the Nigeria Environmental Society award for Excellence, among others.

Ashok Mohapatra, Head of the Polypropylene Plant (PP) applauded Mr. Shrivastava for his wealth of experience and various contributions towards growth of IEPL. "One of his outstanding qualities was team building. He has left behind the 'culture of involving team members in everything,'" he said, adding that "he would be greatly missed by all and sundry but remembered by the impact he made".

Phool Singh, Head of Electrical department stated that Mr. Shrivastava brought safety and house-keeping to its

different operation processes and procedures that have helped the plants to run very smoothly.

After the tributes, Mr Shrivastava responded. He said he was overwhelmed by the speeches. He thanked the company for recognising him and his efforts. He said the successes recorded under his leadership were collective effort of staff and management. He said he appreciated the support and cooperation given to him by all employees and top management.

"Most importantly, I want to thank our Managing Director, Mr. Manish Mundra' our Group Managing Director, Mr. Amit Lohia and our Chairman, Mr. S. P. Lohia for their guidance," he said. He concluded that he was confident that Indorama-Nigeria would succeed in building the largest petrochemicals hub of Africa!

Photo Splash



Managing Director of IEPL, **Manish Mundra** (left) explains a point to Governor of Rivers State, **Chief Nyesom Wike** during his visit to the company recently.



Secretary to Government of Rivers State, **Chief Kenneth Kobani** and the Attorney General and Commissioner of Justice, **Barrister Chinwe Aguma** who were on the entourage of the Governor confer on an issue during his visit to the company



Managing Director, **Manish Mundra**, makes a presentation during the Governor's visit while his team members look on: from right: **Munish Jindal**; **U.K. Chatterjee**; **A. B. Rao**; **Jossy Nkwocha**, **Kendrick Oluka** and **Pradeep Ekka**.



Head of Olefins Plant, **Stoica Ichim** explains a point to Governor **Nyesom Wike** and the Managing Director, **Manish Mundra** and the entourage at the Control Room during the Governor's visit.



Participants at the World Environment Day recite the Environment Pledge. From right: **Surajit Bhattacharyay**, head of Technical Services; **Somnath Kahandal** of New Project; **Stoicalchim**, head of Olefins; **Santosh Awasthi** of Commercial; **Phool Singh**, head of Electrical; **J. C. Jana** of PE Plant.



Group photograph of senior executives of IEPL, top government officials, host community leaders, and the Guest Speaker, **Prof. Emmanuel Amadi**, at the World Environment Day celebration at IEPL on 5th June, 2015

Photo Splash



Some executives of IEPL during the Governor's visit: From left: **Dr. Jossy Nkwocha**, Special Adviser to the MD; **A. B. Rao**, Head of Technical; and **U. K. Chatterjee**, Director of the Fertilizer project.



During the Governor's visit to IEPL: From left: **Munish Jindal**, Finance Director and **Manish Mundra**, Managing Director.



Managing Director, **Manish Mundra**, makes a presentation to Commandant of the Nigerian Navy Basic Training School, Onne, **Commodore Peter Agu Onaji** during his recent visit to the company.



Group photograph of top executives of Indorama Eleme Petrochemicals Limited and the Nigerian Navy Basic Training School, Onne during a courtesy visit of the newly-appointed Commandant to the company.



Group photograph showing Governor **Nyesom Wike** and his entourage with senior officials of Indorama Eleme Petrochemicals, during the recent visit of the Governor to the company.



Group photograph during the visit of the Zonal Director, Federal Ministry of Labour, **Mrs A. U. Akpan** (4th left). Her team included **Prince Iria Isiramen** and **Mrs G. E. Alabila**. They were received by **Pradeep Ekka**, head of Human Resources (3rd from left), **Deba Ajaguna** and **Mrs Eva Onyebuoha**.

IEPL Secures ISO Re-certification for Quality, Environment, Health & Safety!

Bureau Veritas Quality International (BVQI), the world-renowned certification agency, has re-certified Indorama Eleme Petrochemicals Limited's triple Integrated Management System (IMS) for the International Organisation for Standardization (ISO) in Quality (ISO 9001: 2008,); Environment (ISO 14001:2004) and Occupational Health and Safety (OHSAS 18001).

IEPL got its first triple IMS certification in 2012; and became the first Nigerian organisation to win the three international certifications at the same time.

This re-certification followed an extensive repeat audit that BVQI conducted on the company's operations and facilities in February 2015. The new certification is valid till May 2, 2018 when another recertification audit exercise is expected to be conducted.

The audits were carried out in two stages namely documents adequacy as per requirements of all three standards (ISO 9001: 2008, ISO 14001:2004 and OHSAS 18001), from January 12 to 14, 2015, and the second

stage which was the evidences of effective implementation of documented systems and practices in each department including field / plant round which took place from February 16 to 20, 2015.

During the second stage of the IMS recertification audit, Bureau Veritas' four-member team led by Femi Kolawole, a senior lead auditor, did extensive observations, went around all plants and departments and thoroughly examined IEPL's systems, facilities, operations, documentation and evidences of implementation.

It will be recalled that at the closing meeting after the audit, Mr. Kolawole and his team highlighted the serious commitment demonstrated by all plants and departments of Indorama Eleme Petrochemicals towards the audit and implementation of the international standards.

Conveying the good news to the company's staff, A.K Sharma, Head of Quality Assurance & Quality Control (QAQC) department and IMS Management Representative (MR), declared: "We are pleased to inform you that the BVQI has re-certified and

awarded us with all three certifications - ISO 9001: 2008, ISO 14001:2004 & OHSAS 18001. These certificates are valid till 2nd May-2018."

Explaining the import of this feat, Mr. Sharma said further: "These certifications are also endorsed by the United Kingdom Accreditation Services (UKAS), which is the sole national accreditation body recognized by government to assess, against internationally agreed standards, organizations. Accreditation by UKAS means that the certified organization demonstrates its competence, impartiality and performance capability."

As usual, IEPL never rests on its laurels. Mr. Sharma has called on all employees to strive harder as there is always room for improvement, while urging all to maintain the high standards that the company is associated with.

"As we all know that there are always scope for improvements, I would request you to not only maintain high standard of systems and practices for quality, health, safety and environment but also to improve further to achieve many more milestone in the coming years," he said.

Sharma expressed appreciation to top management, head of functions, head of departments and their team members and IMS coordinators for their immense support throughout the process of re-certification.

Nigeria Needs Investors Like Indorama

- Zonal Director, Federal Ministry of Labour

Nigeria needs more Foreign Direct Investors like Indorama in order to create jobs and reduce unemployment tremendously, according to Mrs. O.U Akpan, the South-South Zonal Director of the Federal Ministry of Labour and Productivity.

She said this on June 12, 2015 when she led a three-member team on a familiarization visit to Indorama Eleme Petrochemicals. Other team members included Prince Irialsiramen, a Controller and Mrs. G.E Alabila, an Assistant Chief Labour Officer.

They were received by Head of Human Resources, Pradeep Ekka and his team.

"I am very impressed with so many success stories of this company; we are hoping that with the change in government we are going to be recording more Foreign Direct Investors in the Nigerian economy, because if we have people like you and the kind of investment you have put in place, then the level of unemployment will be reduced tremendously," Mrs. Akpan said.

She described her visit to the company as one for familiarization, commending the company management for meeting with her team despite an obvious busy schedule.

Mrs. Akpan noted that the company and the Ministry should continue to have more positive and productive

interactions. She advised the company to ensure that all labour contractors that it does business with are registered with the Federal Ministry of Labour and Productivity.

She also commended the company for its excellent work of keeping all its stakeholders abreast of its activities using its in-house publication, Indorama-Nigeria Impact Magazine. She described the magazine as very educative, informative and beautifully packaged.

Earlier, Mr. Ekka had made a presentation to the visiting team, where he outlined Indorama's journey in Nigeria and successes recorded thus far.

He said the Indorama-EPL has demonstrated huge confidence in the Nigerian economy by its investment of \$1.2 billion in constructing a fertilizer plant to produce 1.4 metric tons of Urea Fertilizer per annum, with Port Terminal at Onne and 84-km gas pipeline to supply gas to the plant.

Senegal Parliamentarians Visit ICS-Indorama, Commend New Management



Members of the Senegal Parliament and executives of ICS during the visit.

Thirty members of Senegal Parliamentarians for the Good Governance of Mineral Resources visited the newly-revamped Industries Chimique Du Senegal (ICS), now under the management of Indorama Group on 9th June 2015. The delegation was headed by Honourable Mamadou Lamine Diallo, a mining engineer graduate from Ecole des Mines de Paris.

They undertook a tour of the facility, especially Mine area near Dragline Mariaon, led by Messrs Ibrahim Gaye, and Neeraj Gupta. They later discussed with senior management team and express happiness and satisfaction on the progress, improvement and working of ICS-Indorama since its take-over by Indorama in August 2014.

They were very happy to see the operations and progress of the project. The parliamentarians later sent a thank-you letter to ICS for warm welcome and good efforts, which will impact positively on the economy of Senegal.

It is recalled that during the last 30 years, ICS went through cyclical crises with many possible explanations: unfavorable market conditions (weak selling prices, weak dollar, high price of raw materials), weakness of investments, technical issues (failure of a critical equipment), etc.

The company was facing the same situation up to 2014. The company was on the edge of collapsing when Indorama, like a white knight, rescued it in August 2014 after a quick due diligence.

The first thing which became obvious for everybody from the Indorama takeover was that ICS is from now on under strong and skilled hands. And this has restored confidence in ICS-Senegal.

Between September 2014 and the end of first quarter of 2015, almost all the previous important and long standing partners of ICS restarted normal relations with the company.

Apart from that, Indorama

took care of the bottlenecks like power shortage and decided to build inside ICS a power plant. When this plant will be commissioned by end of March 2016, the energy sector will generate revenues for ICS because it will sell power to Senelec, the power company. In parallel, internal procedures are being streamlined.

According to the Director-General of ICS, Mr. Alassane Diallo: "As we see today, the situation of ICS is improving every day in all areas and if a proof is necessary, it is easy to think to the production rate which is close to 60%, the big volume of spares ordered and paid, the raw materials always available, the oil products, etc.

Instead of blocking our sites for getting their payments, today suppliers are rushing for doing sound business with ICS because confidence is back under the guidance of a proactive majority shareholder."

Peace of Mind as Key to Improved Productivity

Peace of mind has a direct connection with improved productivity in the workplace as well as in life generally. This is not just a psychological truism but also one held dearly by the Brahma Kumaris Organisation, a spiritual outfit that shares knowledge globally.

Two of its faculty members conducted a two-day management development programme for selected senior staff of Indorama Eleme Petrochemicals on April 21 and 22, 2015.

The programme, which they described as "management session with spiritual touch" covered four modules namely "Self Awareness and Realization", "Anger Management", "Stress management" and "Positive Attitude for Success".

The first module, "self-awareness and realization" focused on several thought types, concluding that one's future depends on one's thoughts, and urging participants to be solution-oriented to challenges instead of blame-trading.

The anger management module stressed that anger should

be discarded as it portends danger for the individual. Ms. B. K. Gauthemi, one of the facilitators said that anger is our creation, which should not be justified in any way. "Understand that it is really bad, accept it and detach from it", she said.

In the stress management session, Ms Gauthemi explained that stress arises when external pressure exceeds inner resilience. She said this is a major disease factor which has developed into a costly endemic condition.

She explained that stress can be managed by the following ways: altering the stress situation, avoiding the situation entirely, adapting to the situation or accepting any situation that one cannot change.

Participants were further encouraged to see good in every

situation, while not trying to control the uncontrollable.

Ms B.K Sunita, another facilitator stated that the development of virtues and values-based attitudes creates a practical spirituality which enhances personal effectiveness in the workplace and in family life.

Ms Gauthemi said the aims and objectives of the organization are to help individuals re-discover and strengthen their inherent worth by encouraging and facilitating a process of spiritual awakening, which leads to an awareness of the importance of thoughts and feelings as the seeds of actions.

In the module titled "positive attitude for success", Ms Sunita pointed out that the right attitude generates success. However, she explained that success entails many facets such as having the right feeling, knowing that it is a process and not a destination, adding to one's specialties, adding meaning to whatever one is doing and breaking limits and accepting newness and stability in victory or defeat.

In a vote of thanks on behalf of participants, Mr. Xavier Durai, who facilitated the programme expressed gratitude to the faculties and told them that the management of the company appreciates the fact that Brahma Kumaris Organisation offered such impactful management development programme free of charge.

One of the resource persons and participants during the lecture





Negotiation

PRINCIPLES AND SKILLS

Introduction:

Negotiation is a practical subject and a key element of all human relationships and interactions in the workplace and society at large. Due to the differences that exist in people's interests, needs, wants, aims and beliefs, it is inevitable that conflict and disagreement do arise from time to time. Without negotiation, such conflicts could lead to crisis. Negotiation helps all parties to reach an agreement which ultimately strengthens future relations. This is the essence of this article.

So, what is negotiation?

Simply put, negotiation is a process of securing mutual agreement between different parties (each with their own preferences) who have something of interest to offer each other. It is a means by which people settle differences and reach a compromise about divergent ideas or needs while avoiding argument and dispute.

It's also a give-and-take decision making process involving interdependent parties with differing interests, purposes and goals. The major aim of negotiation is to produce mutual agreement, and improve or at least not damage the existing relationship between the parties involved. It is an art, and as such requires some time to learn and master.

Everyone negotiates something every day. Negotiation can be between a buyer and seller, a customer and client, an employer and employee, or even (on a more personal level) between spouses, friends, parents and children. At the corporate level, the collective bargaining process between the workers represented by their union body and the management is a definite form of negotiation.

Types of Negotiation:

Generally, negotiations are of two different types: distributive negotiation and integrative negotiation. In distributive negotiation, money is the main reason for the negotiation. So the parties involved compete over the distribution of a fixed sum of money with the aim of claiming the most value.

It's more like a *Win-Lose* situation where a gain by one side is made at the expense of the other. Example is a seller-buyer bargain process (or haggling) – the seller aims at negotiating as high a price as possible and the buyer aims at low a price as possible, thus the deal is confined to that fixed value only.

In integrative negotiation, both parties cooperate to achieve maximum benefits by integrating their interests or pulling their resources together into an agreement to achieve mutually beneficial results. This is also known as a *Win-Win* negotiation and is the theme of this article.

The collective bargain agreement between staff unions and Management is ideally a type of integrative negotiation. The goal of each side here is not to be overly self-centered, but to create as much value as possible for itself and the other side in order to ensure an enduring long-term and mutually beneficial relationship.

The interests of the parties involved in this type of negotiation are different but not opposite, therefore a high degree of creativity and flexibility is required to reach an outcome.

The negotiation process:

There are different stages involved in the negotiation process. They include:

- The preparatory stage;
- Information sharing stage – discussion and clarification of goals;
- Bargaining stage - negotiating towards a Win-Win outcome; and
- Agreement stage – finalizing the deal

and implementing the agreed course of action.

In the words of Mr. Nyime Oluka, Manager HR/IR, the collective bargain process (Union-Management negotiation) involves “preparing and listing your argument, forming a hypothesis of the other party's position, gathering relevant company and industry-wide data to support your argument and finally selecting the team to embark on the negotiation process.”

During the preparatory stage, the parties involved prepare a list of their demands or interests and gather relevant data to support their argument. These demands are shared with the other parties, and discussed and clarified at the information sharing stage.

In the bargaining stage, the negotiation commences; and once a deal is reached; the next thing is to implement the agreed course of action. Scholars and management practitioners alike agree that setting a limited time-scale for the whole negotiation process will catalyze the process of reaching a deal.

Principles and Skills for Effective Negotiation:

There are some basic principles that govern the negotiation process and skills required by a negotiator for a successful negotiation. I present herewith 10 principles, which are the bedrock of negotiation, and skills below:

1. First and foremost, when negotiating, both parties should work towards a 'win-win' outcome –

that's a situation where both sides feel they have gained something positive through the negotiation process and they both feel their points of view have been taken into consideration. **A win-win result is usually the best result.** To achieve this, compromises must be made by all parties for the greater benefit of all concerned. This is very important because when a negotiation process is approached with the right attitude, it reduces the pressure for both parties and creates a friendlier atmosphere.

2. Another key principle of the negotiation process is good listening skill. A good negotiator must be able to listen attentively to understand the position and argument of the other party in order to find out what the party expects from the negotiation process. In the process of listening carefully, you will be able to ask the right questions and also hear the corresponding answer. Remember, when disagreement takes place it is easy to make the mistake of saying too much and listening too little. Each side should have an equal opportunity to present their case and be heard too.
3. Thirdly, a good negotiator must be very patient. Negotiations can be really daunting and time consuming, so a good negotiator should not be so much in a hurry to close the deal in his favour; this can lead to impatience and loss of self-control resulting in anger, lack of concentration and ultimately derail the process. Remember, negotiation is not an arena for the realization of individual interests alone; it should result in a win-win outcome, so you need to patiently

follow through. To support this, Mr. Oluka also said: "You need limitless patience in negotiation."

4. Furthermore, negotiation should be based on verifiable data not false information and emotional outburst; as such a good negotiator must be a good researcher. The more knowledge you possess of the issues in question, the greater you can effectively participate in the negotiation process. In other words, good preparation is essential before entering into any negotiation. Relevant company and industry-wide data should be sourced from credible sources.

7. A good negotiator should be confident while presenting his arguments but NOT arrogant. Confidence gives a sense of sureness to your points and positions, and easily gets the other party to listen to you; but arrogance will only engender antagonism and ultimately hurt the parties involved.
8. Negotiators should also strive to create a better working relationship between the parties involved at the end of the process; or at least not damage the existing relationship. Therefore negotiators should have good interpersonal skills to relate well and be mindful of improving future interactions.

In integrative negotiation, both parties cooperate to achieve maximum benefits by integrating their interests or pulling their resources together into an agreement to achieve mutually beneficial results.

5. A good negotiator must be analytical and creative as negotiation is based on analysis of current situation and trends of relevant indicators within the industry. Creativity is also required to craft reasonable and practicable solution that will result in a win-win situation for both parties, because ultimately, negotiation is about winning.
6. Negotiation, also, should be based on achieving a long-term mutually beneficial outcome, as against short term one-sided gain. For this reason, a good negotiator will always look at the bigger picture and have a long-term focus in stating and projecting his demands / interests; and also focus on the general good of all parties involved rather than personal short-term gains.

9. Negotiators should also have *Empathy* – that is, the ability to understand and share the feelings of another. This will help the negotiator to put himself in the situation of the other party to really understand his position and exploit grey areas to make reasonable offerings that can benefit all sides.
10. Lastly, a good negotiator must have the self-will to know when to walk away – that is, accept the offering of the other party. Not all negotiations will go on smoothly and definitely not all negotiations can be pushed to achieve a win-win situation. In such cases, it's simply good to walk away, but it is even better to know when to walk away to avoid harming existing relationship. Even though it is expected to enter a negotiation with a mindset to win, you should also know when to walk away, instead of insisting on winning the negotiation at the expense of bettering the rapport between the parties.

Cont'd from page 12 Indorama Trains 30 Nigerians

"The training has exposed me to new technology, new equipment!"

Our training in India was an exciting one. At first when we arrived, we were busy trying to adapt to weather and environment. The people we met were quite friendly. It was a wonderful experience indeed.

The training exposed me beyond my imagination. Before we left for the

training we were already being trained here but it was based on theory. But while in India, we saw all of it, different types of machines, equipment, compressors. We operated these machines under our tutors' supervision.

I have now known the production processes of Urea fertilizer. Now I can operate equipment and machines in my field.



Emmanuel Onwuzurike



Borrowing and Sorrowing!

Borrowing or taking a loan has advantages and disadvantages. Individuals or organisations may borrow to finance a project or business transaction. This is good for the economy or society because such a project could create employment and wealth and ultimately generate the funds to pay back the loan. It is good for companies to borrow to energize the economy.

However, this article is focused on those loans that are taken merely to finance one's high-profile lifestyle, worldly pleasures and non-commercial ventures; and are usually tied to one's salary for repayment. Sometimes the borrower's car, certificate, house or land is mortgaged; and forfeited if re-payment schedule is not met.

Sadly, most of those loans are taken at 25 – 30% interest, which usually multiply the principal sum. This is the kind of loan or borrowing that brings sorrow when the time for repayment comes.. As the scripture puts it, he who goes borrowing, goes sorrowing!

Some people have a habit of borrowing and piling up debts on themselves. They borrow for almost everything --- buying a new car, paying school fees, paying rent, going on holidays, changing their wardrobe, paying back another bad loan, among

others. Wise people borrow only when it is very necessary, and they make plans to repay the loans quickly.

In the workplace, some people borrow so much that they are usually in sorrow at month-end. Their salaries can no longer be enough for them. Some banks and co-operative societies may be blamed for dangling loans before employees, and using the opportunity to fleece them of their poor income. Employees should beware! As the bible says, the borrower is slave to the lender!

There are six major reasons for this habit of much borrowing.

- **Impatience:** Many people are impatient in life and usually want to achieve in one year what they ought normally to achieve in five years. It may be good to have high ambition for success, but too much borrowing to achieve success is not good enough.
- **Lack of contentment:** This is the fore-runner of covetousness. Many people are never satisfied with what they have. They always desire more and more, especially when they cannot afford such things.
- **Living above one's income:** In most cases, people who are habitual borrowers do so because they live above their legitimate

income. They want to be seen as big guys and gals; they want to impress or intimidate other people.

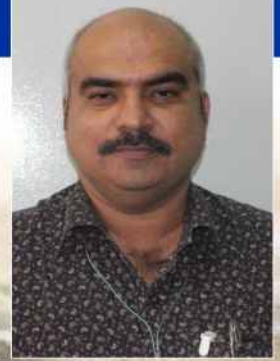
- **Borrowing for pleasure:** Habitual borrowers usually do so to finance their worldly pleasures as I said earlier. They hardly have any investment for tomorrow. They live from hand to mouth. They are always complaining of not having money, yet they live big!
- **Can't differentiate between need and want:** As we studied in economics, there is a difference between "need" and "want". Many people can't make this distinction. They mistake their "wants" for their "needs". The result is borrowing to meet up their many wants!
- **Poor income:** I agree that many people also borrow because of poor income. They live below standard or average. This is an unfortunate situation of poverty, especially low income earners who want to meet the basic needs of life.

When borrowing becomes a habit over time, it becomes difficult to break away. It then translates into character which ultimately affects one's destiny. Infidelity on the borrower's part (that is inability to pay back the loan), usually attracts embarrassment from the lender, thereby making the borrower a servant of the lender.

How to stop borrowing and sorrowing:

1. Make a pledge to yourself that you would stop further borrowing for pleasure.
2. Borrow only when it is necessary to finance a business or project.
3. Try and live within your income by cutting down on unnecessary lifestyle.
4. Seek a better-paying job if income is very low and can't meet the needs of the family.
5. Imbibe a saving culture. Save a percentage of your salary every month for the rainy day.
6. Keep away from bad advisers or friends who usually draw you into this bad habit of habitual borrowing.
7. Don't fall into the trap of banks and other lenders who would always hold you to ransom to repay the loans.
8. Slow and steady wins the race! Make haste slowly. Don't be over-ambitious.

My prayer is that you should not sorrow anymore! Say 'NO' to further bad loan. From today, don't be slave to any lender!



WORDS *of* WISDOM



We change the world not by what we say or do, but as a consequence of what we have become." --- **Dr. David Hawkins**

2. "The state of your life is nothing more than a reflection of your state of mind." --- **Wayne Dyer**

3. "Emptiness is a symptom that you are not living creatively. You either have no goal that is important enough to you, or you are not using your talents and efforts in a striving toward an important goal." --- **Maxwell Maltz**

4. "Determination gives you the resolve to keep going in spite of the roadblocks that lay before you." --- **Denis Waitley**

5. "What we love we grow to resemble." --- **Bernard of Clairvaux**

6. "As we are liberated from our own fear, our presence automatically liberates others." --- **Nelson Mandela**

7. "Every really new idea looks crazy at first." --- **Abraham H. Maslow**

8. "Making the simple complicated is commonplace; making the complicated simple, awesomely simple, that's creative." --- **Charles Mingus**

9. "Often the difference between a successful man and a failure is not one's better abilities or ideas, but the courage that one has to bet on his ideas, to take a calculated risk, and to act." --- **Maxwell Maltz**

10. "All who have accomplished great things have had a great aim, have fixed their gaze on a goal which was high, one which sometimes seemed impossible." --- **Orison Swett Marden**

11. "All achievements, all earned riches, have their beginning in an idea." --- **Napoleon Hill**

12. "A real decision is measured by the fact that you've taken a new action. If there's no action, you haven't truly decided." --- **Tony Robbins**

13. "All of us need to grow continuously in our lives." - **Les Brown**

14. "Most of us have far more courage than we ever dreamed we possessed." --- **Dale**

Carnegie

15. "Chase your passion, not your pension." --- **Denis Waitley**

16. "Expect the best. Prepare for the worst. Capitalize on what comes." --- **Zig Ziglar**

17. "The ability to discipline yourself to delay gratification in the short term in order to enjoy greater rewards in the long term is the indispensable prerequisite for success." --- **Maxwell Maltz**

18. "A goal is a dream with a deadline." --- **Napoleon Hill**

19. "Honor your commitments with integrity." - -- **Les Brown**

20. "Do the hard jobs first. The easy jobs will take care of themselves." --- **Dale Carnegie**

21. "Courage means to keep working a relationship, to continue seeking solutions to difficult problems, and to stay focused during stressful periods." --- **Denis Waitley**

22. "We cannot live only for ourselves. A thousand fibers connect us with our fellowmen; and along those fibers, as sympathetic threads, our actions run as causes, and they come back to us as effects." - -- **Herman Melville**

23. "Be faithful in small things because it is in them that your strength lies." --- **Mother Teresa**

24. "I live in the present. I only remember the past, and anticipate the future." --- **Henry David Thoreau**

25. "Our self-image, strongly held, essentially determines what we become." --- **Maxwell Maltz**

26. Shoot for the moon. Even if you miss, you'll land among the stars." --- **Les Brown**

27. "If you want to conquer fear, don't sit home and think about it. Go out and get busy." --- **Dale Carnegie**

28. We don't see things as they are, we see them as we are." --- **Anais Nin**

29. "There are two ways of exerting one's

strength: one is pushing down, the other is pulling up." --- **Booker T. Washington**

30. "Nobody grows old merely by living a number of years. We grow old by deserting our ideals." --- **Samuel Ullman**

31. "There are no extra pieces in the universe. Everyone is here because he or she has a place to fill, and every piece must fit itself into the big jigsaw puzzle." --- **Deepak Chopra**

32. "Entrepreneurship is a state of mind, a cando attitude, a capacity to focus on a vision and work toward it." --- **Barry Rogstad**

33. "Man maintains his balance, poise, and sense of security only as he is moving forward." --- **Maxwell Maltz**

34. "If you take responsibility for yourself you will develop a hunger to accomplish your dreams." --- **Les Brown**

35. "The person who seeks all their applause from outside has their happiness in another's keeping." --- **Dale Carnegie**

36. What I think about, I bring about. The thought of success will foster success. The thought of love will foster love. The thought of security will foster security. What am I thinking about today? --- **Rita Davenport**

37. "Our life's journey of self discovery is not a straight line rise from one level of consciousness to another. Instead, it is a series of steep climbs and flat plateaus, then further climbs. Even though we all approach the journey from different directions, certain of the journey's characteristics are common to all of us." --- **Stuart Wilde**

38. "We are not permitted to choose the frame of our destiny, but what we put into it is ours." -- - **Dag Hammarskiold**

39. "Freedom is actually a bigger game than power. Power is about what you can control. Freedom is about what you can unleash." --- **Harriet Rubin**

40. "The easiest success measurement tool is a simple question. What did you do today to move forward? The easiest project plan on earth is also a simple question. What will you do tomorrow to move forward? At the end of each day, document your success and design your next move." - **Rich Di Girolamo**



IEPL Bids Warm Farewell to Naresh Kher, HOD Environment

Mr. Kher (with bowler hat) with colleagues, officials of NESREA and other stakeholders.

Indorama Eleme Petrochemicals Limited has bid a warm farewell to the amiable Naresh Kher, who until his resignation was head of department (HOD), Environment.

In a farewell get-together organised in his honour on May 8, 2015, many staff of the company's various departments --- Environment, Fire & Safety, Corporate Communications, Human Resources, Administration, PPUO, New Projects, Medical, etc and management representatives celebrated the times spent working together with a man so beloved by many.

External stakeholders who were also on hand to honour Mr. Kher included representatives of National Environmental Standards and Regulations Enforcement Agency (NESREA), Rivers State Environment Protection Agency, as well as Engr. Olu Wai-Ogosu, National President of the Nigeria Environment Society (NES).

James Saloka of Environment department opened the tribute galore with a citation of Mr. Kher, his direct boss, describing him as a highly professional environmentalist, a proactive manager, and one who has helped the company to win laurels in the area of efficient environmental

management.

A.K Sharma, head of function, QAQC, lauded Mr. Kher's immense contributions in winning the International Standard Organisation (ISO) awards. "He was usually cooperative and committed to his work," he said. Mr Sharma who represented top Management at the event added that the celebrant was always calm and focused.

Ibiene Iwuoha of NESREA acknowledged that during Mr Kher's tenure, he drove the company's willingness to comply with all environment regulations and standards. She was accompanied by Deborah Dasimaka and Victor Odiba.

Engr. Wai-Ogosu commended Mr Kher for his good listening ability, stating that no one can manage well if he does not listen well. "That is why he has good relations with international and external stakeholders," he said.

On his part, H.S Sircar, head of function, HSEF, said Mr Kher could best be described as a perfect gentleman, explaining that Naresh wasn't retiring from IEPL based on age,

or tired of staying in Nigeria, but because he needed to be closer to his family in order to bring up his only son uprightly.

Orieji Uduma of HR department, J.R Patel of Bagging, Nitin Nakhede of Olefins, Suleiman Yusuf of HSEF and others who spoke, stated that Mr. Kher left a good legacy and wished him well in his future endeavours.

In his response, Mr Kher thanked IEPL staff for their support in helping to achieve the company's environment objectives. He expressed appreciation to Nigerians for the hospitality extended to him throughout his stay in Nigeria, adding that he was leaving with great memories from Nigeria. He requested for the same support to his successor.

Highlight of the event was the dressing-up of Mr Kher in Eleme traditional attire and presentation of souvenir to him; and an award of "Best Environmental Practice/ Friendly Manager 2014/2015", presented to him by Nelezz Worldwide, who are consultants to the Rivers State Environment Protection Agency.

The event closed with hearty singing of the classic "He is a jolly good fellow" song!

Uniqueness of Traditional Marriage in Eleme

Family is a very important part of the African way of life. Therefore, the process of building families, through marriage, is serious, elaborate and stylish.

In Eleme, the home to Indorama Eleme Petrochemicals and many top corporate organisations, the traditional marriage process is unique, with trappings of the ancient sophistication of Eleme cultural heritage.

Research by this magazine shows that the Eleme traditional marriage is quite colourful and every young man or girl from the community looks forward to a day when he or she would be decorated in the traditional attire to marry his or her heartthrob.

Former Miss Mmiofa Splendour Nwosu is one such example. Her traditional marriage on June 21, 2015, to Amadi Saloka followed all the uniqueness of Eleme culture.

According to the book, *The Complete History of Eleme*, authored by late Chief Obo Osaro Ngofa, traditional marriage in the town

involves a long process of six stages starting from the “*Mmiebina Owa*” which is the initial inquiry made to the father of the girl to inform him that his daughter has been chosen for marriage.

This is the stage where the in-laws get the green light to go ahead to other stages of the marriage process, and ensures that no other marriage enquiry is entertained by the girl's family.

Second stage is the knocking on the door called ‘*Oko Oborun Otor*’. This is the first serious engagement for any person intending to get married. This is followed by “*Ojaonu*”, at which the mother of the girl requests the intending groom to come on a particular day for a “minor but significant ceremony” that permits the man to eat in her house.

Another stage called “*Mmi*

Nten” follows. It involved a special drink offering being made to the father and mother of the girl. This would consist of palm wine, gin, soft drinks and beer. Also an agreed amount of money is given to the parents as dowry.

The “*Ofula Echiowa*” is the bride price negotiation and paying stage and this takes place in the family hall of the girl's father. All other things done before now are mere preliminaries. After this stage, the main phase of the marriage process will then be ushered in.

The marriage process concludes with the “*Osinchiri*” where the bride is decorated in a special costume for the bridal dance at the central playground, where the bride is showered with gifts by her parents, husband, friends and well-wishers.

It is also at this event that the groom (husband), also dressed in traditional Eleme attire, is unveiled to the public ---- followed with a traditional couple dance, and spraying of money by their admirers!

The traditional marriage ceremony involves a lot of merriment -- eating, drinking and dancing. Local masquerades, drummers, singers and dancers are always on hand to add flavor to the event. It is also a time to showcase the foods and cultural music of the Eleme people.

In most cases, the bride, fully dressed as a princess, and expected to be a virgin (at least in the olden days!) follows her husband home to enjoy her first night of marriage!

This process, according to Ngofa, involves the traditional ruler and his chiefs, the priest and members of the girl's family and elders and representatives of the prospective bridegroom's family.

The Eleme traditional marriage is indeed unique!



At a recent traditional marriage in Eleme!

PE Bagging Staff bid Farewell to Sampson Dumofagha at Retirement

There is a time for everything under heaven, a time to plant and a time to reap, says the holy book. So it is for Sampson Dumofagha of PE Bagging department. It was time to retire, having served the company meritoriously and attained the age of 60.

His colleagues and bosses gathered at the conference room of PE Bagging on May 7th 2015 to bid him sweet farewell. One speaker after another, they all spoke well about the diligence and work associated with Mr. Dumofagha.

J.R. Patel, head of the department congratulated him for a career successfully completed. He said it was a thing of pride to work for a company for many years and bow out honourably.

He described him as one who has the interest of the company and colleagues at heart. He added that the retirement would afford him the opportunity to

spend quality time with his family and wished him the best in his future endeavours.

On his part Lawrence Opusunji, another senior member of the team said he was privileged to have worked with the celebrant for 16 years. He described him as a team player, an exemplary leader who inculcated the spirit of hard work to his colleagues and subordinates.

"I worked with him in NAFACON before we came over to IEPL. He has always been enthusiastic and committed to his job; a friend of all," he said.

Loveday Lale, also a member of the department, said Mr.

Dumofagha was the first person to retire from the department; and has laid a good example for them to follow. Another colleague, Eminatedoki Ibim said the celebrant was loved by all. "We are not just going to miss a colleague, but a father, an adviser and a mentor," he said.

In his response to the tributes, Mr Dumofagha said: "I feel so happy that I am retiring honourably and in good health. I am very grateful to management for giving me opportunity to work in this company' and to my boss and colleagues for supporting me all these years."

He prayed for God to continue to bless the company and the workers. Thereafter, there was light refreshment to celebrate the retirement; and prayers to commit him into the hand of God in his future endeavours.



Mr. Dumofagha (arrowed) surrounded by friends and colleagues at the party.



Mr. **Womadi Ovunda Chile** of Instrumentation dept with his wife and a relation at dedication of their son **Womadi Obed Manuchimso** at Christlinks Intl Church, PH.



Engr. **Wai Ogosu**, President, Nigeria Environment Society handing over a souvenir to **Mr. Naresh Kher**, former HOD Environment during Send-forth in his honour.



Mr. **Ejje Olukpe** and his family dedicated their son **Master Salvation** at Mount of Brightness Ministries, Eelenwo, PH.



Mr. **B.K Shrivastava** receives a souvenir from IEPL executives at a send-forth in his honour.



Comrade **Amadi Saloka** of PE Plant and his wife, **Splendour** during their wedding recently.



Colleagues of retiring **Sampson Dumofagha** of Bagging dept in joyful mood at the send-forth.

OBITUARY

Late **Ngei Alali**, until his death on July 16, 2015, worked in the Engineering Department. May his soul rest in peace!



Mr. **J. R. Patel**, head of Bagging and other managers presents a gift to Mr. **Dumofagha** at his send-forth.

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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