

INDORAMA - NIGERIA

IMPACT

OCTOBER 2022 • • • ISSN NO: 2449-0679

SPECIAL EDITION



Indorama
Celebrates
Nigeria
@62

Indorama,
Among 20 Top Tax
Payers in Nigeria!

Integration:
Indorama-Nigeria
Football League

House of
Reps' Committee
Commends
Indorama

**Sri Prakash
Lohia @70**

The Global Industrial Icon!

Message from the MD



President Muhammadu Buhari, GCFR



Gov. Nyesom Wike, CON, GSSRS

Celebrating Nigeria @ 62!

... And our Chairman's birthday @ 70!

Dear colleagues and friends, this edition of our IMPACT magazine is a special one, in which we are celebrating Nigeria's 62nd Independence anniversary and the 70th birthday anniversary of our Chairman, Sri Prakash Lohia.



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

In the past eight years, we have been celebrating Nigeria in a special way: holding public lectures, organizing sporting competitions and unity marathon among our staff, and publishing a special edition of our Impact magazine. The entire Management and Staff of Indorama-Nigeria companies hold Nigeria in high esteem as a great country that is destined to be greater!

As Nigeria marks the 62nd independence anniversary on Saturday, 1st October 2022, we heartily felicitate with all Nigerians and indeed the President of the Federal Republic of Nigeria, His Excellency, Muhammadu Buhari, GCFR; and our host Governor of Rivers State, His Excellency, Chief Barr. Nyesom Wike, CON, GSSRS, PoS Africa, and indeed the Government and good people of Rivers State.

My prayer is that Nigeria's 2023 General Election will be peaceful and credible and a new leadership will emerge to the Glory of God and the benefit of Nigeria and Nigerians.

Happy independence anniversary to all our employees and associates.

Long Live the Federal Republic of Nigeria!

And talking about our Chairman, Sri Prakash Lohia, he means a lot to me, being the one that discovered me as a young man and gave me tasks that challenged my talents.

As this magazine has projected on the Cover page, Sri Prakash Lohia is indeed a global industrial icon. He is my superhero, a man of great vision, working closely with our Vice Chairman, Amit Lohia.

I am happy that our Corporate Communications team captured the quintessential S.P. Lohia in an exclusive interview published here. They also captured the hearty felicitations of quite a number of our employees.

The birthday has passed, yet we all wish our ultimate boss a fabulous happy 70th birthday anniversary in good health and long life, to continue to guide and mentor us on the path of our shared vision for the company.

Please relax and enjoy our refreshing package of IMPACT magazine.

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Editor's Note

This special edition of our IMPACT magazine is indeed a collector's item. We are celebrating Nigeria's independence anniversary at 62, and the 70th birthday anniversary of the Chairman of Indorama Corporation, Sri Prakash Lohia --- a man so self-effacing, yet one of the leading industrialists in the world, with his footprints across four continents.

We feel so elated to be granted an exclusive interview by such a global pathfinder. We also got some Indorama employees to say a few words about him and wish him a happy birthday! Besides, we have a Photo Gallery to capture the memorable moments of Mr Lohia in Nigeria.

The magazine also contains some exciting visits to Indorama-Nigeria including the House of Representative's Ad-hoc Committee investigating NNPC inventory, assets and liabilities, interests and Joint-Venture Agreements; the Director-General of the Standards' Organisation of Nigeria (SON), Mallam Farouk Salim; and the Director of Factories of the Federation, Mrs Lauretta Nneka Adogu.

One cheering news that emerged from Abuja was that Indorama-Nigeria was honoured by the Federal Inland Revenue Service (FIRS) as one of the leading 20 Top Taxpayers in Nigeria. We have captured it in this edition.

We have several other refreshing stories and articles. Please sit back and enjoy our package and send us your comments to

jossy.nkwocha@indorama.com.

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

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Published by
Indorama-Nigeria Corporate
Communications Dept.
Phone: 081 5040 3021
corporate@indorama.com.ng

www.indoramaeleme.com

www.indoramafertilizers.com

PRINTED BY



Biz Pages Limited

37 Wogu Street, D-Line, Port Harcourt,
08033102821, 08064017555, 08055807709

Indorama Chairman, Vice Chairman Launch New Indorama Compass, Competency Framework and Refreshed Logo

In a bid to sustain Indorama's regional and global industrial leadership position and ensure the company remains in the right trajectory of growth, the Chairman, Mr. Sri Prakash Lohia and Vice Chairman, Mr. Amit Lohia have launched new Indorama Compass, Competency Framework and Refreshed Logo in a global e-town hall meeting held on Wednesday, 25th May 2022.

The chairman explained that the Compass is very important because "it signifies our spirit, our DNA." According to him: "I am very satisfied that our new Compass captures Indorama ethos, aspirations and culture very well. This is our secret sauce, which must be preserved at all costs."

He called on employees of the company to embrace custodianship of the Indorama Compass, noting that any philosophy is as good as its practitioners.

Also speaking on the refreshed

Logo, the Vice Chairman Mr. Amit Lohia explained that the company's logo is a key asset which has been modernized to suit today's world. "Our logo signifies that all of us are part of One Indorama, which is why we will now use it across all companies in a much more uniform manner."

He also unveiled the company's new Competency Framework, which he said, defines behaviours that determine excellence and success at Indorama. "The Competency Framework will be integrated with Indorama's Performance Management System, recruitment decisions, succession planning, pay and promotion decisions and career development opportunities for employees."

He said these are exciting times at Indorama, noting that the company is working on several new initiatives such as Indorama Awards to recognize and reward subsidiaries that deliver outstanding performance in various

disciplines and Annual Founder's Day to celebrate the founders and their founding principles.

On his part, the Head of Function, Corporate Excellence, Mr. Venkatesh Gopalan explained that the New Compass consists of four key elements namely Purpose, Vision, Values and Capabilities, which together expresses Indorama's identity, aspirations and strength.

He explained that the new compass is preparing the company to embrace and actualize the group's leaders' vision of being the materials company of choice for customers and employees, while doubling its Bottomline in the next five years.

According to the Vice Chairman, "growth is our way of life. This will require many new investments, which will exceed \$5 billion over the next five years. All our businesses are poised for growth in coming years. A key goal is to double our annual sales of fertilizer from seven million tons to 14 million tons."



House of Reps' Committee Commends Indorama's Relationship with NNPC



Group photograph of House of Reps' Ad-hoc Committee members led by **Hon. Uju Kingsley Chima** (6th from left) and Indorama executives headed by the CEO, **Mr Munish Jindal** (7th from left) during their visit to Indorama recently.

The House of Representatives' Ad-hoc Committee Investigating the Nigerian National Petroleum Corporation's (NNPC) Inventory, Assets and Liabilities, Interests and Joint Venture (JV) Agreements with International Oil Companies (IOCs), has commended Indorama Eleme Petrochemicals Limited for its healthy relationship with NNPC, which owns 10% equity shares in the company.

The Committee visited Indorama Petrochemicals Complex, in Eleme near Port Harcourt on Thursday, 8th April 2022, and noted that its mandate was a fact-finding one.

The Committee Chairman Hon. Uju Kingsley Chima explained that sequel to the provisions of sections 88 and 89 of the 1999 Constitution of the Federal Republic of Nigeria (as amended), the House of Representatives constituted an Ad-hoc Committee to ascertain the total inventory, assets, interests and liabilities of NNPC before transferring same to the newly incorporated NNPC Limited.

He said the committee was in Indorama to ascertain NNPC's equity stake in the company and the dividends paid to NNPC so far.

He was accompanied by other members of the committee including Honourables Aliyu Datti Yako, Gboluga Ikeagboju, Olajide Olatubosun, Preye Osike, Ugonna Ozurigo, Aniekan Umanah, Okwudili Ezenwankwo and Sam Chinedu Onwuaso,

Others are Honourables Kani Abubakar Faggo, Kolawole Lawal, Dr. Chinyere Igwe, Dr. Adelegbe Timehin, Chisom Promise Dike, Oyewo Olubukola and Aderibigbi Rasak .

Earlier, the National Assembly team was received at the company's board room by the CEO of Indorama Eleme Fertilizer and Chemicals Limited (IEFCL) Mr. Munish Jindal, who used a PowerPoint presentation to show the committee the company's relationship with NNPC, the history of positive impacts in the country and its future investment plans which is a manifestation of strong belief in the future of Nigeria.

He noted that Indorama has

proved to be a successful public-private partnership, pioneering gas-based industrialization in the country. He added that with \$3 billion invested in the country in the past eight years, Indorama is one of the biggest providers of Foreign Direct Investment into the country and with a tax bill of N308 billion, one of the highest tax paying entities in the country.

The CEO also added that Indorama's investment in Urea fertilizer manufacturing has made Nigeria a major exporter of Urea fertilizer. Indorama commissioned the largest single Train Urea Fertilizer Plant in June 2016, with 1.5 metric million tons capacity per annum.

The Train 2 plant, he said, was commissioned in May 2021, raising the company's fertilizer product capacity to 3 million metric tons capacity per annum. He said the company faces the challenge of inadequate supply of natural gas which is the feedstock (raw material) for its petrochemicals and fertilizer products.

Mr Jindal also highlighted Indorama's future expansion plan to raise the firm's investment profile in Nigeria to \$6.5 billion with the intent of making Nigeria the largest petrochemicals hub in Africa by 2026.

Chairman of the House of Reps' Committee said he was impressed and expressed gladness that the company is a viable asset with a growing investment profile in Nigeria. He also noted that Indorama is a viable facility, contributing to the industrial development of Nigeria.

Other Indorama executives who joined to receive the parliamentarians were Dr. Jossy Nkwocha, Head of Corporate Communications who moderated the meeting; Mr. Anil Rana of the Managing Director's Secretariat, Mr Kendrick Oluka, Head of Community Relations and Development, Engineers Charles Onuoha and Akinola Olayinka – both Plant Shift Superintendents (PSS) and Mr Mohammed Bashir of Safety Department.



The Director of Factories of the Federation, **Mrs Laurretta Nneka Adogu** (6th right) and her entourage in group Photograph with Indorama team during her inspection visit.

Director of Factories of the Federation visits Indorama and is Excited!

In furtherance of the statutory mandate of the Federal Ministry of Labour and Employment in ensuring workplace compliance with Health and Safety regulations, the Director of Factories of the Federation, Occupational Safety and Health Department, Abuja, Mrs Laurretta Nneka Adogu, on Wednesday 23rd March 2022, led a 5-man factory inspectors team to Indorama complex.

Earlier, Mr. Chinedum Emeana who moderated the event at the Fire Station Conference room, introduced Indorama team which comprised Mr. Manikandan Mannu, Head of Health, Safety, Environment and Fire (HSE&F); Mr. Balaji Rao, Head of Safety Fertilizer; Mr. Pravin Hiwarkar, Fire Chief; Mr. Bashir Mohammed, Safety Officer IEPL and Charles Chima Igwe of Corporate Communications.

In same vein, Engr. Kachi John Onyeagoziri introduced the visiting team – Orji Celestina. N.; Okwulehie Chinonso; Ononyaba Simon, Chief Inspector of Factories Rivers State and Mrs Laurretta Nneka Adogu, the team leader.

After a short opening prayer by Mr Igwe, Mr. Mohammed presented a safety briefing. Mr. Mannu, on behalf of Indorama Management welcomed the visiting team for coming to carry out their oversight factory inspection /monitoring and assured them of maximum co-operation towards facilitating a hitch free exercise.

Mr. Balaji Rao thereafter made a presentation, which highlighted

amongst others: well-structured Indorama Health Centre for diagnosis, physiotherapy, pharmacy, hospitalization, emergency, x-ray and Molecular laboratory services; comprehensive list of investigation during Periodical Medical Examination (PME) for all employees; Indorama Isolation Centre that provided World Health Organization (WHO) approved vaccines notably Astra-Zeneca, Moderna and Pfizer to employees and contractors during the COVID-19 pandemic.

The presentation also touched on: Indorama Molecular Laboratory accredited by the Nigeria Centre for Disease Control (NCDC); strict adherence to NCDC protocol for Quarantines for all travellers; basic and detailed engineering design as part of project life cycle to address safety concern; compliance to international standard and code of safety practices; proactive hazard analysis; risk assessment of all activities through HIRA; and strict compliance of Permit-To-Work (PTW) procedure, E-permit system etc.

Mr. Balaji Rao also reeled out

several HSE& F measures and policies adopted by the company to make the complex safe and healthy for the workforce.

In her response, the team leader, Mrs Adogu, stated that Occupational Safety and Health Department is one of the seven (7) professional departments in the Federal Ministry of Labour and Employment. It has the responsibility for safeguarding and promoting the safety, health and wellbeing of workers in their various workplaces, with a view to preventing the occurrence of work-related illness, injuries and or death and the reduction of damage to property, thereby improving productivity.

And as established Factory Inspectors, they are saddled with the task of regulating the work practices, work conditions, work materials/ substances used as well as work environment by way of implementing and enforcing the safety, health and welfare provisions of the Factory Act and subsidiary legislations.

Mrs Adogu remarked that her team was at Indorama to carry out oversight factory inspection/ monitoring as per laid down provisions. She greatly commended Indorama for putting in place and upholding such vast array of health and safety standards in its operations.

Finally, Mr. Mannu gave a vote of thanks and rehearsed the commitment and preparedness of Mr. Simon in the monitoring and maintenance of safety standards at Indorama. He thanked the visitors and affirmed Indorama Management's strive for continuous improvement.

DG of Standards Organisation of Nigeria Commends Indorama

The Director-General / Chief Executive Officer of Standards Organization of Nigeria (SON), Mallam Farouk Salim on Wednesday 15th June 2022, led a team to Indorama complex for a working visit. At the end of the visit, he commended Indorama for its resilience, industrialization and managerial strives.

Earlier, Dr. Jossy Nkwocha who moderated the event noted that for the purpose of health and safety, all stakeholders including visitors are expected to adhere to Indorama safety rules, regulations, and practices.

He warmly welcomed all and introduced Mallam Farouk Salim the DG SON and Mr. Munish Jindal, CEO of Indorama Eleme Fertilizer and Chemicals Limited (IEFCL). Mr Jindal welcomed the team and made a presentation which highlighted: process plant design, products handling of both IEPL and IEFCL; success story of the then privatized and revitalized Eleme Petrochemicals Company Limited with its commendable public-private-partnership model; implementation of equity share holding structure with the core investor (Indorama) and the Federal Government of Nigeria, Nigerian National Petroleum

Corporation (NNPC), Rivers State Government, Host- Communities and staff.

The presentation also touched on practice of Corporate Social Responsibility (CSR) with a vast array of social outreach programmes; establishment of Port Terminal at Onne for Urea export; prompt payment of dividends to equity stakeholders; prompt payment of levies and taxes evidenced with the receipt of Presidential Award for being one of the 20 highest tax payers in 2021.

In his response, the DG noted that its agency is the main federal government parastatal responsible for product standardization in Nigeria. And ensures that locally made goods are of good quality and conform to standard through Product Certification schemes.

He stated that the statutory functions of SON included: overseeing the activities of manufacturers and establishing a mandatory conformity assessment programme for locally manufactured products in Nigeria; to carry out inspection/ investigation of the quality of products, materials and facilities used in production; establish an import and export product surveillance, certification and conformation assessment scheme and work with other national and

international bodies related to standardization.

Mallam Salim decried that Manufacturers Association of Nigeria (MAN) has not done enough to draw the attention of government and policy makers to its challenges including the activities of quacks or importers of sub-standard goods.

He commended Indorama for being a great partner in progress with SON. However, he appealed that Indorama should patronize its trainings for international purposes and ensures robust relationship with SON. Mr. Jindal appreciated SON's concern and promised that the company would do its best in that regard.

A tour of Indorama plants was embarked upon and the SON team visited different parts of the expansive complex, especially the Train 2 Fertilizer Control Room.

The entourage of the DG include: Mr. Adewuni Richard, Mr. Bola Fashina Chief Emeka Duru, Engr. Enebi Onucheyo, Zubairu Hamza, Mr. Sani Mohammad, Engr. Samuel Ayuba Ushe, Engr. Dosumu Tajudeen, Mrs Rhoda Erastus, Engr. Emmanuel Hussaini, Engr. Omoniyi Olalekan, Mr. Maji Aileku, Engr. Rose Madaki, Isah Kiatun, Buhari Mohammed, Ezengwu Nkechi, Mohammed Alhaji Bukar, Okoko Edna and Olobo S.A.

Other Indorama team members at the event were: Mr. A.K. Sharma (Head QAQC), Mr. P.J.S. Bajwa (Head of Fertilizer Operations), Mr. Kpeden Innocent of Logistics, Dokubo Osaki (PSS), Chinedum Emeana and Igwe Chima Charles both of Corporate Communications.

Officials of Standards Organisation of Nigeria (SON) with their DG, **Mallam Farouk Salim** (10th left) in a group photograph with Indorama Management during a tour of the plants conducted by the CEO, **Mr Munish Jindal** (8th right).



A portrait of Sri Prakash Lohia, a middle-aged man with a receding hairline, wearing a black Nehru-style jacket. He is holding a silver trophy with both hands. The background is a dark, neutral color.

SRI PRAKASH LOHIA @70

The Global Industrial Icon!

Chairman of Indorama Corporation, Sri Prakash Lohia, a self-effacing man by all standards, is being drawn out this week from his preferred simplicity and privacy. Of course, he is a man who has become a global industrial enigma with his footprints in four continents covering petrochemicals, fertilizers, methanol, spun yarns, industrial gloves, textiles, etc and employing over 22,000 persons globally. Before he marked his 70th birthday a few weeks' ago, we sought him out for a refreshing, exclusive interview and he obliged us. Please sit back and enjoy the interview of a man of great vision and intellect.

By DR JOSSY NKWOCHA

Sir, 11th of August this year is your 70th birthday. Happy birthday in advance sir. How do you feel clocking such a graceful age in good health?

It is indeed a graceful age. I am quite grateful to the Almighty for His benevolence. But then, I still feel strong, rolling my sleeves to work. I believe, the more you work, the more you become stronger. I know 70 is a milestone but hope I have many years ahead, God-willing.

We are publishing a Special Edition of our Indorama-Nigeria Impact magazine to celebrate your 70th birthday. In few sentences, how would you describe your life journey so far?

Simple life, ordained by the Almighty. Nothing spectacular on my part. Working as hard as I could. Being happy always. Having a thankful heart. Enjoying the warmth of family and friends always. These are my ways of life.

Let me use your word, it has been a graceful life, full of God's benevolence. Thank you for devoting your edition of Impact magazine to this occasion.

Our Chairman Sir, could you take us through your family background and childhood?

I was born on 11th August 1952. I hail from Kolkata in India. At the time of my birth, Kolkata was a very rural community but today, development has caught up with the city and it has grown leaps & bounds.

I was born to Late Shri Mohan Lal Lohia and Smt Kanchan Devi Lohia. I have four siblings: three brothers—Om Prakash, Ajey Prakash and Alope Prakash, and one sister, Aruna. It is a close-knit family, loving, and enterprising.

I am married to Seema and we are blessed with two great children, son Amit and daughter Shruti, and am fortunate to have six grandchildren!

My father was the enterprising type, seeking new grounds to break, mixing with people outside his community. That kind of adventurous spirit led him to venture outside both his community and our country India to start trading textile goods and then

later starting a textile manufacturing business in Indonesia in 1973.

Incidentally, he took me along. You can call it my first real business school.

We would also like to have a brief history of Indorama Corporation, which has today become like an Oak tree, with branches across the world.

The little story I have shared with you is indeed the building blocks of Indorama Corporation. From our experience in trading, my father Mohan Lal Lohia and I started our first company in Indonesia called P.T. Indorama Synthetics, to manufacture spun yarns in 1975.

My elder brother, Om Prakash stayed in India and my younger brother, Alope, went over to Thailand to establish new business ventures subsequently.

I stayed back in Indonesia and continued with P.T. Indorama Synthetics, which diversified into spun yarns, PTA, textiles, medical gloves, polyester fibers, PET resins, among others.

Through the process of growth, we now have Indorama Corporation as a principal holding company, which as you said now has manufacturing sites across the world, with headquarters in Singapore.

Sir, how were you able to grow the company in such a phenomenal dimension?

I have always been curious to learn about new things and try to create new businesses. I also believe in finding the right people who are committed, capable, and act like owners. We have good values and really care deeply about people. Teamwork and harmony are very important to me. And in the end, luck always plays a big part. In everything, we give glory to God.

Since the late 1980s, you have been the Chairman of Indorama Corporation, which as at today, has over 70 manufacturing sites in 40 countries across four continents. How do you coordinate the activities of so many companies as these?

In our headquarters and in all our manufacturing sites, we have a set of well trained, qualified, and trusted professionals. They are prudent and accountable in managing our human and material resources. And they recruit and work with employees who are committed, loyal, disciplined, and diligent.

After leaving school, my son, Amit, joined us and worked in most areas of our operation. Over the years, he climbed the corporate ladder to occupy various positions and became the Group Managing Director. Today, he is the Vice Chairman and oversees the group's activities, growth, mergers & acquisitions and the manufacturing sites.

What exactly is the vision for such massive spread of your investments across the globe including our own country, Nigeria.

Our purpose is "Essential Materials, Better Lives". Our vision is to be "The materials company of choice for customers and employees".

Your group of companies in Nigeria have become the catalyst or elixir for driving Nigeria's industrialization and agricultural revolution. How did you achieve this in just 16 years?

I will give much of the accolades to our team-Nigeria, articulate, excellent managers of people, money and materials, deep thinkers, passionate and detailed in everything they do. The Managing Director, Manish Mundra; the CEO Munish Jindal, the CTO, Deepu Sivadas and a host of others are working very closely with Amit and me to ensure that our vision for Indorama in Nigeria is pursued to its logical conclusion.

Our vision is that by 2026, Indorama-Nigeria would be the largest petrochemicals and fertilizer hub in sub-Saharan Africa. Of course, you know that Indorama is today the largest petrochemicals company in West Africa and the second largest olefin producer in Africa.

What are your future plans for Indorama-Nigeria?

We are planning to invest about \$3 billion in Nigeria in the next four years

to be able to realize our vision of turning Nigeria into the largest hub of petrochemicals and fertilizer in sub-Saharan Africa. Amit and the executive management team in Nigeria have all the details of our massive expansion plans in Nigeria.

In 2012, the President of India, honoured you with the highest overseas Indian award Pravasi Bharatiya Samman. Sir, what was the significance of this award to you?

The award meant a lot to me in terms of recognition of our little efforts in the development of India, even from outside the country. Such national honour comes perhaps once in a lifetime. I remain grateful to the President of India,

“ I will give much of the accolades to our team-Nigeria, articulate, excellent managers of people, money and materials, deep thinkers, passionate and detailed in everything they do”

for such recognition. I consider it the most important award I have received, being honoured at home.

Sir, with such a massive conglomerate on your shoulders, do you find time for family life and relaxation?

Of course, I do Light exercises. I spend useful time in the evening with my grandchildren. I am also one of the world's largest collectors of old books and lithographs and rated to have the world's second largest collection of coloured lithographs. We are working to digitize all our lithographs and those at other leading libraries around the world.

Impact Magazine: Once again sir, we wish you a very happy 70th birthday and pray God Almighty to continue to grant you good health, long life, peace of mind and happiness.

Staff Interviews on 70th Birthday of Indorama Chairman

By CHINEDUM EMEANA and CHARLES IGWE

Our chairman is a source of inspiration - Mr A. B Rao, Technical Head, IPL



Our respected chairman Sh. SP Lohia is very simple, highly disciplined, hard-working, and has down-to-earth approach while interacting with management and staff. He is a source of inspiration for all of us including our staff, young managers, and entrepreneurs alike.

He showed exemplary courage, determination, and leadership to carry forward the business in Nigeria amid serious security threats while standing solidly behind the staff during the time of crisis. Today, the company have achieved several milestones while becoming the largest producer of Polymers in west Africa and Fertilizers in Africa under the leadership of our great Chairman Sh. SP Lohia

Sh. SP Lohia started his career from a humble beginning and achieved great success while setting up a business empire sprawling several countries and continents in manufacture of PET, Polymers, Fertilizers, gloves etc. He remains very simple and down to earth with one and all. His simplicity, dedication and hard work, vision and people-first approach have made him what he is today. His simplicity never changed even after becoming a multi billionaire.

I wish him a very happy 70th birthday and wish him many more to come. We continue to pray to almighty God to give him 'good health, love, affection, peace and prosperity.

Mr Paramjeet J.S Bajwa, Head of Operations, Fertilizer Plant

I know our Chairman, Mr S. P. Lohia very well. He used to come every quarter to review the IEPL plants' performance. During the kidnapping crisis in 2007, he took it upon himself to ensure that all was well. I therefore have no doubts in describing him as a visionary, humble and quick decision-maker. Besides, he cares for his staff so much and believes they are his greatest asset.

He is also a very calm and cool person and interacts freely with everyone. He has emotional relations and cares for the safety and welfare of the staff.

Very importantly, the growth of the company is always in his mind. And he leads everyone of us to achieve success in Indorama-Nigeria. As I said earlier, his visionary leadership has seen Indorama Corporation grow quite phenomenally. As he turns 70, I wish him happy birthday, good health and long happy life!



Anand K. Gupta, Head, New Projects

I joined the Indorama Family on February 14, 2018. From my brief interactions with our chairman, Mr. S.P Lohia, I deduced that he is a very down to earth person who doesn't believe in showing-off; and to me this is



a great virtue. This is a man who sits at the helm of a globally reputed Business House, who is unassuming and without airs. In fact, his generosity and humility are par excellence.

Our chairman is very forward-looking person who believes in positive and out-of-the-box thinking. Therefore, he has been able to grow the Indorama Group from scratch to a global conglomerate serving the needs of mankind in different corners of the world today. Moreover, Mr. Lohia has a high Level of human touch, and that is why he takes the issue of welfare and wellbeing of members of the Indorama family seriously. I personally wish him a very healthy, happy and prosperous life. May he live to 100 years and continue to be a blessing to humanity.

Mr Sanjay Garg, head of Commercial and OIPL

During 2006, before 1st Turnaround Maintenance (TAM), I interacted with Chairman very closely and on few occasions during MMD visit as well in other meetings related to TAM and other things.



What kind of person is the Chairman? Very down to earth person with simple living and high thinking. Very nice human being, a great visionary and true leader.

As he marks his 70th birthday I am wishing him a happy birthday, a wonderful year and success in all he does. May your special day turn all your potential into reality and life-changing things. It is such a great day, and we feel so lucky that you came our way!

With his vision as a guide, today Indorama is Nigeria's best example

of how a public-private sector partnership should be! — Pradeep Ekka – Head, Human Resources (HR)



I remember when he interviewed me for this job, his fatherly touch was memorable and the family atmosphere for self-development he created is remarkable. I also remember him sharing his vision for

employee welfare and community development and today all that is a reality.

With his vision as a guide, today Indorama is Nigeria's best example of how a public private sector partnership should be, and why some experts are advocating that the Indorama model should be emulated by other corporations to entrench industrial harmony and peaceful co-existent between companies and host communities.

Guided by his vision, Indorama operations in Nigeria are impacting positively on Rivers and Nigerian economy, boosting industrial development and sustaining growth of allied industry, facilitating agricultural revolution, promoting a thriving fertilizer value-chain in the country and being at the forefront of massive employment generation for the youths and promoting local entrepreneurship.

I wish him happy birthday, good health and long life and looking forward to his continued guidance so that we can take Indorama-Nigeria operations to a next higher level.

Sir, Your business Vision has empowered me and the likes to excel in our careers! – Kendrick Oluka. Head, Govt/Community Relations & Dev.

70th Birthday Felicitations! Sir S.P Lohia, the visionary,



legendary and pragmatic business leader that has impacted lives and creating legacies in societies across continents. Your business Vision has empowered me and the likes to excel in our careers and it is my wish and prayers for you to live long in good health with more of God's blessings and faithfulness. Happy 70th birthday our amazing boss and father.

Ernest Larry Ikpuku, Ammonia Plant Operations, IFL



Our Chairman, Mr. S.P. Lohia is a very nice and simple person. I recall that in 2007 shortly after the kidnap episode, he personally came to the Complex and thanked staff for their resilience and assured us that

the kidnap will never frustrate his vision in Nigeria.

In view of the expansion we have witnessed, he is a very serious businessman. His visionary qualities had made him put the right people into the right positions. I appreciate him for our numerous achievements over the years. He is indeed a global industrial icon. I look forward that he would establish more plants to employ our teeming population. I wish him good health and many more years as he celebrates a happy 70th birthday.

Lawrence Opusunju – PE Bagging

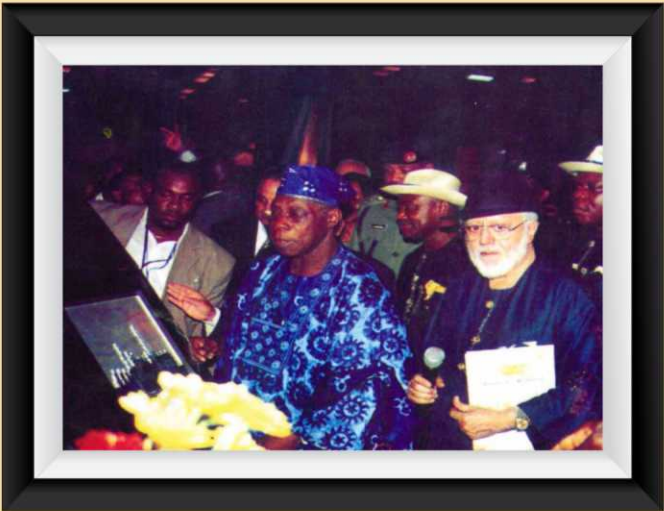
I have met our chairman on two separate occasions during his plant tours. He is a great man with lofty ideas. At first sight, if you don't know him, you won't believe that he is the chairman of this big conglomerate because he is very humble; he is "humility personified".



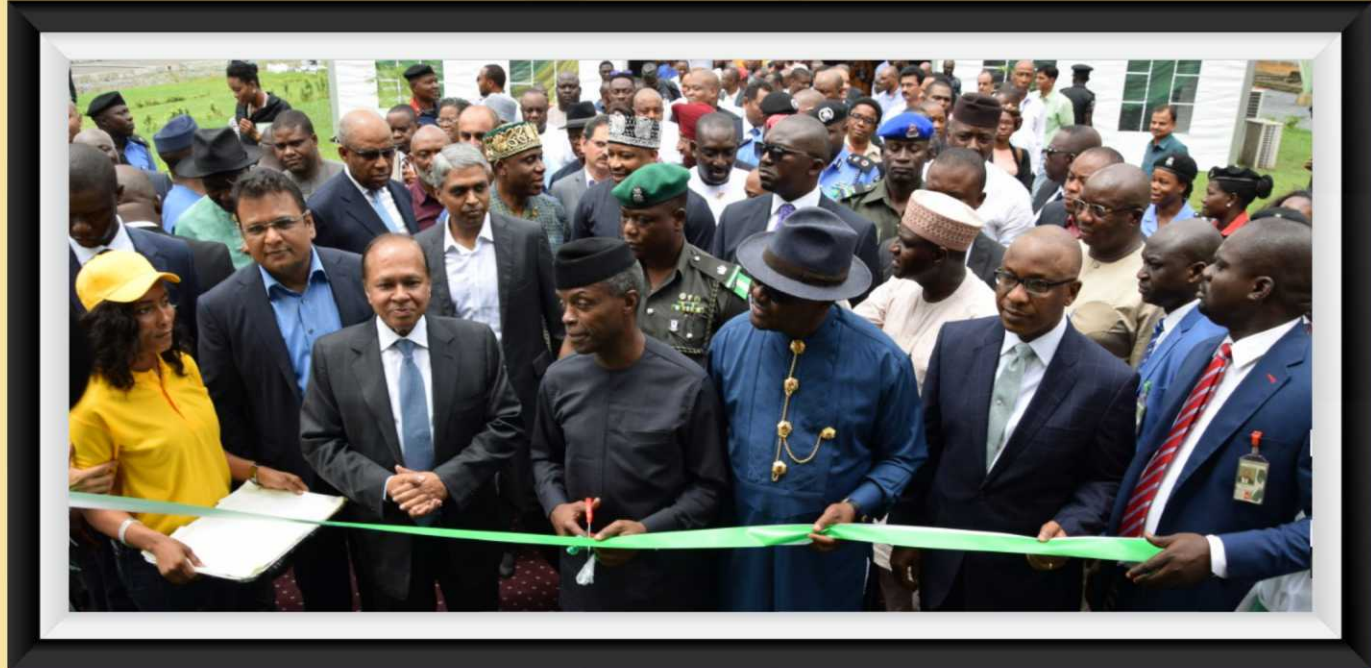
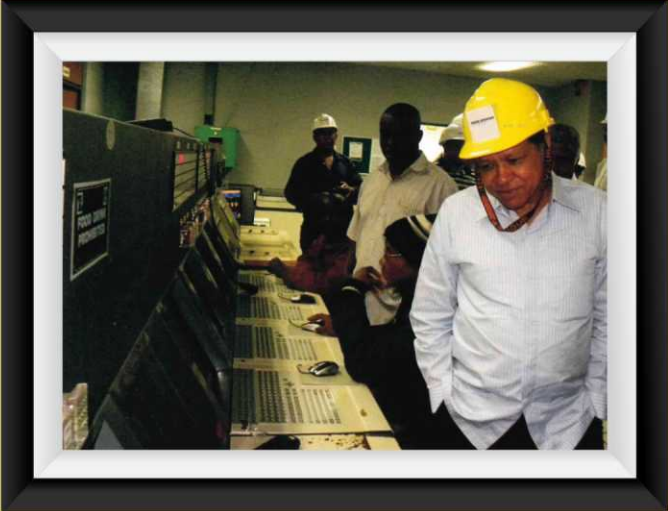
His investment in Nigeria has

(CONTINUED ON PAGE 14)

Memorable PHOTOGRAPHS



Memorable
PHOTOGRAPHS



impacted positively on the country, particularly in the area of job creation.

Indorama's export capacity in fertilizer is particularly germane especially at this time of the Russia/Ukraine war causing global fertilizer supply shortage. Indorama-Nigeria Fertilizer is helping the world to cushion the effect.

Adding one year to his age is a great thing. I wish him a hearty 70th birthday celebration.

Raphael Eeba Nwidoh, Mechanical Engineering

I met our Chairman, Mr. S. P. Lohia in 2010 during one of his plant tours. He is a visionary and focused leader who has brought huge success to the Indorama Group.

He is a good father whose businesses have greatly employed and sustained the wellbeing of many people. I like his simple disposition despite his business empire in different countries of the world.

I felicitate with him on his 70th birthday and wish him many years of prosperous life.



Nwidoh

Nigeria as a country should celebrate our chairman, Mr SP Lohia for the kind of positive impact his companies are making in Nigeria! ---- Aminu Bello – Electrical Dept



Bello

I congratulate our chairman Mr. S.P Lohia on his new age. I am proud to be associated with the chairman and the Indorama family. I have been with Indorama for over 16 years and been a first-hand witness of

seeing Indorama in Nigeria started as one

company, grow and give birth to many other companies as we all

worked hard together with him.

In fact, Nigeria as a country should celebrate our chairman, SP Lohia for the kind of positive impact his companies are making in Nigeria, from being the best Public Private Partnership, host community development, immense contributions to Nigeria's industrial development and economic growth. We pray for continuous success of his companies in Nigeria and all over the world. Happy 70th birthday sir!

Mr. S.P. Lohia invested a lot of money ensuring the safety of personnel during the peak of the Covid pandemic. As he celebrates his 70th birthday I wish him a happy, healthy, and energetic long life! --- Narendra Singh – Olefins Plant



Singh

Our chairman, Mr S. P. Lohia, is a good visionary and good employer who has the tendency to help people. He invested a lot of money ensuring the safety of personnel during the peak of the

Covid pandemic. He has generated a lot of good employment in Nigeria by adding many plants to the original ones he met when he first came to Nigeria with Indorama. This is beneficial to Rivers and Nigerian economy as well as the people. As he celebrates his 70th birthday I wish him a happy, healthy, and energetic long life.

It is a joy to see the company keep growing under his leadership. I wish him long life and happiness!

Engr. Patricia Ezenwugo - Technical Services

Our chairman Mr SP Lohia has have come a long way from Indorama Synthetics which started with his father in 1973. He expanded to



Ezenwugo

fibres, PET, Fertilizers and Petrochemicals. Since he landed in Nigeria in 2006 with the acquisition the IEPL, he has been able to nurture and grow to a major company in Africa.

I feel privileged to work in his company as a senior engineer under Technical Services and it has given me the opportunity to grow in my career; and it is a joy to see the company keep growing under his leadership. I wish him long life, prosperity, happiness, and more stripes to his career as he celebrates his 70th birthday; we, the workers in Nigeria, will want to be like him when we grow up!.

I wish him all the best and happy birthday and many happier birthdays in the years to come and for Indorama to grow at a faster rate under his legacy! --- Dinesh Bhakat – PP Plant

Our chairman has brought Indorama to a big height. I have been here for 16 years and the improvements that have happened over the years have been massive.

It's a dream come through situation – what was dreamt about becoming a reality. It's been a legacy of more expansions and new innovations and exploring other resources to improve the product for the benefit of humanity, society and the country.

The operations of Indorama also show that our chairman Mr SP Lohia cares for the safety of the environment. I wish him all the best and happy birthday and many happier birthdays in the years to come and for Indorama to grow at a faster rate under his legacy.



Bhakat

Our dear Chairman, Mr. SP Lohia has done so well in improving workers' welfare, because where we are now is not where we started! Akate Ngofa – Olefins Plant

I joined the company in 2007 as a trainee and confirmed in 2008. I have worked so hard with others to ensure



Ngofa

continuous production of the plants, except during TAM. In my time here I would say our dear chairman, Mr. SP Lohia has done so well in improving workers' welfare, because where we are now is

not where we started. I Akate Ngofa wish him long life and good health and pray that he will see more of his generations. Because he has impacted positively on our families.

I pray God gives him the strength to continue to expand the company more, because when he came to Nigeria, it was only Indorama Eleme Petrochemicals Limited, now IEPL has many children, IFL 1 and 2, PET, Super Packaging and more still coming.

“Our Chairman is a rare gem and a great mentor who has built a family atmosphere at the company“ - Alex Chacko, Information Technology Dept

I met our chairman, Mr S. P. Lohia in 2006 during the time of the takeover. He is more than a boss; a human being who cares for people. He is a rare gem and a great mentor who has built a family



Chacko

atmosphere at the company which has served as a good foundation for personal and organisational development.

He is indeed a great boss whose vision is making the Indorama organisation in Nigeria to flourish despite challenges.

We started Indorama in Nigeria with IEPL, today more stones have been added to the Nigerian unit such as Fertilizer Trains 1 and 2, among others. I wish him a very happy birthday, good health, and long life.

Our Chairman, Mr S.P. Lohia has created a family atmosphere here

with peaceful industrial relations! --- Fineman Ebiekwa (HR Department)

I know our chairman very well; a man with good economic vision, who likes to diversify his investments; he brings credible partners to bring his vision to reality. He sees the future in the present and works very hard towards it.



Ebiekwa

In the beginning when Indorama first came into Nigeria, he told us that he has a big vision for staff welfare package, which he is even now extending to all unionised contract workers – the welfare packages of our unionised contract workers has massively improved.

Because of his vision, Indorama operates a unique model in its relationship with contract workers. We do not just leave them to the whims and caprices of labour service providers, we monitor and ensure that whatever was agreed with the contractor for the workers supplied, the workers get their dues without any shortages at all.

He has created a family atmosphere here with peaceful industrial relations. The company keeps to the terms of all Collective Bargaining Agreements (CBA); no breaches at all. Our chairman made all these happen. I wish my chairman SP Lohia a very big happy birthday; I pray for him, may God continue to give him long life, more wisdom to expand the group, and many happy returns!



Prokash

Prokash Das, Electrical Engineering Dept, IFL

Our Chairman, Mr S. P. Lohia is a man of simple personality despite being the Chairman of Indorama Group.

He is a

visionary leader. I wish him a wonderful and happy birthday in good health.

Charles Chigozie Eluwa, Technical Services, IFL

Our Chairman is a father-figure and a role model. He is unique in many ways, and I like his simplicity. I really would like to know the secrets of his success in business. I wish him well and many fruitful years ahead.



Eluwa



Kumar

Vijay Kumar Jadav, Port operations, OIP

He is so simple, yet he has positively impacted many lives.

He is a man of great vision and demonstrates leadership

qualities. I wish him a very happy and healthy birthday.

Daso Mark Nemieboka, Port operations OIP

Our Chairman is visionary. He is also progressive and seeks ways to make Indorama greater. I wish him a happy 70th birthday.



Nemieboka

Community Relations Officer, OIPL - Esther Walter Anga

Sir S.P. Lohia has crafted an enduring legacy which has impacted the socio-economic lives of all our communities. I



Anga

am a proud member of the INDORAMA family and part of the success story. Happy 70th birthday celebration, Sir!



President Muhammadu Buhari in a group photograph with representatives of companies honoured in Abuja for being the Top Taxpayers in Nigeria. Indorama's CEO, Mr Munish Jindal (10th left) was there.

Indorama among Nigeria's Top 20 Taxpayers, Says FIRS

Executive Chairman of the Federal Inland Revenue Service (FIRS), Muhammad Nami, has said that Indorama Eleme Petrochemicals Limited (IEPL) was among 20 of Nigeria's topmost taxpayers in 2021, which helped the Agency to surpass its tax collection target for the year and crossed the N6 trillion threshold for the first time!

In a set of data released in Abuja, the Federal Capital Territory, (FCT), Muhammad Nami, commended the 20 topmost tax-payers and indeed all the country's taxpayers for their active support, noting that without them the service would not have been able to accomplish the feat it recorded in 2021.

Nami also expressed gratitude to the top 20 tax-payers whom he said defied the very harsh global economic conditions imposed by the lingering COVID-19 pandemic to produce a heroic performance in tax payment, compliance and support.

"The combined efforts of all taxpayers made it possible for the Service to achieve the tax revenue collection of 2021 which provided our governments with necessary funds to



meet their social contracts with the citizens," he noted.

The FIRS chairman further disclosed that the feat recorded by the Agency was made possible by the uncommon leadership of President Muhammadu Buhari, the active support of the supervisory Ministry of Finance, the backing of the National Assembly and its leadership, as well as the cooperation of all other stakeholders in the tax area.

Going forward, he urged taxpayers to continually cooperate with the FIRS to make taxation the machinery of the nation's development and economic growth.

Others companies in the 20 topmost tax-payers are the Nigeria LNG Limited (NLNG), Nigerian National Petroleum Company (NNPC) Limited, Dangote Cement, Mobil Producing Unlimited, Star Deep Water Petroleum and MTN Nigeria Communications Plc.

Others are Shell Petroleum Development Company Limited, Chevron Nigeria Limited and Total E & P Nigeria Limited, Airtel Networks Limited, Nigeria Petroleum Development Company Limited, Nestle Nigeria Plc, Nigeria Breweries Plc, Total Upstream Nigeria Limited, Nigeria Agip Oil Company Limited, British American Tobacco Marketing, Guaranty Trust Bank Plc, Stanbic IBTC Bank Plc and Lafarge Africa Plc.

The FIRS also appreciated Northern Cables Processing and Manufacturing Limited (NOCACO), Ikeja Electric Plc for being the most improved in tax filing and VAT compliance respectively.



World Safety Week

CTO Lauds Indorama-Nigeria for 30m Man-hours Without LTI

The Chief Technical Officer (CTO) of Indorama-Nigeria, Mr Deepu Sivadas has commended all team members of Indorama-Nigeria and its partners and contractors for embracing the company's safety culture which is instrumental to achieving almost 30 million man-hours without lost time injuries (LTI) between 2017 and now!

He gave this commendation on Friday 27th May 2022 at the commemoration of this year's World Day for Safety and Health at Work and prize distribution to winners of several safety awareness competitions held over a one-week period between May 5 -13.

The CTO noted the company's Health, Safety and Environment (HSE) performance over the last five years has been "quite exemplary" in clocking almost 30 million man-hours without experiencing down time due to injury concerns.

He lauded all staff and partners, while acknowledging their "increasing levels of commitment and participation in all HSEF activities, pointing out that 1,197 personnel participated in the several safety awareness competitions."

Mr Sivadas also commended the Institute of Safety Professionals of Nigeria (ISPON) Rivers State branch for immense support and cooperation to Indorama in achieving its safety objectives, while welcoming its chairman Dr. Olushola Yemi-Jonathan, who presented the guest lecture at the



Dr Yemi-Jonathan, Guest speaker.

event.

In his lecture, Dr Yemi-Jonathan who spoke on the topic: "Enhancing social dialogue towards a culture of safety and health" congratulated the management and staff of Indorama-Nigeria for accumulating close to 30 million man-hours without LTI, stressing that "it is no mean feat".

He stressed that it is important to promote dialogue in the workplace on safety and health issues because such a culture ultimately helps the company save cost, enable workplace trust while promoting productivity and sustainability.

The lecture highlighted the responsibilities of management and employees in building and sustaining a culture of safety and health in the workplace in the interest of all.

There was presentation of souvenir to the Guest speaker by

Indorama Fertilizer Operations Head, Mr P. J.S Bajwa.

The event which was anchored by Mrs Toyin Olansebe witnessed recitation of Indorama's safety Pledge by all participants led by Engr. Charles Osuji, chairman of the Safety Week Committee; safety drama presentation by Polyethylene (PE) Plant which demonstrated the importance of obtaining permit before carrying out "hot work" for the sake of safety.

The major highlight of the event was the presentation of prizes to 48 winners of the competition by the CTO and other top management executives. Note that 120 prizes had previously been presented on the spot to winners in HSEF Quiz Competition for Contractors across 12 locations within the complex.

The competitions were in 13 categories including SCBA Donning, Live Fire Fighting, Fire Extinguisher, First Aid and CPR Competition, Spot the Hazard and HSEF Speech Competition.

Others are HSEF Quiz, HSEF Poster, HSEF Slogan, HSEF Quiz Competition for Drivers, HSEF Quiz Competition for Contractors staff and Safety Drama challenge.

After the Toast moderated by Dr Jossy Nkwocha, Head of Corporate Communications and Vote of thanks by Dr. Eugene Viele of Polypropylene (PP) Plant, the event ended with group photographs of all winners with the CTO and top management.

Indorama Shines at 2022 World Day of Safety & Health at Work!

... Organised by Federal Ministry of Labour & Employment



Dr Jossy Nkwocha of Indorama presents Award of Honour plaque to Mr Ehigbai Iziren.

Once again, Indorama Eleme Petrochemicals Limited (IEPL) shined on Thursday, 28th April 2022 at the Federal Secretariat Port Harcourt as the South-South Zone of the Federal Ministry of Labour and Employment organized the 2022 World Day of Safety and Health at Work.

Most participants wore the events T-shirt and Face cap branded with the

Indorama logo. Four persons led by Dr Jossy Nkwocha, Head of Corporate Communications represented the company.

It was another successful hosting by the Ministry in collaboration with the Nigerian Industrial Safety Council of Nigeria (NISCN), which attracted representatives of many corporate organisations and Federal Government agencies.

The Theme of the celebration was: "Act together to build a positive safety and health culture" with the sub-theme as "Effective Communication as a tool for building positive Safety and Health culture."

The address of the Hon. Minister of State for Labour and Employment, Mr Festus Keyamo, SAN, which was delivered by the South-South Zonal Director in the Ministry, Mr Ehigbai Iziren said the celebration was to promote the prevention of occupational accidents and

diseases globally.

"It is an awareness-raising campaign intended to focus international attention on the magnitude of the problem and on how promoting and creating a safety and health culture can help to reduce the number of work-related deaths and injuries," he said.

Mr Keyamo noted that Nigeria being a member of the International Labour Organisation (ILO) first joined in the world celebration in 2004. He emphasized the need for continuous collaboration of all stakeholders across all sectors in the shared vision of achieving the highest level of safety, health and well-being of all workers in Nigeria.

Two educative technical presentations were made on the theme and sub-theme of the event by Mr Jeremiah Barisua Akpobari and Mrs Gloria Rotu-Otomi while there was an address by the Rivers State Chairman of NISCN, Mr Olatunji Omowunmi.

Thereafter, there were goodwill messages from various invited corporate organisations.

Dr Nkwocha who spoke for IEPL said the entire Indorama-Nigeria takes Occupational Health and Safety as a priority in its operations, practices, and policies. He said the company has been collaborating with the Factory inspectorate of the Ministry in this regard.

The Indorama-Nigeria spokesman said that the company has already migrated from OHS 18001:2007 to ISO 45001:2018, which makes the responsibility for safety and health to fall on everyone – both Management and employees. He also said the company has Safety Ambassadors who monitor everyone's actions as it relates to safety and health.

Other staff who represented IEPL at the event included HSE&F Team members namely Bashir Mohammed of Safety; Toyin Olansebe of Environment and Martins Olowu of Fire.

The event was rounded off with an Award ceremony in which the Zonal Director in the Ministry, Mr Ehigbai Iziren; the Chief Inspector of Factories, PHC, Mr Simon Ononyaba said some organisations who were not honoured last year were presented awards for excellent performances in maintaining safety and health at work.



From Right: Martins, Toyin, Jossy and Bashir, Indorama staff at the event.

FRSC Zonal Commander Lauds Indorama on Compliance



(Left): ACM **Jonathan A. Owoade** receives a souvenir from **Jite Orimiono** of Indorama during the visit. (Right): Group photograph of the FRSC officials and Indorama team during the visit.

On Friday 3rd June 2022, Assistant Corps Marshal (ACM) of the Federal Road Safety Commission (FRSC), Mr. Jonathan. A. Owoade, the South-South Zonal Commanding Officer, Zone RS6 Port Harcourt led a 5-man team to the Indorama petrochemical Complex.

Mr. Chinedum Emeana of Corporate Communications who moderated the event introduced Indorama team which comprised Mr. Jite Orimiono of Industrial Relations/Human Resources, Messers Joseph Ogbekor, Debo Ajaguna and Ajeminayenate Karibo all of HR Dept.

Others were Mr. Pradeep Pawar, head of Safety; and Roli Ajisola also of Safety Dept, Mr. Pankaj Vas of Logistics, Mr. Emmanuel Osaro of Administration, Mr. Abanu S.B. (Plant Shift Superintendent) and Charles Igwe of Corporate Communications.

DRC Gloria Omayi, the Zonal Protocol Officer RS6 Port Harcourt took her turn and introduced the visiting team which included RC. Ufuoma Ekpo, Zonal Provost Officer RS6, RC I.E. Halliday, Unit Head Policy, Research and Statistics RS6. 11 Eleme and ACC Lilian Nwanne, Unit Commander RS6.11 Eleme.

She further read the citation of the team leader -ACM Owoade, which

showed that he joined the Service in 1996. He was recently posted to PHC as South-South Zonal Commander comprising Rivers, Bayelsa, Akwa Ibom and Cross River States.

Mr. Pradeep Pawar of Safety Department presented a safety briefing which showcased Indorama's safety rules, regulations and practices.

Mr. Jite Orimiono on behalf of Indorama Management welcomed the guests and reiterated the success story of Indorama-Nigeria which dates to 2006. He noted that after the rehabilitation of the moribund plant, it became functional and productive.

Furthermore, he stated that the equity shares of 5%, 10%, 10%, 7.5% and 2.5% amongst the Federal Government of Nigeria, Nigerian National Petroleum Corporation (NNPC), Rivers State Government, Host- Communities and staff respectively has brought about special public-private- partnership model, which has resulted in cordial relationships with the core investor.

Again, Mr. Orimiono noted that the practice of Corporate Social Responsibility (CSR) over the years to about thirty communities along the gas pipelines 87km away from the company site at Eleme has greatly averted community- company related crises.

In response, ACM Owoade, noted that FRSC was established in 1988 with the statutory responsibilities for road safety administration and management in Nigeria; making the highways safe for motorists and other road users; checking road worthiness of vehicles; recommending works and devices designed to eliminate or minimize accidents on the highways, as well as educating motorists and members of the public on the importance of road discipline on the highways.

He commended Indorama for its achievements over the years of incident-free operations and appealed for continuous improvement in all FRSC related guidelines.

He stressed that under his regime cordial relationship between FRSC and Indorama would be maintained, adding that FRSC is willing to undertake periodic testing of drivers, upholding safety standards.

Mr. Orimiono appreciated the visit and presented a corporate souvenir to the visiting team. ACC Nwanne, Unit Commander RS6.11 Eleme gave the vote of thanks in which she reiterated the cordial relationship that exist between FRSC and Indorama-Nigeria.

A plant tour of Indorama facilities was embarked upon immediately after taking group photograph.



DISCIPLINE IN THE WORKPLACE

Introduction

Discipline is the bedrock of a healthy industrial organisation. It is important to promote and maintain discipline to ensure smooth functioning of an organization. Proper maintenance of discipline in the workplace promotes industrial peace and growth. Discipline helps employees to become more effective, efficient and develop character. All these factors foster career growth.

Cambridge dictionary defines discipline as “the ability to control oneself or other people even in difficult situations”. It is also the “training that makes people more willing to obey or more able to control themselves, often in the form of rules, and punishments if these are broken, or the behaviour produced by this training”.

Rules and laws are necessary for the existence of the society and the violation of set rules and laws leads to punishment. It is important to ensure that employees understand corporate compliance upon joining, as many employees claim they are ignorant of such policies when they default.

The Main Purpose of Discipline

Most times, discipline is viewed as punishment and this perspective makes one blind to the very essence of discipline which is to build character. It is also to promote progressive and corrective behavioural changes. It gives opportunity for improvement where there is improper behaviour.

Discipline is the foundation of healthy industrial relations. Where discipline is promoted, there is smooth functioning of an organisation. Employee morale and industrial

peace are linked with a proper maintenance of discipline. Disciplinary action can also help the employee to become more effective as overlooking the negative actions of one person can encourage more defaulters to change.

No workplace can be efficient and productive without discipline because people would behave anyhow where there are no consequences for deviant behaviour. Organisations put mechanisms to ensure that workplace ethics are upheld. Many corporate entities have failed on account of lack of discipline.

Many organisations put codes of conduct into place so that employees know what is expected of them. A disciplined work environment helps management as well as employees being on their best behaviour.

Dealing with Discipline: Role of Stakeholders

To ensure discipline in the workplace, policies and procedures should be accessible to the concerned stakeholders to ensure collaboration of all stakeholders in the workplace. The role of the employer is not to mete out punishment for every offence but to ensure that the benefits of discipline are enjoyed by all stakeholders. To do this, they make the policies accessible to all stakeholders and ensure proper engagement of all of

them in matters relating to disciplinary procedures.

On the other hand, the role of employees is that they should take responsibility for discipline in order to ensure a disciplined workplace which facilitates best behaviour. Each employee should work hard to ensure discipline. This leads to efficiency and fosters mutual trust between the employer and the employee. It also contributes to peaceful and safe work environment. It is the collective responsibility of all stakeholders to uphold.

The trade unions have a role to play also. They should not encourage negative behaviours by preventing disciplinary actions but should collaborate with other stakeholders to ensure a disciplined, safe, secure and friendly workplace where there is mutual trust. They should ensure that fair hearing, equity, and due diligence are followed to establish the facts. They should not be biased in their judgement but where an offense is established, they should ensure that disciplinary measures are progressive, corrective and unbiased.

Aspects of discipline in workplace

There are four general types of disciplinary actions available when employees fail to meet expected levels of performance or conduct. They include verbal counselling, written warning, suspension and termination. Other minor punishments are loss of privileges e.g demotion, pay cut, fine, transfer. Each employee has the responsibility to find out the offences that could attract any of these disciplinary actions to avoid them since ignorance is not an excuse for an offence.

Recommendations to ensure discipline in the workplace

- **Create an Employee Handbook:** Create a comprehensive and easy-to-understand employee handbook that covers your company policies, performance standards, and other work aspects
- **Carry out Performance Discussions:** Instead of opting for a formal “disciplinary hearing,” carry out one-on-one performance discussions with employees. Adopt a friendly, rehabilitative approach to talk about problematic behavior and disciplinary issues.
- **Create a PIP:** Implement a performance improvement plan (PIP) that is achievable and measurable. Highlight their current strengths, potential focus areas, and steps that they need to take.
- **Use Punishments When Needed:** If your employees aren't responding to your interventions and are still exhibiting misconduct and tardiness, then it is advisable to take a punitive approach.



By **EUCHARIA CHRISTIAN**
(HR Department)

MANAGING PERSONAL FINANCES IN A HIGH INFLATIONARY ENVIRONMENT

Any topic on effective management of personal finances will always attract attention because of how crucial it is to daily life in this period of rising inflation. An inflationary environment is one in which prices of goods and services are rising rapidly, monthly, or yearly.

When we go to the market and realize that the amount of money used to purchase goods a month or a year ago buys a much smaller proportion of the same goods, then we know that inflation has hit.

This condition is very unpleasant since wages, in most cases are static.

Managing Personal Finances

Inflation data from National Bureau of Statistics in May 2022 puts the Consumer Price Index (CPI) at 17.71%. This represents the average change over time in the prices of goods and services consumed in Nigeria for day-to-day- living from last year. Except that we can increase our income in the short-term, you will have to finance current and new expenditure with debt. To avoid the debt trap as prices keep surging, we would need to follow these simple rules:

Imbibe the spirit of savings/Investment

Keep to a budget

Avoid debt for consumption

Carry family members along in your financial planning.

Imbibe the spirit of savings/investment

Always pay yourself first. Prices go up when too much money chases few goods.

Our needs and wants are satisfied by the goods and services provided by others. Since you have worked for your income, its important you pay yourself before others. This is what we mean by savings. Without savings, it is very difficult to manage during a tough economic situation.

Therefore, commit to saving first before spending. Save an amount that does not impact your normal expenditure.

This way you will not always have to run back to it even during emergencies. Invest

your savings in safe financial instruments that risk profiles will not effect.

Keep to a budget

The first error of omission when it comes to personal finances is not having a budget. The budget is so important that microeconomics uses it as the basis for analysing the boundaries of human choices with regards to spending. How can we effectively manage what you cannot measure? Spending reveals a lot about our wants and needs. By making a budget, we can clearly identify our priority areas.

Inflation can lead us to make poor spending decisions which is usually at the heart of our financial problems. When prices go up, we seldom adjust our consumption. Most times we maintain our consumption levels and decide to finance shortfalls

with debt. Debt gradually becomes a permanent part of our source of finance for consumption. This permanent consumption debt decreases our ability to deal effectively with worsening economic conditions or to take advantage of improving economic situations.

Once we have our budget trimmed to our needs, we need to commit to working within the budget. Since the budget is a plan for income and expenditure, working within the budget is synonymous with living within one's budget or one's means.

Unfortunately, due to peer, societal and other circumstances, many people do not like to live within their means. The budget establishes the monetary constraints and helps us to think in terms of trade-offs --- because the budget is fixed.

Avoid Debt for Consumption

If you borrow to consume today, you will have to reduce your expenditure in the future to pay back except your income level changes. Credit turns the wheel of the economy. Credit enables the investors to expand output. To effectively manage our personal finances, we would need to avoid credit for consumption especially if we cannot grow our income in the short term. When inflation is on the increase, it is better to avoid debt and work within the budget. If you already have debt, commit yourself to paying it off and avoid adding to it by keeping to the budget.

Carry family and dependents along

Many times the pressure to spend comes from the need to satisfy the family. That is why in formulating the budget, all foreseeable expenses need to be adequately captured and matched against confirmed income. Its important that we carry members of the family along so it prevents misunderstanding and resentment especially when we need to cut back the quantity of goods purchased or purchase alternatives. Once everyone is on-board, its easy to focus on your needs, save and have something for the future.

Conclusion

In conclusion, managing personal finance successfully requires discipline in following the timeless money rules which allows us to continue to build a financial war chest and prevent us from severely impacting our ability to spend on our needs in the future. If we are consistent, then it will not matter what economic condition exists at any given time. All that will matter is that we would always be in a good position to deal it effectively.



By **Oselumese Eromosele**
(Finance & Accounts Department)

It is on record that Indorama Management is Labour-friendly – Rivers NLC Chair



Chairperson of the NLC, Rivers State branch **Comrade Beatrice Utubo** (6th from left) and her team in a group photograph with Indorama officials led by **Mr Pradeep Ekka** (5th from left) during their visit to Indorama recently.

The Rivers State chairperson of Nigeria Labour Congress (NLC), Comrade Beatrice Utubo has commended the management of Indorama-Nigeria for the various welfare packages and decent working condition for the workforce including the contract employees of the company.

She made this comments on Friday 3rd June 2022 when she paid a working visit to the company.

"It is on record that Indorama management is labour-friendly, and there is no indecent work practices at Indorama," she said, adding that she usually does not visit companies as a matter of policy, but decided to come to Indorama by virtue of the positive reports being received regarding the friendly disposition of the company's management towards workers welfare.

However, the labour leader urged Indorama management to continue to



Mr Ekka presents a souvenir to **Comrade Utubo**.

do more for workers noting that it is a precursor for improved productivity and increased profit margins for the company.

Moreover, she assured the management of Indorama that as a

union they will not condone indolence on the part of the workers, impressing on them to continue to raise the bar for higher productivity while maintaining industrial peace and harmony.

Comrade Beatrice Utubo was accompanied by members of her executive team including National Vice President of National Union of Chemical Footwear Rubber Leather and Non-Metallic Products Employees (NUCFRLANMPE), Comrade Frederick Nwoje.

Earlier, Mr. Pradeep Ekka, Head of Human Resources, who led a team of Indorama management to receive the guests on behalf of top management at the company's Board Room, welcomed them heartily to the company and thanked them for being a strong partner with the company in achieving set goals and objectives.

He made a presentation where he gave an overview of the company, where it is coming from and its strong belief in the potential of the economy of Nigeria which is why it is continuing to push to expand its investments in existing and new production lines.

He added that the company's policies are geared toward sustaining the mutual and beneficial relationship established with labour. He further assured that Indorama management's desire is to continue to make sure that all best practices are brought to bear in the relationship between workers and management and the unions and management.

Other members of the Indorama team who received the labour leader include Mr. Joseph Ogbebor, Mr Fineman Ebiekwa and Mrs Eva Onyebuoha.

Indorama formalises unionisation of Fertilizer contract staff



Comrade Frederick Nwoje, National Vice President of NUCFRLANMPE addressing the workers in the course of the unionisation process.

The management of Indorama Eleme Fertilizer and Chemicals Limited (IEFCL) has recognized and facilitated the unionization of contract workers providing direct services in the company's operations.

The unionization exercises have brought all workers providing direct services under National Union of Chemical Footwear Rubber Leather and Non-Metallic Products Employees (NUCFRLANMPE).

The formalization of the process took place in the company's complex on 22nd March, 2022 by National Vice President of National Union of Chemical Footwear Rubber Leather and Non-Metallic Products Employees (NUCFRLANMPE), Comrade Frederick Nwoje with the executives of the IEFCL branch of the union.

Mr. Joseph Ogbemor of Indorama's Human Resources department, who represented management and closely worked with the union to achieve the objective, explained that it is line with Nigerian Labour Act, Section 40 of the Constitution of the Federal Republic of Nigeria and the International Labour Organisation (ILO) conventions 87

and 98 which institute collective bargaining.

He added that Indorama management ensures best practices in industrial relations and does not condone indecent work practices in the company, noting that that was why it is not averse to unionization of the workforce. He noted that contract workers have been unionized same way that regular employees are unionized to ensure that workers have a sense of belonging and a voice.

Reacting to the development via interview with Indorama-Nigeria

Impact Magazine, Comrade Enoch Emmanuel, Chairman of NUCFRLANMPE IEFCL Branch said what management has allowed to happen without rancor is a good development that highlights cordial relationship with the union and the value placed on contract workers in the company.

He added that this move which enhances the welfare of the workers will stimulate them to become more productive for the company's benefit. He urged management to continue promoting acts that will boost workers' welfare and wellbeing.

On his part, Comrade Asanga Gospel, Secretary of the union commended the management noting that Industrial harmony is the greatest achievement of any company's management. He added that the unionization of contract workers will promote industrial peace and better welfare for workers because it secures their interest inside and outside the complex.

"Sincerely, I will love to appreciate management and the National union for the actualization of this great move which will foster unity, peace and progress in the plant and be of great benefit to fertilizer contract workers."



R-L: Comrade Enoch Emmanuel, Nwoje, Chukwu Calistus and Asanga Gospel during the Fertiliser Contract workers unionisation exercise.



Indorama executives led by Mr A.B. Rao and invited guests cut the World Environment Day cake.

WED 2022: Indorama to Maintain its Reduce, Reuse and Recycle Environmental Policy!

Indorama-Nigeria companies will continue to maintain and promote the values of reduce, reuse, and recycling (3Rs) in its environmental management, according to the Technical Head of Indorama Eleme Petrochemicals Limited (IEPL), Mr. A. B. Rao.

He made this declaration on Thursday 9th June 2022 during his opening remarks as the company marked this year's World Environment Day (WED) Celebration in its complex.

He noted that the company has been marking the WED since 2007 because it holds the environment in high esteem and its operations are geared towards preserving it because we have "only one earth" – which is the theme of this year's celebration.

To get the participation of all, everyone was made to stand to recite the Indorama Environment pledge by representative of the Federal Ministry of

Environment, Mr Ikoma Barieenee.

The Guest Lecturer, Professor Ikemefuna Ekweozor of the Rivers State University, spoke on the topic: "Restoration of ecosystems to ensure harmonious sustenance of natural environment."

He said everyone has a role to play to achieve healthier ecosystems, with richer biodiversity that will yield greater benefits such as more fertile soils, bigger yields of timber and fish, and larger stores of greenhouse gases.

Representatives of various agencies graced the occasion and commended Indorama in their goodwill messages. They include: Mr. Nosa Aigbedion of National Environmental Standards and Regulations Enforcement Agency (NESREA), Mr. Ime Ekanem of National Oil Spill Detection and Response Agency (NOSDRA), and Mr Ikoma Friday Barieenee of Federal Ministry of

Environment.

Others were Mr Fiberesima of Rivers State Ministry of Environment, Mr Simon Ononyaba of Federal Ministry Labour and Employment, Sir Daminabo Atuboyedia of the Rivers state branch of Nigerian Environmental Society (NES) and Hon. Okazu Godspower, Supervisor for Environment at Eleme Local Government Council.

The highlights of the event, moderated by Mrs Toyin Olansebe of Environment Department, were the cutting of the WED cake, wine-toasting, prize-giving to employees and their dependents who won several environment awareness and preservation competitions held throughout that week and tree planting exercise by the dignitaries and Indorama personnel.

As part the 2022 WED celebration Indorama took its environment awareness and tree planting campaign to four secondary schools in the host communities. The programme featured environment awareness talks followed by environment quizzes administered on the students.

Prizes were distributed instantly by Indorama team in the two-day activities between Tuesday 7th June and Wednesday 8th June 2022. Indorama distributed over 900 prizes to the students.

Mr Iwari Young-Arney coordinated the tree-planting exercises, while Mr Chinedum Emeana of Corporate Communications moderated the school events.



Group Photograph at the Community Secondary School, Akpajo, Eleme.

Monkey Pox

In recent days we are hearing a lot about Monkey pox, which has been alerted by WHO and there are cases of Monkey Pox found in 13 counties and most of them are in Europe where this disease is seen for the first time. Though Monkey Pox is not uncommon for Africa as the disease is prevalent in Africa with limited outbreaks. There was a limited outbreak in Nigeria as well in 2017.

Though the disease is self-limiting viral infection and generally cures with supportive treatment in 7-10 days, but it has a mortality of 1% - 4% especially in children.

Some facts and about this disease and prevention are as follows:

Key facts

- Monkey pox is a rare disease that occurs primarily in remote parts of Central and West Africa, near tropical rainforests.
- The monkey pox virus can cause a fatal illness in humans and, although it is similar to human smallpox which has been eradicated, it is much milder.
- The monkey pox virus is transmitted to people from various wild animals but has limited secondary spread through human-to-human transmission.
- Typically, case fatality in monkey pox outbreaks has been between 1% and 10%, with most deaths occurring in younger age groups.
- There is no treatment or vaccine available although prior smallpox vaccination was highly effective in preventing monkey pox as well

Transmission

Infection of index cases results from direct contact with the blood, bodily fluids, or cutaneous or mucosal lesions of infected animals. In Africa human infections have been documented through the handling of infected monkeys, Gambian giant rats and squirrels, with rodents being the major reservoir of the virus. Eating inadequately cooked meat of infected animals is a possible risk factor.

Secondary, or human-to-human, transmission can result from close contact with infected respiratory tract secretions, skin lesions of an infected person or objects recently

contaminated by patient fluids or lesion materials. Transmission occurs primarily via droplet respiratory particles usually requiring prolonged face-to-face contact, which puts household members of active cases at greater risk of infection.

Signs and symptoms

The incubation period (interval from infection to onset of symptoms) of monkey pox is usually from 6 to 16 days but can range from 5 to 21 days.

The infection can be divided into two periods:

- I. the invasion period (0-5 days) characterized by fever, intense headache, lymphadenopathy (swelling of the lymph node), back pain, myalgia (muscle ache) and an intense asthenia (lack of energy);
- II. the skin eruption period (within 1-3 days after appearance of fever) where the various stages of the rash appears, often beginning on the face and then spreading elsewhere on the body. The face (in 95% of cases), and palms of the hands and soles of the feet (75%) are most affected. Evolution of the rash from maculopapules (lesions with a flat bases) to vesicles (small fluid-filled blisters), pustules, followed by crusts occurs in approximately 10 days. Three weeks might be necessary before the complete disappearance of the crusts.

Treatment and vaccine

There are no specific treatments or vaccines available for monkeypox infection, but outbreaks can be controlled. Vaccination against smallpox has been proven to be 85% effective in preventing monkeypox. Monkeypox is a self-limiting disease.

Prevention

Preventing monkeypox expansion

through restrictions on animal trade. Restricting or banning the movement of small African mammals and monkeys

Reducing the risk of infection in people

During human monkeypox outbreaks, close contact with other patients is the most significant risk factor for monkeypox virus infection. In the absence of specific treatment or vaccine, the only way to reduce infection in people is by raising awareness of the risk factors and educating people about the measures they can take to reduce exposure to the virus.

- Reducing the risk of human-to-human transmission. Close physical contact with monkeypox infected people should be avoided. Gloves and protective equipment should be worn when taking care of ill people. Regular hand washing should be carried out after caring for or visiting sick people.
- Reducing the risk of animal-to-human transmission. Efforts to prevent transmission in endemic regions should focus on thoroughly cooking all animal products (blood, meat) before eating. Gloves and other appropriate protective clothing should be worn while handling sick animals or their infected tissues, and during slaughtering procedures.

How to avoid being infected

- Cook all animal products thoroughly.
- Avoid body contact with an infected person.
- Say no to unnecessary touching like handshakes.
- Maintain very high index of suspicion.
- Health officers must use protective devices, such as hand gloves.
- Report to the hospital if you have fever with rashes.
- Wash your hands regularly.

RETIREMENT

By CHARLES CHIMA IGWE

Engr. Martins Chigbu goes on Retirement after Meritorious Service!



On 4th March 2022, a colourful get-together was organized for Engr. Martins Nnanna Chigbu, the longest serving Plant Shift Superintendent (PSS) after years of meritorious services to Indorama-Nigeria.

The event, which took place at QAQC Conference room, was moderated by Engr. Charles Onuoha, one of the PSS. He thanked all bosses, colleagues, friends and well-wishers of Engr. Chigbu who found time to attend

the occasion even at short notice.

As a tradition, colleagues in the Office of PSS including Mr I.T. Lawson took the stage and recalled the maturity, understanding, commitment and exemplary life of the celebrant that made their tasks well-coordinated and easier.

Mr A. B. Rao, Technical Head who oversees staff in the PSS office, remarked the cordial working relationship he had with Engr. Chigbu which dates back to his initial working

years at the Polyethylene (PE) Plant, Mr. Rao wished him well in his further endeavours.

Mr A. K. Sharma, Head Quality Assurance and Quality Control (QAQC) lauded the diligence, zeal and commendable lifestyle of Engr. Chigbu. He wished him good health and better family life as he retires.

In his response, Engr. Chigbu who was overwhelmed with joy said he remains indebted to Indorama Management for granting him the opportunity to be employed and to serve in various capacities including the Office of PSS.

He attributed the success stories regarding the Office of PSS to the determination, commitment, co-operation and sincerity of purpose of both past and present PSS whom he holds in high esteem.

Gift items were presented to Engr. Chigbu.

Other personalities that attended the event included Mr. B.S. Mandah (former PSS), Messer's Dokubo Osaki, Abanu Sordum Barile and Akinola Olayinka Lekan (newly re-deployed PSS), Messers Uruakpa Kingsley Ogbonna, Alex D. Fubara and Walter Dickson all of Training Department as well as Mr. Chinedum Emeana of Corporate Communications and Igwe Chima Charles former PSS and now of Corporate Communications.

SOCIALS

Left: Sir (Comrade) Oliver Nwokolu Nwidaa and his wife Lady Tornei Stella Nwidaa during their Knighthood and Ladyship installation on June 25, 2022 at the Cathedral Church of St. Paul, Diobu, Diocese of Niger Delta North, Church of Nigeria, Anglican Communion.

Right: Mrs. Imaobong Nwogbo of IT Dept being presented with "Adorable Daughter of Mary" award by Engr. Uche Okoye, President, Catholic Women Organization (CWO) Rumuokwursi Deanery at CIWA on April 30th, 2022.



CTO kicks off Indorama 2022 Football Tournament



Mr. Deepu Sivadas (4th right) being introduced to IPL Engineering Team by their captain, Benson Agba. He was accompanied by Mr. Pradeep Ekka, Mr. Paramjeet, Bajwa and others

Excitement pervaded the atmosphere recently as the Chief Technical Officer (CTO) of Indorama-Nigeria, Mr Deepu Sivadas kicked-off the Indorama 2022 Football Tournament. It was indeed a fun-filled, high energy opening ceremony activities held on Friday 6th of May 2022.

The football tournament is part of the company's integration programme.

The opening match featured Indorama Petrochemicals Limited (IPL) Engineering and IPL Contract Teams. After a pulsating 80 minutes of footballing action, the young and energetic lads in the IPL Contract team humbled their veteran, panting counterparts by 10 goals to 1. It was a

haul of goals that looked more like a novelty match!

However, based on the successful protest filed by the Engineering team that their opponents used an ineligible player, the result was resolved to 3 goals to nil in favour of Engineering team, according to the tournament rules. The competition has continued as scheduled.

Before the match began, Mr Sivadas who represented top Management, led Head of Functions (HOFs), Head of Departments (HODs) and sports enthusiasts to the opening ceremony at the Indorama Recreation Club (IRC) Football pitch.

Mr Sivadas said the tournament was an opportunity "to see our

colleagues in a different light after work and in one spirit." He observed that the energy levels in the environment was palpable as the IRC Football arena was brimming with nationals and expatriates in a convivial atmosphere.

He also heartily commended the planning committee for a job well done and hoped that the corporate objectives of the tournament would be realized.

The activities of the opening ceremony included introduction of the players to the CTO and handshake with all of them, accompanied by all HOFs and HODs present as well as group photographs with both teams.

In his welcome address, the chairman of the organizing committee of Indorama 2022 Football Tournament, Mr. Egere Tetenwi, said the essence of the competition was to encourage a work-life balance in the system, while promoting mental health and social wellbeing among Indorama personnel.

Egere explained that the competition consists of 12 teams divided into two groups playing a league format from which the teams with the highest points will emerge to take part in the Indorama Champions League.

"We are most grateful to the management of Indorama for this football pitch, for electrifying the mini-stadium, and the approval of funds for and support and several other efforts not seen here. We are also thankful to the Human Resources department for the work place ambience and these privileges", he added.

The opening match was indeed very interesting and the closing match is expected to coincide with the Independence Day celebration on 1st October 2022.



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