

Indorama is making Nigeria Proud
- House of Reps' Comm.

Indorama Recruits 78 for Graduate Engineering Trainees Prog.

INDORAMA FERTILIZER SHINES IN TURKEY AND MALI

HEALTHCARE Childhood Asthma

INDORAMA - NIGERIA

IMPACT

Quarterly In-House Magazine of INDORAMA-Nigeria
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INDORAMA POLYMER

Huge Impact on Nigeria's Industrialisation and Economy!



Message from the MD



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

Dear All,

The First Quarter of 2020 has come and gone. There were so many challenges but I am happy to note that our Team-Nigeria has been quite focused and resilient. On daily basis, we are surmounting various difficulties and are moving forward steadily. We will not relent in our efforts in innovating our systems and procedures to keep our heads above water in these turbulent economic times.

I am happy that our Corporate Communications Team is focusing attention on Indorama Polymer in this edition of the Magazine. Their major interest is the contributions of Indorama petrochemicals products on the economy of Nigeria in terms of supply of essential raw materials to industries, job creation, revenue generation for government, import substitution, foreign exchange saving, corporate social responsibility, community development, among others.

From the report, it is quite clear, how Indorama Polymer impacts very positively on the growth of Nigeria's Gross Domestic Product (GDP).

Besides Polymer production, our Complex continues to be a beehive of activities. Construction work on our \$1.2 billion Train-2 Fertilizer Plant is progressing as scheduled. Billed for completion and full commissioning in 2021,

its capacity will bring Indorama's fertilizer production capacity to 3 million metric tons of Urea per annum. This is a huge FDI and another enabler of the Nigerian economy.

Our Train-1 Fertilizer Plant is, of course, running smoothly but would soon be shut down for our scheduled maintenance.

I call on all our Team members to remain hard-working and result-oriented. Let us redouble our efforts to achieve our targets and projections. I thank everyone for all your support in helping us to achieve goals in spite of festering challenges. Let's move with hope and determination into Quarter Two of 2020.

God bless you all.

MANISH MUNDRA
Managing Director /CEO Africa



Re: 4th Quarter 2019 Indorama's IMPACT Magazine

I am directed to acknowledge the receipt of the 4th Quarter 2019 edition of your IMPACT Magazine. I am further directed to convey the appreciation of the Director General on your continuous relationship and partnership with the Office. The DG highly appreciates your efforts in keeping the Office abreast of your activities that contribute to the growth of the Nigerian Economy. Please accept the assurances of the Director General's warm regards at all times.

- N.C. Orji

For: Director General, National Office for Technology Acquisition and Promotion

Re: Indorama-Nigerian IMPACT Magazine

I am directed to acknowledge with thanks the receipt of your new edition of Indorama-Nigeria IMPACT Magazine to the Agency. Please accept the Assurances of the Director General's warm regards.

- Anunobi Ramond

*Head, Research & Information Management (RIM)
For: Director General/CEO, National Environmental Standards, Regulations & Enforcement Agency*

Letter of Acknowledgment

This is to acknowledge with appreciation the receipt of copies of your "Indorama-Nigeria IMPACT" magazine. These publications contain educative and information articles relevant to the research needs of the faculty. Thank you for your kind donation, and please accept the warm regards of the Director-General.

- Florence Adejumo

*Deputy Institute Librarian/Head, Acquisitions
National Institute for Policy and Strategic Studies
Kuru, Nigeria*

Re: Indorama's Excellent Maintenance Culture and 4th TAM

I am directed to acknowledge your very rich and informative IMPACT Magazine, Oct-Dec, 2019 edition sent to the Hon. Chairman of our Committee. I am further directed to appreciate and commend you on the excellent maintenance culture at Indorama Eleme Petrochemicals Ltd that culminated in the 4th TAM, and hope that other organizations in Rivers State would copy your good example. Please, accept the assurance of the highest esteem of the Chairman and Members of the Committee.

- Phimia, Zaga

*Clerk, Environment Committee
Rivers State House of Assembly*

Re: INDORAMA'S IMPACT Magazine

Compliments of the season and warm greetings from Port Harcourt Chamber of Commerce, Industry, Mines and Agriculture (PHCCIMA). We wish to acknowledge receipt of your Oct-Dec; 2019 edition of Indorama's Impact Magazine which focused on the 4th Turn Around Maintenance (TAM) of the production plants, projecting the company's excellent maintenance culture. Please accept our warm regards and assurances of PHCCIMA.

- Chief Nabil Saleh, JP, FIMC, NPOM

*President, PHCCIMA
Port Harcourt Chamber of Commerce, Industry, Mines and Agriculture.*

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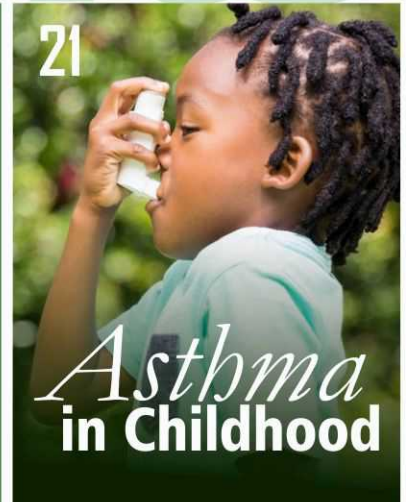
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Editor's Note

As usual, our current edition of **IMPACT** magazine is loaded with various activities in Indorama-Nigeria -- fully covered and reported in elevated style. There are also articles on a variety of subjects for the reader's delight.

The Magazine opens with a report of the visit of members of the House of Representatives' Committee on Privatisation and Commercialisation. They stated that Indorama is making Nigeria proud with its world-class operations and products.

Officials of the Federal Ministry of Agriculture also visited to assess the level of operation of Indorama Fertilizer plant. They said they were quite impressed with what they saw. Officials of the Department of Petroleum Resources (DPR) also came calling – to determine whether or not to renew

the operational license of the company. They also said they were impressed.

The Cover Story of the Magazine is on the impact of Indorama Polymer on Nigeria's industrialisation and economy. The report is an opener of the huge contributions of Indorama petrochemicals products on Nigeria's GDP growth. The story is detailed and rich in content.

Our article on Child Asthma will be beneficial to everyone. Please enjoy the Magazine and send us your feedback.

Jossy Nkwocha, Ph.D. FNIPR
Head, Corporate Communications
INDORAMA-NIGERIA GROUP

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Indorama Nigeria
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"INDORAMA IS MAKING NIGERIA PROUD"

– House of Reps' Committee

The House of Representatives Committee on Privatization and Commercialisation has declared that Indorama-Nigeria is making the country proud with its world-class operations and high quality petrochemicals and fertilizers.



Mr. Munish Jindal, CEO, Indorama Fertilizer (standing) making a presentation to the House of Reps' members led by Hon. Kolade Akinjo (sitting 1st left). Other members and Indorama Executives watch with rapt attention.

According to the Chairman, Hon. Kolade Akinjo, Indorama has put Nigeria on the global map with its products exported around the world with the inscription – "Made-in-Nigeria!"

Hon. Akinjo made the comment on Friday, 6th December, 2019 when he led members of the committee on oversight visit to the company. Other members of the committee included Hon. Uzoma Nkem Abota, Hon. Timehin Adelegbe, Hon. Ado Sani Kiri and Hon. Musa Umar Garo.

The chairman noted that the continued success of "Indorama proves that government should not be directly involved in managing businesses but should establish guidelines and policies that will encourage private sector operators to

thrive."

Hon. Akinjo assured that the Committee is willing to support the company to ensure continuous success, adding that since the Bureau of Public Enterprises (BPE) has presented a certificate of discharge to the company for successfully accomplishing the post-purchase agreement entered with the federal government at the point of privatization, it is appropriate for the House to also free the company from its oversight schedule.

The House of Representatives' team was received at the company Board Room by Mr Munish Jindal, CEO of Indorama Fertilizer, leading other members of the company's management team including Mr. A.B Rao – Technical Head; Dr. Jossy Nkwocha -- head of Corporate Communications; Mr. Felix

Okeke -- Technical Assistant to the Managing Director; Ibiosiya Lawson – Plant Shift Superintendent; Deepak Sonaware, and Bashir Mohammed of Safety department.

In a detailed presentation to the guests, Mr. Jindal highlighted Indorama Group's global presence, the company's growth trajectory since privatization, pointing at its strategic presence and market leadership in-country and beyond.

He highlighted the contributions that Indorama has made and is still making to the industrialization of the country as well as the socio-economic wellbeing of the people via supply of raw materials, employment opportunities, boosting government revenue, technology transfer, among others.

Mr. Jindal informed the guests of the ongoing construction of Train-2 of the company's fertilizer plant, which, he said, is going on schedule and will further create employment and enhance the country's crop production and food security.

The presentation also emphasized Indorama's good relationship with its host communities which is oiled by regular signing and upholding the contents of mutually agreed Memorandum of Understanding (MoU) between both parties, and its robust Corporate Social Responsibility (CSR) projects that promote development in the communities.

The Committee members said they were quite impressed with Indorama and its strides, which are impacting positively on the economy and image of the country.

"We are quite impressed with your fertilizer operations!"

– Officials of Federal Min. of Agriculture tell Indorama

Top officials of the Farm Input Support Services (FISS) department of Federal Ministry of Agriculture and Rural Development (FMARD), Abuja have commended Indorama Fertilizer Limited (IFL) for optimal production and supplies of adequate Urea fertilizer to farmers across the country.

We are quite impressed with your fertilizer operations and supplies to farmers; we commend your company" said Dr. Umar Mohammed, an Assistant Director, who led a team of FISS officials who were on assessment tour of the company "to ascertain current inputs production and supply situation at prevailing market prices".

Two other members of the team were: Mrs. Oshadiya Abiola Adenike, a Principal Agricultural officer and Mr. Lawal Babafemi Ayodele, a Chief Agricultural Officer.

The visit took place on Wednesday, 12th February 2020 inside the Indorama Complex. They were hosted in the QAQC conference room. Indorama-Nigeria executives that received the FISS team

included Dr. Jossy Nkwocha, head of Corporate Communications; Mr Balaji Rao, head of IFL Safety department; Mr. Sunil Kumar Jain of IEFCL Operations and Mr Olasinde Osunba of IFL Abuja office.

Dr. Nkwocha, in a brief welcome remark, said the company was happy to host the officials and assured them that Indorama was ready to cooperate with them on their assignment.

Mr. Rao thereafter made a presentation, starting with an audio-visual safety briefing about Indorama. He went on to explain how IFL gets gas (feedstock) from Agip Oil as well as the fertilizer production processes up to the loading operation.

Mr. Balaji further explained that Train-1 of world-class Indorama fertilizer plant produces 1.5 million metric tons of Urea fertilizer per annum. According to him, with the addition of Train-2 now under construction and ready for commissioning in 2021, Indorama's productions will total 3 million metric tons per annum.

The officials were later taken on a facility tour of the fertilizer plant. At the Central Control Room, Mr. K.K. Singh explained how all the activities inside the fertilizer plants and units are monitored through the control room processes. The team also visited the Ammonia plant.

The officials were later taken to the Bagging section, where the Shift engineer, Mr. Olisa Innocent briefed the FISS team on the procedures and methods for perfect bagging and weight accuracy. The team also saw the filling, sealing and loading processes.

Back to the QAQC Conference room, Dr. Umar Mohammed made the closing remarks, which was a huge commendation of Indorama Management for innovative management style, optimal production and effective supplies of fertilizer to farmers and blending plants across the country.

He also sought to know the challenges the company was facing to enable the FISS department to intervene accordingly. In response, Dr Nkwocha said: "our major challenge is getting enough gas to keep our production running".

"We are satisfied with all we've seen; we encourage your Management to keep up the good work. If they do, Indorama will not be forgotten in the history of Nigeria," he said. In a Vote of thanks, Mr Rao thanked the team for their kind words of commendation and encouragement, assuring them that IFL will not relent in its efforts in making Nigeria's fertilizer hub of Africa.

Group photograph of the Executives of Fed. Ministry of Agriculture and Indorama. Dr. Umar Mohammed (3rd from right) led the delegation. He is flanked on the left by Dr. Jossy Nkwocha, Mr. Balaji Rao (all of Indorama) and others.



DPR Inspects Indorama Plants and Facilities for License Renewal!

“We are here to carry out comprehensive inspection of plants and facilities of Indorama Petrochemicals Limited (IPL) and Indorama Fertilizer Limited (IFL),” Mr. Shehu Mohammed announced. The 5-member team also included Okechukwu Nwankwo, Solomon Olu, Osifo Paul and Paul Akpana who is the resident DPR officer.

fertilizer plant. He said the inspection is to determine Indorama's level of compliances with DPR's relevant guidelines and procedures, to ascertain the integrity of Indorama's facilities.

According to him, the comprehensive inspection and satisfactory evaluation are pre-conditions for the renewal of the operational licenses; as well as to raise new action items and recommendations for improving compliance and collaboration between both parties.

He went further to request documentary evidence of the company's policies and practices on safety, health and environment. All documents were provided as requested by the DPR team.

Thereafter, the DPR officials embarked on facility tour and inspection of the various plants. At the closing meeting on 6th December, Mohammed said the team was quite impressed with the operations and facilities at Indorama.

“Personally, and indeed as a group, we are quite impressed with the high level of compliance from Indorama.

We commend Indorama for the integrity of its facilities. We will make appropriate recommendations as to the renewal of your two operational licenses,” he said.



Dr V. K Pandey of QAQC Department conducts the DPR officials round the Indorama Petrochemicals Product Display Room

They are top officials of Department of Petroleum Resources (DPR) on a two-day facilities' inspection for the renewal of licenses-to-operate to the two plants owned by Indorama-Nigeria. The inspection was on 5th and 6th of December, 2019.

On arrival on Thursday, 5th December, the team was received at the QAQC conference room by top management of Indorama-Nigeria including Mr. A.B Rao – Technical Head; S.B Sagdeo

– Head of Function, Engineering; P.J.S Bajwa – head of operations, Fertilizer plant; and Vivek Sharan, head of Logistics.

Others were Dr. Jossy Nkwocha – head of Corporate Communications; Ashok Mohapatra – head of Polypropylene Plant; Dr. Mahendra Jain – head of Environment; Pradeep Pawar, head of Safety; Mr Innocent Kpeden, Mr Bashir Mohammed, Sanjay Sryadan and Swapan Kumar Das.

A major highlight of the opening ceremony was a PowerPoint presentation on various aspects of Indorama operations namely feedstock (gas) supplies; production; health, safety and environment (HSE), Corporate social responsibility (CSR); community development initiatives; etc.

Mohammed, the DPR Team leader also took time to explain the scope of the inspection, covering all aspects of the operations of both the petrochemicals and

Group photograph of the DPR Team led by **Mr Shehu Mohammed** (5th from left on front row) and Indorama Fertilizer Team led by **Mr. S.B Sagdeo**, HOF Engineering (4th from right) and **Mr P.J.S Bajwa**, Head of Fertilizer Plant.



Immigration Service Commends Indorama-Nigeria for Positive Impact on Nigeria



Mr Sadiq Shehuri, Owerri Zonal Controller (2nd from left) receives Indorama corporate souvenir from **Mr Pradeep Ekka**, HOF Human Resources (2nd from right); **Mr Christian Ojober**, Director Resources (right) and **Mr Clifford Osagie**, Head of Legal Services (left)

Top echelon of Nigeria Immigration Service (NIS) -- Owerri Zone and Rivers' Command - have paid working visits to Indorama-Nigeria in Port Harcourt, Rivers state. Owerri is the headquarters of Zone E of the NIS covering Imo, Abia, Rivers, Akwa Ibom, Cross River and Ebonyi states.

Mr Sadiq Shehuri, the Owerri Zonal Comptroller visited on Tuesday 3, December while Barr. Rashid Segun Adegoke, Comptroller of the Rivers Command visited on Monday, 2nd December, 2019.

Both teams were received by the Management team of Indorama led by Mr Pradeep Ekka, head of Human Resources.

Mr Ekka made a PowerPoint presentation highlighting Indorama's global footprints, its growth trajectory since privatization and its expanding product segments and how it is catalyzing growth and development in its host communities and the Nigerian nation.

He explained to them the capacity of the world-class Indorama Fertilizer plant and how Indorama has helped increase food production by

making fertilizer and agronomic services available to farmers in Nigeria and many countries around the world.

Mr Ekka also intimated the guests about the ongoing construction of the Second Train of the Indorama Fertilizer Plant.

During the second visit, Mr Sadiq Shehuri, the Owerri Zonal Comptroller, responding to Mr Ekka's presentation commended Indorama-Nigeria for its excellent maintenance culture, having just successfully completed the fourth turnaround maintenance (TAM) of its petrochemicals plant.

He also eulogized the company for its exemplary

Corporate Social Responsibility (CSR) profile, good relationship with its host communities and its massive positive socio-economic impact on the country's economy.

The Zonal Comptroller thanked the Management for its cooperation with the NIS by abiding with rules and regulations, and urged the company to continue in the same manner.

On his part, in response to Mr. Ekka's presentation, Comptroller R.S. Adegoke, of the Rivers Command commended Indorama for its big impact on Nigeria and assured that the NIS is always ready and available to partner

with the management to facilitate its smooth operations. He also applauded the Management for its policies that help maintain peace and harmony with its host communities.

Other officers on the visit with Mr Adegoke include his Special Assistant Mr F.O. Osagiede, the command's Public Relations Officer Mr Iyalla Malvan, Mr O.O Oliha (PO), Mrs. P.I. Osasa (PA), and Mr. F. Sani (Orderly).

The visiting teams were later taken on plant tour of Olefins control room where Mr Luke Eze and Jude Jaka explained the processes; and Fertilizer bagging section where Mr Ikemba Akawor showed them how fertilizers pellets are bagged and loaded in trucks.

They also visited the Polyethylene (PE) Bagging section where Mr Lawrence Opusunju conducted them through the bagging processes and showed the fully-stocked warehouse.

Other Indorama team members who joined Mr Ekka in welcoming the officials on both occasions include Mr Christian Ojober, Director Resources; Dr Jossy Nkwocha, head of Corporate Communications; and Barrister Clifford Osagie, head of Legal Services. Others are Mrs Eva Onyebuoha, Mr. Debo Ajaguna, Mrs Orié Uduma – all of HR department; Engr. Charles Igwe and Engr. Martins Chigbu – both Plant Shift Superintendents (PSS) as well as Mr Chinedum Emeana of Corporate Communications.

Barr. Rasheed S. Adegoke, Controller of the Rivers State Command (4th from left) and his Team in a group photograph with Executives of Indorama during the visit to the company.



INDORAMA POLYMER

Huge Impact on Nigeria's Industrialisation and Economy!



Indorama polymer is a valued guest in every home and office, as well as the vehicles we drive, the airplanes we travel with and the industries that provide us with jobs. In the contemporary world, most household items, office stationery and equipment, as well as industrial supplies are made of polymer resins, which are products of petrochemicals.

Think of the several polymer products in your house, the jerry cans for your water, the waste bins, the plastic chairs and tables and other household items! Think of car and aircraft accessories, industrial pipes; personal protective equipment (PPEs) such as helmets in the construction industry; bottles and containers used in the foods, pharmaceutical, bottling and brewery companies; the list is endless! Even the hair attachment for women is made of polymer!

Indorama Petrochemicals Limited (IPL), Port Harcourt, produces a range of polymer grades, especially High Density Polyethylene (HDPE), Linear Low Density Polyethylene (LLDPE), Polypropylene Homo-polymer (PPHP) and Polypropylene Copolymer (PPCP), which are used for the manufacturing of diversify products. IPL now has about 32 customized grades of these polymers,

which meet the needs of different customers.

In the 70s and 80s, the Nigerian Government had established three petrochemicals companies namely Eleme Petrochemicals Company Limited (EPCL), Kaduna Refinery & Petrochemicals Company Limited (KRPC) and the Warri Refinery & Petrochemicals Company Limited (WRPC). These government initiatives were meant to provide the needed polymer resins (raw materials) to grow the nation's industrial sector.

These companies failed to meet the polymer needs of Nigeria's growing economy as more than 96% of domestic demand were imported, which led to serious depletion of Nigeria's scarce foreign exchange in importing the petrochemicals (polymer resins) for industrial purposes.

Fortunately, the privatization programme of the Federal Government in 2005/2006, through the Bureau of Public Enterprises (BPE), led to the privatization of EPCL – now renamed Indorama Petrochemicals Limited (IPL).

Today, IPL has become the fulcrum of industrialisation in Nigeria, providing essential raw materials for over 600 firms across the country, and providing over 50,000 jobs along the production value chain.

IPL's contribution to the economy of Nigeria is enormous. Apart from providing essential raw material for industries and helping in import substitution. It also contributes in creating massive employment opportunities; and generating huge revenue for the federal and state governments in the form of PAYE, company tax and VAT, as well as paying dividend to the Federal Government (through BPE and NNPC)



and the Rivers State Government.

Besides, the company, through its exports, helps in earning foreign exchange for Nigeria; and boosting the nation-branding of Nigeria as an exporter of petrochemicals by putting the country's name in the Global Map of Polymer Exporters!

Indeed, Indorama-Nigeria, through its polymer products, contributes significantly in boosting the Gross domestic Product (GDP) of Nigeria.

A visit to Indorama Polymer Products' Display Room at the Indorama premises shows a large variety of end-products from Indorama polymer – made by various sectors of the economy namely household and furniture, bottling, paint, pharmaceuticals, construction, building, cosmetics, automobile, food and beverages, and agriculture sectors.

Few years after Indorama took over EPCL, it turned the moribund facility around and converted it into a world-class Organisation and began to churn out large volumes of petrochemicals, meeting domestic demands and exporting the surplus. Between 2012 - 2015, top

officials of Raw Materials Research and Development Council (RMRDC), had conducted several industrial visits to IPL to ascertain its capacity for providing essential raw materials for industries in Nigeria.

In one of such visits on 19th August, 2015, led by the Director (Industrial Chemicals and Minerals Department) Dr M. O. Omojola, he stated that IPL has revolutionized the nation's industrial sector with various customized grades of polyethylene (PE) and polypropylene (PP) resins which were hitherto imported into the country at huge foreign exchange cost.

Dr. Omojola commended IPL for being a strategic partner of the Federal Government in its agenda of industrial transformation. He wanted IPL to expand its production lines in PE and PP. "What Indorama needs now is the total support of government in terms of fiscal incentives to ensure that the company produces all the polymer raw materials needed in various sectors," he said.

In 2012, the Federal Government of Nigeria, through the Nigerian Export Promotions Council (NEPC), honoured IPL with a Presidential Award for putting Nigeria on the petrochemicals export map of the world by making the country an exporter of polymer resins to various countries of the world.

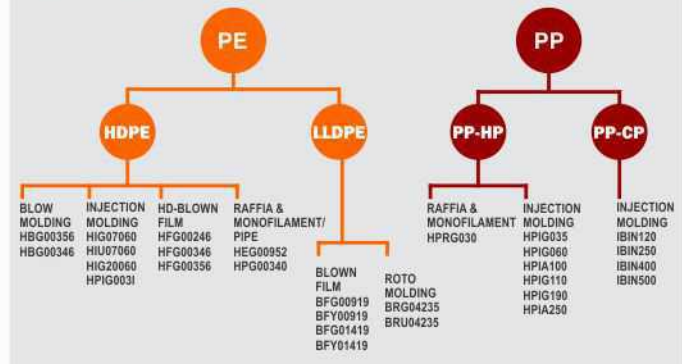
Indorama polymer products go through extensive quality control and quality assurance (QAQC) processes, as confirmed by Mr. A. K. Sharma, head of QAQC in Indorama. The products are regulated by the Standards Organisation of Nigeria (SON), which conducts a Quarterly inspection to ensure the company conforms to required standard. IPL has MANCAP certificate issued by SON.

In its last MANCAP inspection on 27th November, 2019, SON noted: "It is observed that the production controls put in place for raw materials, in-process and finished products

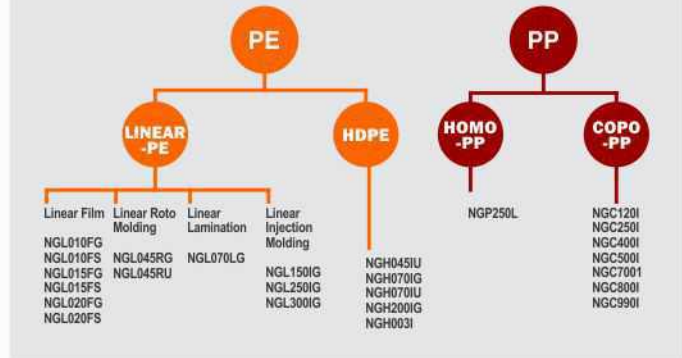
IPL PRODUCTS

Polymers Resin Grades (Plastics Raw Materials)

Old Grades



New Grades



to minimize variability in product characteristics were monitored; Your laboratory equipment – Plastometers, Melt flow Indexer and weighing balance were calibrated and observed to be functioning."

"Records on in-house quality control tests carried out were observed to be adequately kept. Also, the use of an external laboratory to determine the overall migration with food simulants is commendable. You are encouraged to keep up these good practices."

Besides, IPL polymer products are also certified internationally for the following: Food Contact plastics as per Conformity with the Test Requirements of USA FDA Code of Federal Regulations (CFR21) Sec. 177.1520; and Food Contact plastics as per Conformity with the Test Requirements of EU Regulations 10/2011, amended

by EU regulations 321/2011, 1282/2011 & 1183/2012.

According to Mr. Sandeep Chhatwal, head of Marketing of IPL, the major customers of Indorama's PE grade include Viva Metal and Plastic Industries Limited; Radiant Agro Allied Ventures Limited; Geepee Group; Viju Industries Nigeria Limited; Nidi Industries Limited and Anudu Plastics Group.

In the PP grade, he said, the top customers are: Tempo paper Pulp & Packaging Limited; BAGCO; Geepee Group; Shongai Packaging Industries Limited; and Fas Agro Industries Limited.

The unique selling proposition (USP) of Indorama polymer is well captured by Mr Chhatwal and some of his marketing staff in interviews with IMPACT Magazine.



Manish Mundra
MD, Indorama Nigeria

Continues on Page 10



"We take pride in our Polymer being "Made in Nigeria"

– Mr. Sandeep Chhatwal,
Head of Marketing, IPL

What are the various grades and uses of Indorama Polymer?

Indorama has state-of-art Petrochemicals plants that produce a range of grades - High Density Polyethylene (HDPE), Linear Low Density Polyethylene (LLDPE), Polypropylene Homo-polymer (PPHP) and Polypropylene Copolymer (PPCP).

Our products cater to household and furniture, pharmaceuticals, cosmetics, automobile, food and beverages, and agriculture sectors – to name a few.

HDPE grades are sub divided into applications for Film Extrusion, Blow Molding, Pipe, Raffia and Injection molding.

Key applications of these grades are high quality Shopping bags, Multilayer films, Bottles, Jerry cans, Coolers, Toys, Duct Pipes, Low pressure pipes, Woven sacks, Tarpaulins, Ropes, Caps (including for Carbonated Soft Drinks), Crates, Pallets, Waste Bins, House-ware, Containers, Luggage Shells, etc.

LLDPE range is further

categorized into Film, Roto Molding, Injection Molding and Extrusion Coating sectors. These grades are generally used for manufacturing Multilayer films, Water pouches, Stretch films, Agricultural films, Liners, Premium carry bags, Water storage tanks, Waste Bins, Masterbatches, Caps & Closures and lamination.

PP Homopolymer grades are primarily used for manufacturing Woven Sacks, Tarpaulins, Ropes, BOPP film, Caps, Furniture, healthcare items viz. syringes, etc.

PP Copolymer grades are widely used to manufacture Furniture, Brewery Crates, Pails, Auto parts, Caps, Toys, Thermoware, thin walled food and household containers.

Who are Indorama's major customers?

Indorama has a wide customer base ranging from big manufacturing giants to small scale plastic processors. We have a strong domestic customer base of 500+ companies.

Our top customers in Polyethylene (PE) grades are:

- VIVA METAL AND PLASTICS IND LTD
- RADIANT AGRO ALLIED VENTURES LTD
- GEEPEE GROUP
- VIJU INDUSTRIES NIGERIA LIMITED
- NIDI INDUSTRIES
- ANUDU PLASTICS

Our top customers in Polypropylene (PP) grades include:

- TEMPO PAPER PULP & PACKAGING LTD.
- BAGCO
- SHONGAI PACKAGING INDUSTRIES LTD
- FAS AGRO IND. CO. LTD

What is unique about the Indorama polymer brand?

The biggest challenge facing the domestic polymer market now is the importation and influx of substandard polymer resins from various parts of the world, which threatens local industries. Industry

While number of polymer brands is available in Nigeria, Indorama is the only brand manufactured locally. We take pride in our product being "Made in Nigeria".

Customers using our products get multifold benefits:

- World Class Quality product – Every bag passes through stringent quality checks
- Easy availability
- Wide distribution
- Multiple delivery/pick-up options
- Less lead time resulting in reduced raw material inventory
- Naira Payment - No need for forex management. Saving Forex for the nation.
- Technical support for issue resolution and products development
- Indorama's availability for joint development of new grades for specific/specialized applications

How do we ensure that the last-man customer is served?

Indorama has always focused on development of plastics industry in Nigeria. We have a mix of customers ranging from giant industries to small scale cluster companies.

We sell our products to customers without any obligation for minimum order quantity, thus eliminating the middle man's/trader's additional cost. We also have a distribution point in Lagos to cater to needs of medium and small scale companies.

Moreover, In case of momentary limited stock availability of any specific grade, we do ensure fair distribution across our customer base, to ensure support their business. We also support new entrants with knowledge sharing and required technical support.

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INDORAMA POLYMER

According to Mr Chhatwal, the bundle of benefits include: world-class quality product – every bag of Indorama polymer passes through stringent quality

checks; easy availability; wide distribution network; less lead time resulting in reduced raw material inventory and Naira Payment -- no need for forex!

experts have called for government intervention and restraint on this menace, which threatens the survival of local manufacturers, and the many jobs they provide for Nigerians.

"Our customers are quite satisfied..."



Prashant Rawat



Amaka Ezeji



Kolawole Oguntuyi

"Indorama Polymer combines high quality and competitive prices," Amaka Ezeji, Marketing executive

My Name is Mrs. Amaka Viola Ezeji. I have been with Indorama Eleme Petrochemicals for 13 years. Indorama polymer has many unique selling points including the ability of our marketing team to study the market and come up with tailor-made product grades for our numerous customers.

We also dictate the pace of the market with our combination of high quality and competitive prices. Besides, our products are readily available, which gives us leverage over imported grade. Indeed, our tentacles are well spread to cover a high percentage of the market.

The feedbacks we get from our customers are positive. They say that Indorama's entrance into the market since 2007 has stabilized the market and prices as well as boosting production activities across the country.

Being part of the marketing team has exposed me to more knowledge about the industry. It has also taught me the essence of team work.

"We provide a high level of sales, after sales and technical services to surpass customer expectations," -- Prashant Rawat.

How long have you been part of the IEPL marketing team?

I am Mr. Prashant Rawat and I have been working for this esteemed organization for 9 years.

From your own point of view, what are the unique selling points of Indorama polymer?

We are the only producer of Polyolefins (PE/PP) in West Africa and thus play a very vital role in sustaining the domestic downstream plastics industry by offering our world class polymer grades. We offer a very wide variety of Polyethylene (PE) and Polypropylene (PP) grades. At present, there are over 32 grades in our product basket. Our products have resulted in huge savings in foreign exchange by import substitution.

We have been providing tailor made grades to suit the customer/market requirements. For example: PP/HDPE grades to produce 2 part syringes, HDPE grade for carbonated soft drinks & water bottle caps, LLDPE grade for stretch wrapping. Being a local manufacturer of polymers, we have the flexibility to quickly change our production sequence to address any sudden and unforeseen situation.

Our proximity to our customers gives us the distinct advantage over competitors. The customers always have the products available close to their doorstep/manufacturing facilities. Customers do not have to maintain huge inventory and thus block their capital. This lowers their operating costs and improves profitability. Our products are competitively priced thus giving most cost effective solution to the polymer processing industry in Nigeria.

We provide a high level of

sales, after sales and technical services to surpass customer expectations. We have a pool of highly talented and dedicated manpower in Marketing department that is well acquainted with customer needs, dynamic market scenario, changing global environment and advancement in the field of polymer processing.

Managing our resources and a continual maintenance of our assets helps us in keeping our manufacturing base in prime condition.

What are the reactions or feedback from customers about Indorama Polymer?

Customers are happy and satisfied by Indorama polymer raw materials, both in terms of quality, prices, and services. The polymer industry has seen a robust growth in processing capacity in last decade, thanks to Indorama. We have been requested to increase our production capacity in PE and PP both in line with the industry growth. We have also been requested to focus on some PP/PP products that are not in our product basket at the moment with the investment in new technology, as plastic applications and machinery has been changing.

How do you feel being one of the marketing team members?

It has been a pleasure working with the Marketing team of Indorama. We have very professional team members who have gained their expertise over a long period of time by working up to the grassroots of the industry.

Each member comes with his unique set of skills and knowledge, and contributes effectively to the team's performance. This exchange of the knowledge has helped us grow intellectually. It is needless to say that we have built a strong work ethic among the Marketing team.

"Our customers are quite satisfied with Indorama Polymer" -- Kolawole Oguntuyi, Marketing Executive

How long have you been part of the IEPL marketing team? I

have been part of Indorama Marketing team since 4th Jan 2007 when I was posted to Lagos office from Port Harcourt.

From your own point of view, what are the unique selling points of Indorama polymer?

Our USP include the availability of tailor-made grades for market to keep abreast with evolving changes of the industry. We ensure competitive prices at every period of purchases. Besides, there is nearness to market as our products are readily available which takes away the stress and headache of importation. Our sales coverage extends all over the country.

What are the reactions or feedback from customers about Indorama Polymer?

Our customers believe that Indorama's entrance into the market since 2007 has stabilized the prices and production plan in the industry. They want us to increase in PP production capacity and to extend our production activities to other sectors in the industry.

How do you feel being one of the marketing team members?

Being a member of the Marketing team gives me high level of exposure and broad knowledge of industry and its operations. It also teaches me self-sufficiency strategy in an independent environment.

How Bagging Contributes to Corporate Goals!

 Mike Achaziem

"Our major objective in Bagging is customer satisfaction," -- Uday Nimbalkar, Head of Department

Bagging Department is one of the very important sections of the company. The final products of Indorama Petrochemicals plants come to the Bagging department for the finishing touch. Our major objective is customer satisfaction. You cannot satisfy the customer without quality bagging of products.

When we receive the finished products from Polyethylene (PE) and Polypropylene (PP) plants, they pass through classifier to ensure the proper quality by separating over/under size and fines from the product. We bag them in 25kg measurement. We have to maintain the weight of the product within tolerance limit. The stitching quality should be perfect too. The quality and grades of products must conform with management guidelines.

I thank the Management for the opportunity given to me to lead the team and being proactive to our request especially when it involves things needed to

achieve results, they provide without delay.

"We are very much interested in quality and quantity control," -- John Nde Nwosu

Our job is to package the products in the required quality and quantity before we ship them out to customers. The job demands that we maintain all safety and quality standards. There's synergy between Bagging and the Plants to ensure our company achieves its goal.

The job has impacted positively on me in the area of time management. I have been able to have a good sense of time management and promptness to duty. Also, I go the extra mile to ensure that our target is achieved.

I feel very happy working for Indorama. I have seen the growth of the company internally and externally and it has affected me positively.

"We ensure that products are not contaminated at the point of bagging," -- Chumu John

In Bagging Department, we monitor properly to ensure

that products are not contaminated at the point of bagging. We also ensure that the quantity in the bag is accurate (25kg). We have check-weigher accessories that ensure the correct weight is passed on the production line. If the weight is not correct, we have a rejection unit that deflects the product from the line.

One of my responsibilities in using the check-weigher accessories is to enter the grade-lot number and the tare weight. I also do close supervision to the stitching machine to ensure it is properly done. I am happy working for Indorama. I came in as a graduate trainee but today I have gained a lot of experience on the job which has added positive value to my life.

"Bagging Dept is safety conscious," -- Nubari Vinei

The Bagging department is safety conscious. As a shift in-charge, we ensure the department's objectives are realised. Our operations are so dynamic that it involves a lot of persons. There are lots of safety devices we have put in place to ensure safety in all our operations. If you are going on height, there are hand rails that give you a balance and prevent any person working on height from falling.

There are trainings and safety talks we conduct every week. We also carry out safety meetings and it gives us opportunity to learn from one another. Our goal is to ensure that those of us who work on the machines go back home safe!

"Team work is the secret of our success," -- Ibim Eminedoki

My responsibility is to ensure that whenever instrument equipment fails we fix it promptly to keep the machine working to avoid work stoppage.

I strongly believe in team work. It is the secret of our success. Results can be achieved when different good heads are put together. New ideas also emerge. For a goal to be achieved one individual may not achieve that easily but with the input of other team members it becomes so easy to achieve. I am very happy working with Indorama; it has affected my life in positive ways. I have come to know a lot of things I didn't know before. Indorama offered the opportunity to learn new things especially in the area of cost reduction, lost time injury, etc.

"Bagging Dept helps to make Indorama a world-class organisation!" -- Innocent Ohia

As mechanical engineers in Bagging Dept, our job is to ensure the reliability of the machines and equipment in PE Bagging to meet with the target of the department. We maintain the bagging machine, pumps, motors, etc.

We ensure that preventive maintenance culture is maintained by the technicians, accurately and on time. When work is being carried out, we ensure all the safety standards are observed. We look at the risk assessment and issue work permit for that job. We ensure that technicians follow the checklist.

Indorama is not just a world-class organisation by words. We comply with all the standards.



Nimbalkar



Vinei



Eminedoki



John



Nwosu



Ohia



Group photograph of the Graduate Engineering Trainees, their Mentors and some HR Dept staff during their induction ceremony.

Indorama Recruits 78 for Graduate Engineering Trainee Programme

Indorama Fertilizer Limited (IFL) has recruited and currently training 78 young persons who studied Chemical, Mechanical, Electrical and Process engineering for its Graduate Engineering Trainee (GET) Programme. The programme which commenced in October 2019 is designed to train the B.Sc and HND graduates for 12 months while the National Diploma holders will be trained for 18 months as engineers and technicians respectively.

According to the mentors, Chike G. Okechukwu and Omubo P. Fubara, the 4-steps selection process started with written aptitude test and technical interviews, which qualified candidates for the personality assessments and final interviews.

Engr. Okechukwu said the essence of the training is to get a good team that would

work in the Train-2 project of Indorama's world-class fertilizer plant.

"We are the mentors here trying to inculcate in them the right attitude based on our experiences and exposure over the years. We also know the challenges that young people coming into the field will experience, so we are sharing our experiences with them".

"So far, the program as scheduled is producing positive results. At the beginning, we gave them basic training of the plant irrespective of their different areas, which guided them accordingly. Thereafter, we moved into specific work related areas which are more detailed." "The feedbacks we are getting are quite encouraging. We have

experienced facilitators from the plants sharing their experiences", he said.

Recall that Indorama trained 30 young Nigerian engineers overseas for the fertilizer Train-1 plant in 2015. It began operations in 2016 with a capacity of 1.5 million metric tonnes per annum. Construction for Train-2 of the fertilizer project on-going and would be commissioned in 2021 -- bringing Indorama's total Urea production to 3 million MT per annum.

Addressing the trainees during their induction, Mr. Pradeep Ekka, head of Human Resources department said Management's objective is to provide learning opportunities for young and bright engineering graduates from Universities and Polytechnics, and equip them with practical knowledge, skills and positive attitude.

He said the trainees should imbibe the culture of the organisation and live by its values. Mr Ekka advised them to take advantage of the opportunity available to them and show hunger for knowledge, learn as much as possible and mould themselves as competent engineers and technicians respectively.

Some of the trainees who spoke to IMPACT magazine said they were indeed grateful for being part of the training programme.

GET: interviews with Technical Team



Mr. Deepu Sivadas -- Chief Technical Officer

There are two ways to train engineering trainees. One, you recruit them and send them to the plant to work with some experienced engineers to learn from them. But that wouldn't be enough; their learning may not be

complete. There was need for them to understand the fundamentals. That was why we chose a second option, which is why we developed a well-structured program where managers and engineers come to classroom and engage the trainee for continuous learning for a

period of 3 to 4 months. Thereafter, they will move into the plants and work under experienced engineers.

We expect that as they are groomed very well, they will utilize the knowledge and grow in the process. Beside the technical training, we are also exposing them bit by bit

to Management Development Programme, which are basically designed to expose them a little bit to managerial aspects and principles. Another focus is the Health, Environment, Safety & Fire (HSE&F) and process safety, which are very important to our operations. I am happy for the progress made so far.

Anush Prakashan and Chaitanya Boddu (Trainers)

We are organisers of the program; we plan the schedules and the subjects that are involved in the training, and what the content should be in the presentation

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HSEF Week 2019

Indorama Launches 12 Golden Safety Rules

As a way of deepening its institutional safety culture, Indorama-Nigeria has launched “The 12 Golden Safety Rules” at the 2019 HSEF Week celebration on Thursday 12th December, 2019. The theme for the 2019 celebration was “Safety and Health and the Future of Work.”



Mr. Deepu Sivadas, the Group's Chief Technical Officer (CTO) said that the idea of codifying the company's safety practice into a set of rules "is to improve our (Indorama) safety culture".

The CTO commended the company's HSEF Ambassadors, staff and stakeholders for the company's long hours of work

without recording Lost Time Injuries (LTI), which he noted could not have been achieved without everyone's commitment.

Mr. Manish Mundra, the Managing Director, in his remarks, appreciated the commitment of all staff, contractors and stakeholders to health, safety and security, urging all to continue striving towards maintaining Zero LTI and encouraging all to take

ownership of the launched 12 golden safety rules.

He thanked all who participated in the weeklong HSEF awareness activities comprising different competitions which ran from 25th – 29th November, 2019.

There were several competitions designed to boost knowledge of HSEF regulations – First aid and CPR competition, spot the

hazard competition, HSEF speech and quiz competition and HSEF slogan competition, among others.

Earlier in his welcome remarks, Mr Luke Eze, chairman of the HSEF Week 2019 Organizing committee, noted that the International Labour Organization (ILO), started observing World Day for safety and health in order to promote the prevention of accidents and diseases at



work.

He noted that the grim statistics that almost three million workers around the world die each year from occupational accidents and work related diseases was unacceptable and avoidable human cost.

He therefore called on all concerned to continue to invest efforts and resources to reduce and eliminate such deaths, injuries and diseases from the workplace.

Engr. Wai Andah Ogosu, a renowned environmentalist and former President of Nigerian Environmental Society (NES), was the Guest Lecturer. He addressed the theme: "Safety and health and the future of work."

A major highlight of the event was distribution of "No LTI commemorative T-Shirts" and prizes to winners of the HSEF competitions by the MD and other top management staff.





Group photograph of participants at the Indorama Agro-dealers' summit in Bamako Mali in December 2019.

Mali Farmers, Agro-dealers, Stakeholders Excited!

... As Indorama Holds Agro-Dealers' Summit in Bamako, Mali

To ensure that Indorama Urea fertilizer reaches all farmers in Mali, the company has organized a successful Agro-Dealers Summit at the Sheraton Hotel, Bamako, Mali on Monday, 9th December 2019.

The event attracted farmers, agro-dealers, government officials, international partners and other critical stakeholders in and around Mali --- all numbering about 100 persons.

All participants were excited and commended Indorama for the initiative.

The event was first of its kind in Mali from a fertilizer manufacturer and the crowd applauded Indorama for organizing the summit, which they said would help in improving the West African Agriculture sector, especially the application of Indorama Urea fertilizer in Mali.

According to Rahul Mohan,

the Indorama Export head, the meeting was organized to understand and to optimize the customer expectations of modern-day environment and beyond.

The meeting commenced with a brief welcome address by Mr Josias Toviho, Indorama's agronomist in Senegal, which was immediately followed by self-introduction of all the agro-dealers, farmers and partners in attendance. He also introduced the government officials in attendance.

Some of the stakeholders and government officials include: the Representative of Chairman of Cotton Farmers' Association (INTERPROFESSION DU

COTON DU MALI), Mr Mamadou Bah; the Chairman of West Africa Fertilizer Association (WAFA), represented by Mr Ibrahim Traore; the Chairman of Mali Farmers' Council (APCAM), Mr Mohamed El Moctar; Mr Jean from DOUCOURE Partenaires in Mali, among others.

Indorama's team at the summit include: Rahul Mohan, Mahesh Appat, Deepak Kumar, Josias Toviho, Manoj Patel, Dr Abdoulaye Dieye -- Head of Marketing and Sales at ICS Senegal, and Dr Balbir Singh -- Indorama's head of Agronomy Services.

There were various presentations from the Indorama team followed by

a Question and Answer session. The answers that related to NPK were given by Dr Abdoulaye Dieye from ICS and the questions linked to granular urea were handled by Dr Balbir Singh, Rahul Mohan and Josias Toviho.

At the end of the event, all participants were happy and satisfied and commended Indorama for organizing such a summit that would add value to farmers, agro-dealers and the agricultural sector in Mali.

The Agro dealers appreciated Indorama's effort to boost the Agriculture sector of West Africa and the Malian government's initiatives to revolutionize the sector in Mali.

Indorama Organises Goodwill Trip to Turkey for its Star Agro-Dealers!

For four days, Saturday, 23rd to Wednesday, 27th, November, 2019, Indorama Fertilizer & Chemicals Limited organised goodwill trip for 26 of its Star Agro-dealers to Istanbul, Turkey.



A Group Photograph of the Indorama Star Agro-Dealers at some Indorama Fertilizer Executive led by **Mr. Munish Jindal**, CEO Indorama Fertilizer, during the Goodwill trip to Turkey.

In an interview, Dr. S.K. Srivastava, Head of marketing, IFL stated: "The basic objective of the trip was to recognize and reward the best performing agro-dealers, for motivation and encouragement to build up a strong business relationship with Indorama.

"The program will also create competitiveness among the customers to perform and become part of this elite group of INDORAMA STAR AGRO DEALERS.

"We are sure this goodwill trip will create strong business relationship with our valuable customers and helpful in our future business growth.

"A very special thanks to our CEO, Mr. Munish Jindal who had great interactions with our star-agro-dealers on the trip.

"We arrived Hilton Bomonti around 1.00pm. Arrangement in the hotel was very good as expressed by the agro-dealers. After lunch, we visited the ancient Hagia Sophia Museum, Blue Mosque and the Basilica Cistern followed by Bosphorus Cruise in the evening.

The Star Agro-dealers conference was held Monday,

25th November, 2019. Mr. Adewole Oluwatosin welcomed the Agro dealers and introduced the IFCL Marketing Team. Dr. Srivastava presented the welcome address. The CEO of IFL Mr. Jindal addressed the agro-dealers and gave the roles Indorama and Agro-dealers are playing in the agricultural landscape of Nigeria.

He noted that Indorama organised the trip for the Agro

dealers as a way of showing appreciation for being worthy partners and presenting a great opportunity to "enjoy beyond business" in the historical city of Istanbul.

Dr. Srivastava presented the role of Indorama Agricultural Development programme in developing agriculture in Nigeria and pointed out the futuristic scope of Urea fertilizer consumption in Nigeria.

There were awards to the Star Agro-Dealers. The top 3 performers from North Central, North West and Southern Zones were presented with awards of excellence by the CEO. This was followed by presentation of mementos to all-and-sundry.

An open-forum coordinated by Mr. Avijit Sinha, Zonal Head, North Central saw the agro dealers shower encomiums on Indorama.

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INTERVIEWS WITH TECHNICAL TEAM

material. We also conduct the evaluation of the trainees to ensure they understand the program. We also conducted basic introductory class, like HES&F, then we also conduct a refresher training for them regarding the technical subjects. Our intention is to keep the subjects as simple as possible so that the classroom will be interesting, so that at the end, they can operate the plant without issues.

Anand Kishore Gupta and Murali Mohan Simhadri

(Facilitators)

The shortlisting of the candidates was very rigorous. We adopted a scientific process. Our team was given the responsibility to set question papers to evaluate them so that we can thoroughly screen to get the best. The second part was how we can impact the training to them, which led us to develop a very structured training program for the trainees in order to make sure that people are integrated into Indorama culture and values.

Felix Okeke – (Recruitment)

The selection process started with a written aptitude test and technical interviews, which qualified candidates with set points for the personality assessments and final interviews. From day one, we developed good system and processes; we brought in senior technicians and engineers. Whenever we talk to the trainees, they listen with rapt attention and willingness to learn. The programme is going on very well.



Mr Pradeep Ekka, HOF of HR Department (5th from Right), flanked by other HR staff, receives a Plaque from officials of NUCFRLANMPE on behalf of the Management of IFL.

Union Extols IFL Management for Promoting Industrial Harmony

The National Union of Chemical, Footwear, Rubber, Leather and Non-Metallic Products Employees (NUCFRLANMPE), has appreciated the Management of Indorama Fertilizer Limited (IFL) for promoting industrial harmony in collaboration with the union.

This statement was made by the National Vice President of the Union, Comrade Fredrick Nwojje when he led officials of the Union to present a plaque of honour to the Management of IFL on Tuesday, 21st January, 2020 at the Conference room of the Human Resources Department.

NUCFRLANMPE represents the junior staff of Indorama Fertilizer. Comrade Nwojje noted that the recognition given to Indorama is on behalf of NUCFRLANMPE National President, National Action Committee (NAC) and the Central Working Committee (NWC).

The plaque was received by Mr Pradeep Ekka, head of

Human Resources, supported by other members of the HR team including Mr Nyime Oluka, Mrs Eva Onyebuoha and Mr Debo Ajaguna.

Nwojje added that the gesture of the Union is premised on the association's culture of appreciation, noting that Mr Ekka is always available to the Union, even when the workers' representatives call at odd hours.

Comrade Matthew Olabo, Rivers State Secretary of the Nigeria Labour Congress (NLC) who presented the plaque thanked Indorama for the harmonious relationship that exists between Management and the workers, praising the

Management for being good and friendly despite heat generated in the course of industrial struggles and collective bargaining.

He also lauded other members of the HR team for their support and contributions to the prevailing industrial harmony in Indorama-Nigeria.

He reiterated the appreciation of the Union's leadership to Indorama Management, pointing out that even though they have disagreements during negotiations for workers' welfare, the differences are not taken personally.

In his remarks, Mr. Ekka appreciated the representatives of the Union

for the honour done to Indorama Management, which the HR team represents. "We only implement management decisions, values and value system of the company. Thank you so much, we look forward to continued fruitful partnership," he said.

He added that stronger collaboration and partnership between the Union and Management is essential for the continued growth of the company.

Other comrades who graced the occasion included Comrade Chukwu Callistus -- senior organizing secretary, Comrade Enoch Emmanuel, NUCFRLANMPE IEFCL Branch Chairman and Comrade Asanga Gospel Jr, Branch Secretary.

INSECURITY

Indorama Builds Security Post in Agbonchia, Donates Patrol Vehicles!

The management of Indorama-Nigeria has built and handed over a Security Post to Agbonchia community in Eleme. The company also donated three security patrol vehicles – all aimed at checkmating criminal activities in the Agbonchia-Oyigbo route.

At a brief commissioning ceremony on Wednesday, 18th December, 2019, Mr. Kendrick Oluka, head of Indorama's Community Relations & Development stated that Indorama would continue to demonstrate commitment to the wellbeing of the people of Eleme.

He noted that Indorama has built Corpers' Lodge, schools, roads; awarded scholarships, provided business grants for women, skill training for youths, solar street lights, and facilitated healthcare delivery by renovating public hospitals,



again delivered on its promise to Eleme people.

"From this post, the security officers can see people coming from Oyigbo and people coming from Agbonchia. We are most grateful for the vehicles that Indorama has donated to facilitate effective security in this area," he said.

Other dignitaries who graced the occasion included Hon. Nwosu Ngofa, the Project Advisory Committee (PAC) chairman; Chief Abbey Oluka, Chief Security Officer (CSO) of Eleme LGA; Hon. Johnson Chujor Igwe, Councilor representing Agbonchia in the Eleme Legislative Assembly; members of the Agbonchia Council of Chiefs, and Messrs Joseph Micloth (Security Dept) and Jude Jaka (Community Relations) of Indorama, among others.

among others.

Mr. Oluka who represented the Managing Director, Mr Manish Mundra said that the chairman of Eleme Local Government Council, Hon. Philip Okparaji had actually requested Indorama to assist in providing two security vehicles, but the company decided to donate

three because it recognizes the fact that without adequate security, the economy of Eleme cannot thrive.

Speaking at the occasion, Mr. Okparaji explained that when he approached the MD, he did not hesitate in committing to help. The LGA Chairman said he was glad that Indorama has once

At the commissioning ceremony and handing over of Security Post and Patrol vehicles to Agbonchia community, Mr Kendrick Oluka, Head of Community Relations cuts the tap while community leaders watch.



Excitement as Students of My-Fortress Academy visit Indorama Petrochemicals plant!

 Valentina Ikejiobi

Students of My-Fortress Academy (Secondary Section), Rumunduru Port Harcourt, came on an excursion to Indorama Petrochemicals Limited (IPL) on Wednesday, 27th November, 2019. The 28 students and three teachers that made the educational tour were quite excited about what they saw and were taught as they were conducted round the various petrochemicals plants.

The excursion began when the guests arrived the frontage of PTDC building and the tour Coordinator, Mr. Mike Achaziem of Corporate Communications ushered them before Dr. Jossy Nkwocha, head of Corporate Communications – who would welcome them on behalf of Management; Engr. Martins Chigbu, the Plant Shift Superintendent (PSS) – the tour guide and Mr. Bashir Mohammed, the Safety officer who would give the safety briefing.

Dr. Nkwocha told the students to consider themselves lucky for being permitted to visit the Indorama Complex as part of their learning process. He asked them to take the opportunity very seriously, and make the best out of it.

He further told them that Management of Indorama recognizes them as the leaders of tomorrow. "Here at Indorama, we believe in catching them young and helping the young to grow into the leaders of tomorrow,"

he said.

Dr. Nkwocha encouraged the students and their teachers to ask questions and said the tour guide will be ready to answer all their questions and enquiries. He introduced Mr. Mohammed who gave the safety briefing containing safety instructions -- the Do's and Don'ts -- as they go into the plant proper.

After the safety briefing, the first port of call was the Olefins plant described as the "Mother plant" by Engr. Chigbu. He showed the students different parts of the plant and their various functions.

Inside the Control Room of Olefins plant, Mr. Luke Eze explained that the plant has two major sections -- cold and hot sections. He showed the students how the Olefins processes are monitored inside the control room.

He said the Olefins plant produces ethylene which is used as raw material for the Polyethylene (PE) and Polypropylene (PP) plants. The students were driven round the two plants while Engr. Chigbu explained the chemical processes to them. At the bagging section, Mr Godwin Peter, a chief supervisor, took them round, teaching them the processes involved in bagging the various products for final storage in the Warehouse.

After about one hour, thirty minutes' plant tour, the students were taken to the

PTDC conference room for a Question and Answer session with Dr. Nkwocha. He asked them to give a summary of the excursion and what they learnt. Four of the students responded very well and were applauded.

Dr. Nkwocha said he was proud of the students for their excellent performance as they were able to recall events and answer questions.

He lectured the students on Indorama's contributions to the socio-economic development of Nigeria, namely supply of raw materials for industries, corporate social responsibility, employment generation, community development, revenue for government, etc.

Master Agiri Emmanuel, the Head-Boy, later gave the Vote of Thanks and appreciated Indorama Management for giving them the opportunity to learn more about their science subjects especially Physics and Chemistry. "We are indeed very grateful," he said.

The Head teacher, Mrs. Chinwe Ezeuba in her closing remarks also thanked Indorama Management, on behalf of the school, for accepting their request and giving them attention and time. "The students and we the teachers have learnt a lot from this excursion, and we are very grateful," he said. The students were quite happy and elated for the excursion!



Asthma in Childhood

 Dr. Ijeoma Amadi Inobeme (Paediatrician)

Asthma is a chronic inflammatory disorder of the airway characterized by recurrent episodes of breathing problems such as wheezing, coughing, breathlessness and chest tightness. This is due to narrowing of the airway with subsequent airflow limitation, inflammation and increased responsiveness of the airway.

In Nigeria, asthma is second only to pulmonary tuberculosis as a chronic disease and prevalence is on the increase worldwide.

There are certain risk factors that increase the likelihood of developing asthma in a child such as exposure to tobacco smoke including before birth, family history of asthma or allergies, living in an area of high pollution, respiratory tract infection and so many other factors.

The roles of genetic and environmental factors have also been strongly implicated.

The myth that asthma is a problem of only adults is not true as this also occurs in

children and can cause bothersome daily symptoms that interfere with play, sports, school and sleep. In some children, unmanaged asthma can cause dangerous asthma attacks and death if not properly managed.

The lungs and airways become easily inflamed when exposed to certain triggers, such as air pollution, strong fumes and odours, vigorous exercise, etc.

The common symptoms of childhood asthma include:

- Frequent coughing that worsens when your child has a viral infection, which occurs while your child is asleep or is triggered by exercise or cold air;
- A whistling or wheezing sound when breathing out;
- Shortness of breath;
- Chest congestion or tightness;

However, all the symptoms do not have to be present for you to raise an alarm. Noticing two or more symptoms is a strong indication for urgent action. Severity varies in children and also between attacks. Most asthma symptoms occur at night.

in children particularly the younger age group. The common symptoms obtained, possible trigger factors and family history are good pointers. Also, pulmonary function test (Spirometry and Peak Expiratory Flow Rate) can be done in children older than six years.

Some other tests can be done but are non-specific. Unfortunately, childhood asthma can't be cured, and symptoms can continue into adulthood. But with the right treatment, you and your child can keep symptoms under control and prevent damage to growing lungs.

Management entails avoiding and controlling triggers, educating parent/caregivers on common symptoms and treatments and regular follow up.

Quality of life in childhood asthma is affected by asthma control thereby necessitating early intervention.



Definitive diagnosis may be difficult to obtain



Colleagues and Friends Bid Farewell to B.J. Modi!

It was an atmosphere of outpouring of emotions as colleagues and friends of Mr. B.J. Modi, head of Department of Quality Assurance, Quality Control (QAQC), organized a mini party in his honour as he was leaving the company voluntarily.

The event was held on Wednesday, 8th January, 2020 at the QAQC conference room at the Indorama complex.

Master of ceremony, Mr. Udoeshiet Saturday from Chrom Lab said Mr Modi was a father-figure, friend and great chemist who has been in active services at Indorama Eleme Petrochemicals for 14 years. He thanked God for the life of Mr Modi, which he described as very fruitful.

He gave opportunities to other people to talk about the retiring B.J. Modi. One speaker after another, in a cascade of tributes, spoke well about Mr Modi not just as their HOD but also as a friend and father. Olih Godwin Abdul from Gas Lab; Alex Igbarima Fubara

from Water Lab; Ikopbo John from PP Lab; Karigidi Oyebowale from PE Lab; Patrick Enebeli from QA Lab; Nwaogu Victor from PET Lab; Agah Kingsley and Madojemu Marian, both from Chrom Lab, all spoke how Mr Modi was such a good boss and HOD.

For instance, Mr Fubara said: "He is one HOD that protects his own, someone that cannot sit back and watch any one tamper with his staff," he said. He thanked him for touching their lives in various ways, and giving them so many lives' lessons and work ethics. As he prays for him and family, he beseeched him to also pray for them to expand and grow in their own career.

Alex Domale Fubara from Training Department was also

there to felicitate with QAQC and Mr Modi, whom he described as his friend. "He has always been there for me whenever I approached him to solve some problems," he said. He prayed God to bless him in his future endeavours. Head of Corporate Communications, Dr Jossy Nkwocha titled his speech "The essential B.J. Modi" and described him as a man of 3Cs -- Calm, Cool and Calculated. He said QAQC is a department of excellence, which is always winning prizes during competitions.

Dr. Nkwocha thanked QAQC for organizing the valedictory session in honour of Mr Modi. He wished him well on behalf of Management.

Erstwhile HOF of QAQC A.K. Sharma who is back to

Nigeria was there. He said he would personally miss Mr Modi whom he has worked with since 1991. "Every tribute given to him is true." He said. He wished him and family all the best.

Responding to the outpouring of encomiums, Mr Modi decked in traditional Nigerian attire said he was overwhelmed by the way everyone has come to celebrate him. He appreciated his colleagues and friends for contributing both their time and resources to honour him.

"I will really miss working with all of you because you all added colours to my life in different positive ways."

"I thank you all for your support and love you accorded me all these years especially when I became your HOD. I urge you all to continue in the team spirit. I pray we all enjoy the fruits of our labour.

I thank God that it is not death that is separating us. Please feel free to always keep in touch".

Tributes' Rain as Dinesh Kumar Exits Indorama!

Colleagues of Dinesh Kumar of Polypropylene Plant were full of positive emotions as they showered him with compliments in a send-forth celebration they organized in his honour on Thursday, 7th November, 2019 following his resignation from the company.



Dinesh Kumar

All the people who spoke talked about his positive personality, humility and professional competence, which is why they were going to miss him.

Mr. Ashok Mahapatra, HOD of Polypropylene Plant said he was overwhelmed by mixed feelings at the departure of Dinesh, who he said, excelled in various fields aside from electrical which is his area of expertise. "He contributed hugely to stabilizing the system and selflessly participated in various activities".

Mr. S.B Sagdeo, HOF of Engineering noted that Dinesh made fantastic contributions to the improvement and reliability of the system. Mr. Hemant Sood, HOD Electrical, said

Dinesh helped facilitate a cordial working environment and encouraged all team members to "let the smooth working relationship continue."

Mr. V. Sarmukadam stated that Dinesh helped to achieve system reliability and inventory control, adding that the celebrant will be difficult to replace. He appealed to everyone for cooperation with anyone that would be appointed to replace him.

Mr. Ikem Okosa described him as a problem-solver and unifier. Prince Akazua, Ojo Caleb, Eyo Edet, Ngei Emmanuel and Amuele Ndoni all added that Dinesh is a good man to work with because he treated everybody with respect, and was empathetic and shared colleagues' problems and challenges.

On his part, John Osaro said Dinesh has a good management skill and a team player who showed capacity throughout his time working in Indorama. He added that in one's weakness he mentors and in the area where he notices as your strength, he harnesses it.

Anthony Kemsu, in his own tribute noted that they both worked well together and surmounted many challenges together. "He made PP Electrical to soar high." Mr Felix Efosa hailed his resourcefulness.

Responding to the flood of goodwill towards him by his colleagues, Dinesh who attended the event with his family said he was going to miss everyone and thanked all for making him a member of their family.

He also thanked his seniors who gave him freedom to work, inspiring and motivating him to achieve great heights, pointing out that he worked with a family team and not work team. The event was rounded off with light refreshment and group photographs.



2019

End-of-Year Parties

Indorama Staff and Families Wine, Dine and Dance!

In appreciation of a successful year, the Management of Indorama-Nigeria treated staff and their families to two days of wining, dining and dancing at the end-of-year parties held on Friday, 13th and Saturday, 14th 2019 at the Indorama Recreation Club (IRC).

The party for Indorama Petrochemicals Limited (IPL) was held on Friday while that of Indorama Fertilizer Limited (IFL) took place on Saturday. The two parties were for staff, their spouses and older children.

The two staff parties featured dancing, food and drinks, comedies, raffle draws and presentations to winners of the Employee Suggestion Scheme (ESS) and Indorama Football Tournament. Chairman of the organizing Committee, Engr Charles Osuji thanked Management for giving them the opportunity to serve.

The younger children of staff were not left out as they enjoyed themselves at the Lawn Tennis Court of the IRC with bouncing castles, dancing competition, food and drinks, etc. The parties also held on Friday and Saturday respectively were moderated by a vibrant "Uncle Clown". The children were also given gifts.

One of the highlights of the IPL staff party was the live musical performance of Mrs Ify





Ofudu of Administration department, which electrified the atmosphere, attracting top management and staff members unto the dance floor including Mr. Munish Jindal, Mr. Pradeep Ekka and Dr. Jossy Nkwocha!

The presentation of prizes to winners of ESS, raffle draws and winners in 2019 Indorama Football Tournament generated much excitement and fun, livening up the mood of staff and their spouses.

In their remarks, Mr Manish Mundra, Managing Director of Indorama-Nigeria extolled the staff for their dedication in growing the company and commended their spouses for supporting them and helping them to have peace of mind which translates to more productivity in the work output.

On his part, Mr. Munish Jindal, CEO of Indorama Fertilizer, thanked the team for their commitment to work and ensuring that the company sustains its world-class status.

He also highlighted the ongoing expansion of the fertilizer plant which he said will boost the fertilizer production by 100 percent to 3 million metric tonnes per annum.



IFL Operations Team Retains MD Trophy in 3rd Indorama Football Tournament!

Operations team of Indorama Eleme Fertilizer and Chemicals Limited (IFL) was crowned champions of the third edition of the Indorama-Nigeria Football Tournament after defeating IFL Engineering 2- 0 in the final match decided on Friday 6th December 2019.

The interesting soccer display happened in the full view of sports lovers at the new filled-to-capacity Indorama football stadium, beside the Indorama Recreation Club (IRC). Team members of IFL Operations who were defending champions worked hard to retain their status even though IFL Engineering team ran them close in a keenly contested final match.

One of the highlights of the final match day was the Indorama ladies' football match, which preceded the final match. It added spice to the tournament and attracted many male and female fans' participation.

The third place match, played on Thursday, 5th December and contested by Indorama Operations Support and Indorama Services was won by Operations Support by 2 -1.

Another highlight of the

final match day was the glamorous match pass involving the participating teams, team officials, female players as well as the match officials and technical committee members.

The closing speech delivered by Mr. PJS Bajwa, head of operations of IFL, on behalf of Indorama Management, was full of cheering words. He congratulated the players, team officials and organizers for their cooperation and hard work in making the football tournament a successful tool of integration and friendship among personnel of Indorama-Nigeria.

Mr. Bajwa made a presentation of various medals to winners: Bronze to 3rd place match winners, Silver to 2nd placed team and Gold medal and trophy to tournament winner in an electrified atmosphere of camaraderie, play and fun.

Captain of IFL Operations team Mr Frank Dike in an interview with IMPACT Magazine said he was very happy and excited that they were able to retain the trophy. "This year's competition was tougher than the 2018 edition, but I am glad that our team was able to overcome again." He thanked Management for introducing

the football competition, which he said, has brought people together in friendship.

Mr. Bassey Offiong, chairman of the Technical Committee, which administered the tournament, expressed satisfaction that it has further facilitated the bonding of members of the Indorama-Nigeria family.



The Winning Team: IFL Operations celebrating!



More Photos from 2019 End-of-Year Parties



Mr Andy Branga of IFL QAQC and his wife, Mrs. Chigozirim Branga dedicated their baby, Kayla Tuwo-Tamuno at the Living Faith Church, Ozuoba, Rivers State on Sunday, 29th December, 2019.

THE 12 GOLDEN SAFETY RULES

01 HIGH RISK SITUATION



YOU MUST

- Assess all risks prior to start high-risk tasks
- Follow Start Up & Shut Down procedures
- Provide adequate control measures to bring down risk to an acceptable level

YOU MUST NOT

- Start task without proper assessment and understanding of the job risk
- Carry task without training
- Work or Drive under the influence of drug or alcohol

INDORAMA COMMITMENT TO THE GOLDEN RULES

02 TRAFFIC



YOU MUST

- Obedy all traffic signs
- Check condition of vehicles before use
- Maintain safe distance between two vehicles
- Stop your vehicle if an emergency sign is revealed

YOU MUST NOT

- Exceed Speed Limit of 30 kmph
- Use Mobile Phone while driving
- Overtake
- Drive under influence of Drug or Alcohol
- Enter plant battery limit without spark arrester

INDORAMA COMMITMENT TO THE GOLDEN RULES

03 BODY MECHANICS & TOOLS



YOU MUST

- Use the tools specified in Work Permit or procedure
- Maintain balance and correct body posture
- Avoid twisting and bending at the waist
- Hold the object close to your body at your waist level

YOU MUST NOT

- Use defective tools
- Use tools unsuitable for the task or area of work
- Use a tool under condition exceeding design limits

INDORAMA COMMITMENT TO THE GOLDEN RULES

04 PERSONAL PROTECTIVE EQUIPMENTS



YOU MUST


- Wear PPE appropriate for the task or risk identified
- Have the correct information on how to use PPE
- Understand limitations of PPEs
- Check PPE condition before use

YOU MUST NOT

- Use PPE which has not been tested or expired
- Alter any PPE
- Use damaged PPE

INDORAMA COMMITMENT TO THE GOLDEN RULES

05 PERMIT TO WORK



YOU MUST

- Confirm that the work is safe to start
- Display work permit at site
- Confirm that Work Permit is valid
- Use any required additional permits
- Reissue a work permit if the conditions of the original work permit change

YOU MUST NOT

- Perform any work without a valid work permit
- Violate conditions of the work permit
- Continue work in case of an emergency alarm

INDORAMA COMMITMENT TO THE GOLDEN RULES

06 LIFTING OPERATIONS



YOU MUST

- Possess valid driver's license
- Check healthiness of lifting equipment
- Check SWL before lifting
- Demarcate area under boom length
- Inspect all lifting equipment at defined frequency

YOU MUST NOT

- Work under suspended loads
- Exceed Safe Working Load (SWL)
- Carry lifting operations during adverse weather conditions

INDORAMA COMMITMENT TO THE GOLDEN RULES

07 POWERED SYSTEMS



YOU MUST

- Test every electrical device as it is energized
- De-energize all machines and equipment before repair
- Be authorized to do repairs on power systems
- Wear proper safety gears

YOU MUST NOT

- Begin any work until all energy sources are isolated
- Use portable power devices without ELCB
- Use extension cords unless it is an temporary basis

INDORAMA COMMITMENT TO THE GOLDEN RULES

08 CONFINED SPACES



YOU MUST

- Identify hazards and ensure controls in place
- Perform gas test before work entry
- Comply with established procedures
- Ensure adequate ventilation & lighting
- Have adequate communication facility

YOU MUST NOT

- Enter without rescue plan in place
- Enter without monitoring facilities
- Enter without stand by rescue team outside
- Try to rescue anyone unless trained
- Use electrical equipment without earth leak circuit breaker (ELCB)

INDORAMA COMMITMENT TO THE GOLDEN RULES

09 EXCAVATION WORK



YOU MUST

- Perform excavation work with a permit encompassing a map of all buried hazards
- Apply procedures for work in confined spaces as necessary
- Clearly mark all excavation areas & identify underground structures

YOU MUST NOT

- Place machinery on soil unless soil nature of bench being excavated
- Enter an unsupported trench

INDORAMA COMMITMENT TO THE GOLDEN RULES

10 WORK AT HEIGHT



YOU MUST

- Inspect permit to fall arrest equipment before use
- Minimize distance & consequences of a fall
- Take precautions when working on fragile surfaces
- Consider emergency evacuation and rescue procedures

YOU MUST NOT

- Work without fall protection (lifeline or safety harness)
- Use hot & cold surfaces, steam/condensate pipes as anchorage
- Use damaged fall protection equipment

INDORAMA COMMITMENT TO THE GOLDEN RULES

11 CHANGE MANAGEMENT



YOU MUST


- Review change at appropriate levels before commencement of work
- Apply suitable risk assessment methodology
- Install, commission equipment as per approved MOC specifications
- Complete PSM

YOU MUST NOT

- Execute any change without proper approval
- Start facility without appropriate locks on equipment
- Start modified facility without training & updating relevant documentation

INDORAMA COMMITMENT TO THE GOLDEN RULES

12 SIMULTANEOUS OPERATIONS



YOU MUST

- Prepare SIMOPS plan and assess the risk
- Assigns responsible parties
- Clarify the interfaces
- Provide physical barriers where possible

YOU MUST NOT

- Perform any simultaneous operations without prior inspection
- Carry activities without defining the scope of activities and applicability of the permits

INDORAMA COMMITMENT TO THE GOLDEN RULES