

INDORAMA - NIGERIA

# IMPACT

In-House Magazine of INDORAMA-Nigeria Group  
www.indoramaeleme.com www.indoramafertilizers.com

ISSN NO: 2449-0679 • JULY - SEPT., 2019



CELEBRATING  
**NIGERIA@59!**



## How Indorama Fertilizer Helps in Feeding the Nation and West Africa!



Indorama  
Signs 5th MOU  
with **Host  
Communities**

**World  
Environment  
Day:** Indorama  
celebrates in  
style

Indorama  
Hosts 120 NDA  
Officers and  
Cadets

## Indorama Celebrates Nigeria in a Special Way!

It's time, once again, to celebrate Nigeria's independence anniversary on 1st October. Indeed, the 59th! Here at Indorama-Nigeria, it's also a time for us to celebrate in a special way. Yes, celebrating Nigeria as a country, as an independent nation, which got her independence from Britain on 1st October, 1960.

It is a thing of national joy and pride to be independent, to enjoy political freedom and sovereignty. And in the past 59 years, Nigerians have lived as one, despite socio-political and economic challenges.

On behalf of the Board, Management and Staff of all Indorama-Nigeria Group companies, I offer our fondest felicitations and congratulations to His Excellency, President Muhammadu Buhari, GCFR - President, Federal Republic of Nigeria; His Excellency, Governor Nyesom Wike, CON, GSSRS – Governor of Rivers State; and indeed all the good people of Nigeria on this auspicious independence anniversary.

This is our 6th Special edition of IMPACT magazine, which has been set aside and designed to mark Nigeria's 59th independence anniversary in a special way. The main focus, this year, is to showcase how Indorama urea fertilizer is helping to feed the Nation and West Africa! This edition of our in-house publication is indeed rich in content, design, cover and packaging.

Apart from our magazine, we are also going to hold Nigeria's Independence Anniversary Special event on Monday, 30th September 2019, featuring a public lecture on the topic: "Nigeria: Social Re-Engineering for National Unity, Peace & Progress." The lecture will be delivered by an erudite Nigerian.

The event will also feature sporting competitions among our employees, namely relay marathon, football, ladies football, ladies 200 metres dash, table tennis, lawn tennis, swimming, chess,

snooker and chess. Cash prizes will be given to winners.

It is also an opportunity to drape our expansive Indorama petrochemicals



**His Excellency, Muhammadu Buhari**  
*President, Federal Republic of Nigeria*



**Barr. Nysom Wike, CON, GSSRS**  
*Executive Governor of Rivers State*



**Manish Mundra**  
*MD Indorama - Nigeria*

complex in the green-white-green colours of Nigeria; as well as cut the 59th Independence Cake, joined by staff and invited guests.

As usual, government agencies such as the Department of Petroleum Resources (DPR), Federal Ministry of Environment (FMEEnv); Federal Ministry of Labour & Productivity (FML&P), Standards Organisation of Nigeria (SON); Rivers State Government agencies and the federal security agencies, etc, are invited.

Here at Indorama-Nigeria, we are also impacting nationalistic ideals on the children of our employees. Last August 17th, we organized Drawing and Essay competitions for the children in Primary and Secondary schools.

For the primary school pupils, the topic of their Drawing was "What can be used to beautify Nigeria?" while the essay for the Secondary schools students was "The effect of drug abuse on the youths of Nigeria." The winners were given cash gifts and certificates. This will help to make them better citizens of Nigeria.

As a company, we are fully aware of our responsibilities as responsible and responsive corporate citizen of Nigeria. We are quite proud of our corporate citizenship, and therefore rejoice with all Nigerians on this occasion.

Most importantly, I wish all our employees, our customers, our host communities' people, government agencies, and indeed all other stakeholders a happy and joyous independence anniversary celebration!

Long Live everyone!  
Long Live Indorama-Nigeria!  
Long Live the Federal Republic of Nigeria!

**MANISH MUNDRA**  
Managing Director (Nigeria)  
CEO Africa



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Managing Director, Indorama Nigeria and CEO, Africa  
**Manish Mundra**

CEO, IEFCL  
**Munish Jindal**

Editor-in-Chief  
**Josy Nkwocha**

Other Editorial Team  
**Chinedum Emeana**  
**Mike Achaziem**  
**Valentina Ikejiobi**

Editorial Advisers  
**Pradeep Ekka**  
**A. Basu**  
**S. K. Srivastava**  
**Balbir Singh**

Printed by  
**Biz Pages Limited**  
37 Wogu Street, D-Line, Port Harcourt.  
08033102821, 08064017555,  
08055807709

## Editorial Suite

Here at Indorama-Nigeria, every 1st of October, we usually celebrate Nigeria's independence anniversary in a special way, with a Special Edition of our in-house IMPACT magazine. Same, this year! That's why the magazine in your hands reflects our love for country.

Our corporate communication's editorial team gave it their best.

It begins with our main focus, which is how Indorama fertilizer is helping to feed Nigeria's large population and for exports to other West African countries. The story shows that Nigeria can actually feed herself without import of food.

It shows Nigeria can handle her food security. It showcases the potentials of Nigeria in this regard. The interviews of farmers, agro-dealers and our marketing team speak volumes of how Indorama fertilizer has impacted agriculture and farmers positively in the past three years!

That was one of the reasons why 120 officers and cadets of the Nigerian Defence Academy (NDA) visited Indorama recently -- to appraise the company's operations and contributions to the nation's social and economic development. They were overwhelmed with what they saw and heard.

The Farm Input Support Services (FISS) department of the Federal Ministry of

Agriculture and Natural Resources (FMA&NR) also came calling to confirm the capacity of Indorama fertilizer to help in feeding the nation. Check out the report here.

As they say, Charity begins at home. Indorama-Nigeria signed the 5th Memorandum of Understanding (MOU) with the host communities. The document identifies responsibilities of the two parties for the mutual benefit of all. It's fully covered here.

Then, our CSR/Mentorship programme was fully activated. A total of 150 students and undergraduates of secondary schools and universities benefited from our school educational excursions to the Indorama complex to match theory with practice. Indorama cares for the younger generation, and wants to catch them young!

The company also organized Drawing and Essay competitions for the children of its staff in primary and secondary schools. The report is here too.

Our insight pages have two exciting articles by Kunjuna Sharma and Jerry Osazelyamu on very exciting topics. Please enjoy them.

I want to thank our team members for a job well done! Please sit back and enjoy the magazine.



**Josy NKWOCHA**, PhD, FNIPR  
Head of Corporate Communications/SA to the MD

# Indorama Hosts Nigeria Defence Academy Officers and Cadets

A total of 120 Staff officers and Cadets of the Nigerian Defence Academy (NDA), Kaduna Abuja, paid an educational visit to Indorama Eleme Petrochemicals Limited (IEPL) on 4th July, 2019 as part of efforts to acquaint themselves with the operations and socio-economic importance of strategic industries around the country. Navy Captain RO Adoki who led the team said it was part of their curriculum every year. He said IEPL was selected as part of the tour due to its strategic importance to the country.



Front row: **Captain RO Adoki** (2nd left), Head Corporate Communications, **Dr. Jossy Nkwocha** (3rd right) and **Mr. Joseph Micloth** (1st left) and **Mr. Praveen Shetty** (1st right) of Indorama security dept and others, flanked by NDA cadets.

**W**e are grateful for the warm reception that you (Indorama) have accorded us. Every year, our cadets are given opportunity to see manufacturing and maritime related activities to enhance their understanding of what they are taught in class," Navy Captain Adoki said.

"There are some organizations in the country that play major roles in the economy of Nigeria. We feel it is imperative to involve the cadets early enough to know and study the critical stakeholders in strategic industries. Among such organizations is Indorama Eleme Petrochemicals.

"So we are here today to be acquainted with your

operations and the role Indorama Eleme Petrochemicals plays in the economic development of the country. We believe that at the end of the day, the visit would have benefited the cadets immensely," he said.

Receiving them on behalf of the Management Dr. Jossy Nkwocha, head of Corporate Communications and Mr. Ranbir Seth, head of Security intimated them on the activities of the company.

Dr. Nkwocha noted that the company plays very strategic roles in the socio-economic development and industrialization of the country. He told the NDA team that the petrochemicals plant produces raw materials for

over 600 plastic companies across the country. The raw materials, he said, are used for the production of plastics and allied products.

He said before Indorama came in 2006, the petrochemicals products were imported into the country, but today, they are produced by IEPL which saves a lot of foreign exchange for the country.

He told the officers and cadets that Indorama also has a world-class fertilizer plant that produces 1.5 million metric tons of urea fertilizer every year which are used by millions of Nigerian farmers across the country. He said Indorama fertilizer has helped to enhance food security in the country.

Dr. Nkwocha also said Indorama creates employment opportunities for many Nigerians; pays huge revenue to federal and state governments in terms of taxes and dividend; and engages in robust Corporate Social Responsibility (CSR) initiatives which add value to society, especially the host communities. This, he said, enhances peace between the company and its host communities.

Mr. Seth added that the company operates a world-class jetty facility at Onne Port where Indorama exports bulk fertilizer. According to him the jetty has boosted the economy of Nigerian in the maritime sector.

He further stated that IEPL,

# Top Officials of Fed. Agric Ministry Inspect Indorama Fertilizer Operations!



FISS team **Mr. Joshua Sanasi** (3rd right) and **Mr. Aseyalseimor Kevin** (3rd left) with Head of Corporate Communications **Dr. Jossy Nkwocha** (4th right), IEFCL Safety Manager **Mr. Balaji Rao** (2nd right), IEFCL Abuja officer, **Mr. Ola Osunba** (1st right), Head of Ammonia, **Mr. Daljit Singh** (1st left) and Head of Urea **Mr. Manoj Chaturvedi** (2nd left).

**T**op officials of the Farm Input Support Services (FISS) department of the Federal Ministry of Agriculture and Rural Development, on Tuesday, 2nd July, 2019, paid an inspection visit to the Indorama Eleme Fertilizer & Chemicals Limited (IEFCL).

This was to obtain update on the company's production capacity, which currently stands at 1.5 million metric tons of Urea per annum.

After a tour of the world-class fertilizer plant and its facilities, the team leader, Mr. Joshua Hosea Sanasi, a Chief Agricultural officer, said he was impressed that Indorama was producing at full capacity and impacting positively on the Federal Government's Agricultural Transformation agenda.

"The objective of our inspection is to ensure that Indorama is producing. The

Federal Government wants to ensure that there is a steady production-flow of fertilizers for our farmers nationwide. And we have confirmed that Indorama is producing at full capacity. This is commendable," Mr. Sanasi said.

The ministry officials – Mr. Sanasi and Mr. Aseyalseimor Pente Kelvin, a principal agricultural officer, were received at the QAQC conference room by IEFCL officials namely Mr. Daljit Singh, head of Ammonia plant and Mr. Manoj Chaturvedi, head of Urea plant.

Others were Dr. Jossy Nkwocha, head of Corporate Communications; Mr. Balaji Rao, head of IEFCL Safety department; Mr. Swapan Kumar Das of IEFCL operations and Mr. Ola Osunba of IEFCL Abuja office.

Dr. Nkwocha, on behalf of Management, welcomed the team to Indorama complex and assured them that the company was ready for their inspection and would cooperate in any way required.

Thereafter, Mr. S. K. Das made a PowerPoint presentation, giving details of IEFCL operations and production processes at the Ammonia and Urea plants, as well as the bagging section.

He also showed how IEFCL has contributed majorly to the nation's economy and that of the agricultural sector. The FISS team later went on a facility tour of the Ammonia control room, where Mr. Daljit Singh and Mr. Manoj Chaturvedi briefed them on the activities of the control room.

They also visited fertilizer bagging section where Mr. Jagdeep Singh and Sunil

Kumar Jain showed them round and explained in details the bagging process.

Thereafter, the two teams returned for a technical debriefing session. Mr. Sanasi said: "To us as a department under the Federal Ministry of Agriculture, it is our duty to regulate and monitor what is being given out to farmers, and very importantly is the bag weight to ensure farmers get value for their money." "With what we have seen, it is indeed 50kg including the bag weight."

Mr. Sanasi lauded Indorama for its neat and green environment and implored the Management to continue to keep up with its good work.

In a Vote of Thanks, Mr. Balaji Rao appreciated the FISS team for their support and guidance and promised that the company will continue to improve on its operations and achievements.

# CELEBRATING NIGERIA @59!

## ... Indorama Fertilizer Helps in Feeding the Nation and West Africa!

As Nigeria marks her 59th Independence Anniversary on 1st October, 2019, one thing uppermost in the mind of Government and the people is food security -- how to feed our large population! Indorama urea fertilizer has come to the rescue. Supplying urea fertilizer to farmers and blending plants across Nigeria and other West African countries. In the following interviews with our Marketing and sales team as well as farmers and agro-dealers, it can be seen that Indorama fertilizer is making great impact in the nation's quest for food security. Please enjoy the interviews:

## Indorama Fertilizer has reached all parts of Nigeria and Blending plants! ...Dr. S.K Srivastava, Head of Marketing & Sales

**T**he exploits of the sales team up to July, 2019. In the domestic market, Indorama sold about 440,000 tons of Granular Urea till July, 2019 which beat all the previous years' records in terms of sales growth as well as highest collection from Agro Dealers in first seven months of 2019. North West and North Central zones alone have 85 % contribution in overall business in term of sales and collection from customers.

Now, Indorama Urea has reached all the marketing

zones and covering all the states in the country. Indeed, 2019 is a very great year for Indorama. We are expecting to reach about 550 KT by end of 2019.

### Total market shares in Nigeria

Total market size for consumption of Urea as a direct application for a variety of crops in Nigeria as well as its usage as raw material for blending of different grade of NPK fertilizers through different blending plants under PFI (Presidential Fertilizer Initiative) project and non PFI program is about 750 KT in Nigeria.

We have almost 75% market share in domestic business through all the channels and networks and working aggressively not only to increase our share in existing market but also increase market size by executing farmers training program by adopting new training tools and materials under our various Agronomy and Extension program initiatives. Our objective is to train every farmer in the country to make them aware about modern farming techniques.

### The marketing vision for Nigeria

Our vision for Nigeria is to become the most trusted Urea Brand for Nigerian farmers. We also want to make every Nigerian farmer-family happy by improving their socio-economic status through increasing their income by improving agricultural production per hectare of their land.

About 90% of farmers are small holder-farmers and have less than 1 hectre of land. Average farm holding size in Nigeria is about of 0.8-1 ha, which is one of the lowest in the World. So, our vision is to improve the productivity of land by educating farmers through our aggressive and highly technical agronomy team.

### Partners in the marketing program

Indorama has different domestic distribution channels to make available Indorama Granular Urea to the Nigerian farmers. Our main distribution channel and partners in Nigeria are Agro Dealers in all three Marketing Zones (North Central, North West & South Zone).

Agro Dealers are primary distribution channels where Indorama is directly supplying Granular Urea to

their warehouses and their retail outlets. Currently we have more than 150 active Agro Dealers all across the country in different marketing zones. Agro Dealers have their secondary distribution network to reach to farmers in remote locations.

Supplies to blenders are another important segment where we supply Indorama Urea as raw material for blending of NPK of different grades.

We are also working with some of the developmental partners like IFDC, AFAP, DEG, GIZ and USAID for various projects and also with Agricultural Universities and Research Institutes in Nigeria for efficacy and regulatory trails for Indorama Granular Urea.

DEG is highly impressed with our farmers training and education initiatives project 2018 implemented in three northern states (Kano, Kaduna and Katsina ) and based on our excellent work for farmers , DEG is extending this farmers' education and training project to 10 states in the country with the help of German Government Public Private Partnership Program.



**Dr. S. K. Srivastava**  
Head, Marketing

# We are enjoying the Benefits of Indorama Fertilizer! ...Farmers speak



Malam Yayani



Mrs Helen Audu



Yusuf Tijjani



Abdul-Aziz Hakimi

modern farming techniques and the recommended dose of urea to be applied on my farmland, I have observed a significant change in my output.

Indorama has really impacted positively on our income from the sale of our agricultural produce.

**I have moved from subsistence to commercial farming - Bala Yahaya, Danbo, Zaria LGA, Kaduna**

I have been using Indorama urea fertilizer for three years now and it has impacted my life and my family positively. In this period, I have shifted from subsistence to commercial farming. My income has increased, standard of living has improved and I eat three times a day.

Today, I am a proud family man who has abundance of food to feed my family through using Indorama fertilizer.

**Most farmers view Indorama as saviour of the masses – Alhaji Nuhu Aminu, farmer, North Central zone**

"The mention of Indorama Urea brings happiness to many farmers. Most farmers view Indorama as "saviour of the masses" because it has not failed to live up to the promise made by the company to supply quality fertilizer affordable rate.

The all-inclusive approach of Indorama to market and farmer development is entirely new to us and we are happy to be recognized by the company."



Bala Yahaya



Malam Isiyaka



Alh Dardadi Aliyu



Malam Audu Musa

**Before now, we suffered a lot to get fertilizer - Alhaji Dardadi Aliyu, Rice farmer from Dalili village, Kura LGA of Kano state**

"I have farming plot of approximately 3.5 Hectares. I am very happy that a fertilizer such as Indorama exist, if not we will continue to suffer in vain. Before now, we suffered a lot to get fertilizer.

"But now every farmer in Dalili village can access fertilizer effortlessly. Just take a look at my Farm, see how beautiful it is? It makes me happy every time I see the yield.

**My friends from the village are all envious of my crops - Abdul-Aziz Hakimi Badawa, Millet Farmer, Badawa Village, Bodinga LGA, Sokoto State**

"I have never used Urea Fertilizer on my crops before, until I attended a training programme organized by Indorama in our neighboring

village and I learnt more about urea fertilizer from there.

During that training, my field was chosen as a Demo Field. After seeing the yield last year I decided to try it this year. Telling from the height and width of the leaf, I know it is going to produce a rich harvest.

My friends from the village are all envious of my crops; we planted at the same time but mine is looking healthier than theirs.

**I have introduced many of my friends and relatives to Indorama fertilizer – Malam Yayani Sharga, Millet farmer, Sharga Village, Malam-Madori LGA Jigawa state.**

"I have been using Indorama urea fertilizer since the past 3years, and it has been good news, I haven't experienced loss and my crops have been doing well.

I have introduced many of my friends and relatives to the fertilizer so that we can all benefit from the good yield, which Indorama fertilizer guarantees.

**Indorama is changing our lives by education – Mrs Helen Audu, farmer, Dass LGA, Bauchi State**

Indorama is changing our lives by educating us on modern farming techniques. Before the coming of Indorama, we didn't embark on the practice of basal application of NPK, but now we have put it into practice and we have seen changes in what we are producing.

We are very happy with Indorama.

**I have observed a significant change in my output - Malam Audu Musa, farmer, Kwami LGA, Gombe State**

After learning so many

## Fertilizer Distributors and Retailers Speak!

# Indorama Fertilizer has changed everything for good!

**“Indorama has impacted the lives of many!” - Alh Muhamad Liman, Agro Dealer, Kano**

I started dealing in Indorama Fertilizer in 2017. Indorama has impacted the lives of many in our area. It has helped a lot of farmers to get their urea fertilizers in and out of season and at a cheaper price than they were used to buying in the past.

I remember in the past, urea fertilizer sells between N8, 000 and N9, 000, but since Indorama came, we have been able to get it cheaper so much so that even a peasant farmer can afford it. The quality and consistency of the product has created an assurance in the mind of farmers.

**In the beginning, we begged farmers to try Indorama fertilizers - Alhaji Sanusi Labbo, MD of Sanusi Labbo & Sons, Sokoto State!**

Well, as a business man I will say Indorama has succeeded

in winning the minds of our people by providing the best option in terms of urea fertilizer and that is a good development for us.

I remember when we started we had to beg farmers to try Indorama, sometimes we even sold at a loss, but now Indorama is everywhere and farmers are so impressed with it that they can't seem to get enough of it. The quality is very impressive and nobody has regretted using it. I am glad I subscribed to the business idea.

**Indorama has already reached every Corner of Nigeria! -- Alhaji Salisu Sani Yaro, MD of Khamis Nig Ltd, Funtua, Katsina State**

Indorama has really impacted on the life of our people positively. In less than five years Indorama urea has already reached every nook and cranny of our state.

We have received a lot of positive testimonies from all parts of the state; this means

that our people are really getting value for their money.

**People in my zone only use Indorama fertilizer - Mr Aremu Tunde (Irorun Agbe), fertilizer dealer, Ogbomoso, Oyo state**

Farmers are so much in love with Indorama urea fertilizer after making use of it and seeing the efficacy and yield. In fact, people in my zone don't use any other fertilizer apart from Indorama urea fertilizer.

I have been able to break through so many markets that were not there before and create dominant market for Indorama urea fertilizer.

**Indorama urea fertilizer has changed lives of so many farmers - Mr Lekan Lawal, fertilizer dealer, Ilorin, Kwara state**

Indorama urea fertilizer has changed lives of so many farmers in my area, farmers now have confidence in bountiful harvest. At first when Indorama fertilizer came,

many farmers and even retailers were not too confident of buying and using it, but with the help of Indorama team, we have been able to turn things around drastically. Indorama is now farmers' friend in this area.

With the work we have done in Kwara state, no any fertilizer company can compete with Indorama urea fertilizer in sales and yield. So many local markets that are not used to it are now becoming major markets for Indorama fertilizer.

**Customer base, purchase volume growing greatly – Alhaji Mohammed Dahiru Umar (IADR Zaria Inv. Ltd.), agro dealer, Zaria, Kaduna State**

“Indorama Urea is available in the plant whenever it is required; therefore, business owners like us have been able to plan expansion while supporting several retailers with timely delivery of goods. The company runs a very transparent pricing scheme that rewards achievement and endears many business owners like us to invest without fear. I have seen our retailer-customer base and purchase volume grow tremendously in the last 18 months and I am grateful.

**Farmers are now having better harvest - Mrs. Mabel Ogboh of Mabel Agro, Igbodo town, Ika North LGA, Delta State**

I have been an Indorama fertilizer retailer for three and half years now. The impact of Indorama product here in Igbodo town has been tremendous. Farmers prefer it to other urea products which were in the market before Indorama, and there have been many testimonies from my farmer-customers.

Farmers are now having better harvest as compared to before, and this has translated to higher profit and encouraged them to increase



Alh Muhamad



Shola Ige



Mohammed



Alh Salisu Sani



Mr. Lekan lawal



Alh Manir Shehu



Emmanuel Idoko



Mrs. Mabel Ogboh



Alh Sanusi Labbo



their farm plots, which is good for business. Indorama Fertilizer has made me known in my town as Mama Indorama.

**Indorama has brought training to farmers' doorstep - Olushola Ige, First Let's Integrated Ltd, Akure, Ondo state**

Indorama Fertilizer has brought a lot of good changes to Agriculture sector in Nigeria. Firstly, this idea of educating farmers on how, when, where to use fertilizer really amazed me.

Before, farmers only believed that such information can only be given by government agencies, and they had to travel far for such training. But Indorama has brought it down to farmers' door steps - now they know how and when to apply fertilizer.

Secondly, bounty harvest is everywhere and farmers are now laughing to the bank. I even have a farmer-customer who plants maize three times a year.

**Indorama brand is the undisputed leader in Nigeria's fertilizer market – Emmanuel Idoko, Dealer, Kano**

From responses gathered from farmers, Indorama fertilizer has changed the narrative in farming in Nigeria especially in the North where there is low nutrients in the soil.

Farmers have attested to high yield in their crop proceeds and farming is beginning to gain more and more patronage from those that have deserted the profession due to incessant loss experienced in the past years.

A very good example is Kura Local Government and Garun Malam Local government Areas of Kano State, where they cultivate rice and maize two to three times yearly.

*Cont'd on Page 15*

# Nigeria, through Indorama, is now the largest urea exporter in West Africa!

**...Rahul Mohan, Head of Exports, Indorama fertilizer**

**S**ales team's efforts in First Half year/July, 2019 in the West African market

Indorama has already sold 194,000 tons of granular urea to West African counties (besides Nigeria) in the first seven months of 2019 which is a record volume in comparison to the previous years. Benin and Senegal accounted for almost 70% of total sales to West Africa.

Indorama has been able to supply all the 6 main fertilizer consuming countries in West Africa increasing its presence through a combination of its superior quality being well accepted by the farmers in West Africa, relationships built with the players in the fertilizer value chain in the region and Indorama's focused agronomy activities.

Through bio-efficacy trials conducted by Indorama in conjunction with the research organization in Senegal, Government of Senegal has accepted Indorama granular urea also in the tender which is a big boost for the Company's plans for Senegal.

**Total market share in West Africa**

Analyzing productivity potential across 17 countries in West Africa, a showed that 8 countries make up more than 70 percent of the total potential, with 4 countries—Mali, Ghana, Benin and Senegal—comprising more than half of that. While this potential is highly concentrated, the significant variation in agricultural development and



Rahul Mohan

policy on the continent means differentiated approaches are required for each market.

Currently, West African market size is 500,000 tons and Indorama has been able to already supply around 40% of the demand in the first 7 months. We have a target to achieve 250,000 MT in the year 2019 thereby clocking a market share of 50% making Nigeria the largest urea exporter in the region.

**The marketing vision for West Africa**

Indorama's vision for West Africa is to become the top supplier of granular urea to West Africa catering to each and every country in the region and help foster agri-development in the region thereby improving the livelihood of the farming community.

**Partners in the marketing program**

Supply chains for agriculture in sub-Saharan Africa are fragmented. In analyzing major agricultural-input chains in eight countries, we found that inputs changed hands at least three times

before they reached the farmer, moving from importers to regional distributors/agro-dealers to retailers.

Indorama has built excellent relationship with traders, importers, distributors and farming communities alike through its agronomy activities which are helping the company to excel in the region. Indorama's presence in Senegal through its sister concern (Industries Chimique Du Senegal (ICS), a phosphate producer) has helped to increase the visibility and presence in Senegal, Mali, Gambia and Burkina Faso.

**Challenges**

Main challenge for the Company in penetrating in West Africa is the preference for inferior prilled urea (being supplied from the Baltic) among the farmers due to historical reasons. But, by improving the availability of granular urea in the region coupled with the agronomy activities carried by Indorama, farmer's preferences are slowly changing from inferior prilled urea to superior granular urea.

# Beat Air Pollution

## Indorama Celebrates WED 2019



Indorama-Nigeria, once again, demonstrated its unflagging commitment to the sustainability of the environment as it celebrated the 2019 World Environment Day (WED) on 25th June 2019 at the Indorama New Events Centre. This year focused on clean air with the theme: Beat Air Pollution.

In his opening address, Mr A. B. Rao, Head of Technical, welcomed invited guests and staff to the big occasion. He noted that the United Nations

instituted the WED to bring awareness to human activities causing environmental challenges in the world, such as greenhouse gas effect, loss of biodiversity, deforestation, air and noise pollution, etc.

He stressed the importance the company attaches to issues of the environment, which explains why it has been consistent in marking the WED over the past 10 years, with a different guest speaker invited to discuss the theme for each year for better

understanding and action.

He explained Indorama's milestones in environmental management over the years, especially its air quality monitoring to ensure clean air in the complex at all times and commended all staff and contractors who partook in the several environment awareness competitions in the complex preceding WED celebration and congratulated all the winners.

In his remarks, Engr Charles Osuji, chairman of the WED

2019 Organizing Committee stated that Indorama is committed to protecting and preserving the environment, emphasizing that "the earth doesn't belong to us, rather we belong to the earth."

In his much lauded presentation, the Guest Lecturer, Prof. Precious Nwobidi Ede, professor of Climatology and Head, Department of Geography and Environmental Management at the Rivers State University noted that air pollution is the fourth highest



cause of death in the world, and is likely to become the leading cause of death in 30 years' time.

His presentation sought to galvanize action by the participants to beat air pollution in Rivers state and in the country.

He commended Indorama for maintaining a very clean

environment. "Since I entered this Complex (Indorama premises) earlier today, I have been watching. I can confirm that you have very clean environment and clean air too". This drew much applause from the audience. Representatives of various stakeholders presented goodwill messages. They include the Federal Ministry of Environment, Rivers State

Ministry of Environment, National Environmental Standards and Regulations Agency (NESREA), National Oil Spill Detection and Response Agency (NOSDRA), Department of Petroleum Resources (DPR), leader of Eleme LGA Legislative Assembly, Rivers branch chairman of the Nigerian Environmental Society (NES), and a former

national president of NES, Engr. Anda Wai Ogosu.

Two other major highlights of the day were the presentation of prizes to staff and contractors who emerged winners in the environment awareness competition and tree planting exercise by top management and invited stakeholders.



Indorama MD, **Mr. Mundra**, signing the MOU document flanked by the King of Elemeland and Head, Community Relations and Development at Indorama, **Mr. Kendrick Oluka**

# Eleme King Praises Indorama

... As the Company Signs 5th MOU with its Host Communities in Rivers State!

It was a rain of royal blessings and prayers on Monday, 29th July, 2019, as the newly-crowned King of Eleme, His Majesty, Emere (Dr.) Philip Osaro Obele, the One-Eh X1, praised the Management of Indorama-Nigeria Group for its socio-economic development strides in Eleme, which have impacted very positively on the wellbeing of the people.

The occasion was the signing ceremony of the 5th Memorandum of Understanding (MOU) between the Company and the host communities at the palace of the newly-crowned paramount ruler of Elemeland.

A large crowd of Royal highnesses, Chiefs, elders, youths and members of the Project Advisory Committee (PAC), etc witnessed the event while accredited representatives of the six host communities namely Aleto, Agbonchia, Akpajo, Njuru, Okerewa/Akakpan and Wakohu family of Elenwo signed the document.

His Majesty, Emere (Dr.) Obele also signed to put a royal seal on the document. Managing Director of Indorama-Nigeria, Mr. Manish Mundra equally endorsed the MOU on behalf of the

company. The MOU, which is for Year 2020-2022 increased the project budget for each community from N30 million

to N35 million. In his post-signing speech, the King praised the immediate past paramount ruler, the late Royal Majesty, Emere (Sir) Samuel Oluka

Ejire, the One-Eh X, who, he said, laid the foundation for cordial relationship with Indorama. "We're just consolidating what the King did, and I promise that we will



King Obele, (4th left front row), MD Indorama-Nigeria, **Mr. Manish Mundra** (4th right), CEO Indorama Fertilizer, **Mr. Munish Jindal** (3rd left) with PAC members and other members of Indorama management

give Indorama all the support they need," he said.

"Indorama is a company you can rely on. If not for Indorama, where would we have been in this terrible economic situation in our country? Indorama has contributed so much to the wellbeing of the Eleme people and placed Eleme name on the map of the world.

"They (Indorama) are making our people self-reliant and employers of labour through employment opportunities, contracts to our people and entrepreneurship initiatives of the company. Now, they have increased the budget for each community from N30 million to N35 million.

"Let's continue to pray for the company to grow so that we too can grow with them. We'll continue to support you and pray for you", he enthused.

Earlier in his speech, the MD of Indorama-Nigeria, Mr. Mundra, thanked His Majesty and his Council of Chiefs and Elders for their blessings, prayers, support and guidance in the past. "As a company", he said, "we're always trying to do our best, but there's always opportunity to do more and better."

Mr. Mundra commended members of PAC and Indorama team for completing the MOU in time without rancour. He said the company would not leave any stone unturned in implementing the MOU, and grow the company to become the largest petrochemicals and fertilizer hub of Africa.

According to him, Indorama is looking for more avenues for investment to create more employment. "I want to assure you that we'll always remain true, genuine and sincere," he said.

Hon. Nwosu Ngofa, Chairman of PAC (local) and Mr. Pradeep Ekka, Head of Human Resources of Indorama, who led the negotiations for the MOU also spoke at the ceremony. Hon. Ngofa said the instrumentality of dialogue was used to reach agreements while Mr. Ekka gave an overview of the contents of the MOU.

The last MOU was signed on Tuesday, 6th March, 2018. The company had in the past signed and successfully implemented four MOUs spanning 2007-2010, 2010-2013, 2013-2017 and 2018-2019.

Other Indorama Executives who attended the event include Mr. Munish Jindal, CEO of Indorama Fertilizer; Mr. Pradeep Ekka, Head of Human Resources; Mr. Ranbir Seth, head of Security; Dr. Jossy Nkwocha, Head of Corporate Communications' and Mr. Kendrick Oluka, Head of Community Relations & Development. It was indeed a brief but joyful ceremony.

# Indorama Women Celebrate International Women's Day 2019



Cutting the IWD 2019 celebration cake: WIP **Comrade Nwanosike** (centre), Manager, Industrial Relations, **Mr. Jite Orimiono** (4th left), Keynote Speaker, **Jerry-Amah** (3rd left), NUPENG zonal rep **Comrade Stella Uzoka** (1st Right) & others.

**W**omen in Indorama-Nigeria celebrated the

International Women's Day (IWD) at the Indorama Recreation Centre (IRC) on Friday, 26th July, 2019. The theme for the event was "Balance for Better."

In her welcome address, Comrade Joy Nwanosike, the Woman-In-PENGASSAN (WIP) thanked "the top management of Indorama-Nigeria for its many efforts to provide women with opportunities to contribute to national development through the Indorama vehicle", but stressed that more still needs to be done.

The Keynote Speaker Mrs Chinenye Jerry-Amah gave an inspiring speech which uplifted the listeners. The women also received goodwill messages from Comrade Stella Uzoka representing NUPENG zonal chairman; Comrade Charmi Eze, Chairman NUPENG IEPL; Comrade Esther Odion, Comrade Mbote Odusanwo, NUPENG zonal officer ; Mr. Jite

Orimiono, manager, Industrial Relations and Engr. Charles Osuji, deputy manager, Olefins department.

Earlier, the women, led by their leader Comrade Nwanosike, visited top management, and senior managers of the company as part of events marking the special day.

When they met with Mr. Munish Jindal and other top management team members including Mr. Deepu Sivadas and Jayanta Chakavarty, the Fertilizer CEO assured the women that the company's management will continue to support them in every way to achieve their full potential.

At the PTDC, Mr. Kendrick Oluka, Head Community Relations and Development, appreciated their contributions to national development and urged them not to relent. The women ended the activities of 2019 IWD celebrations with a Thanksgiving Service on Sunday 28th July at Mater Misericordiae Catholic Church, Port Harcourt.

# Indorama's Presence Electrifies MAN Expo in Port Harcourt!

## ... Re-elects Company Representative on Branch Council

The presence of Indorama-Nigeria Group companies electrified the two-day Made-in-Nigeria Products exhibition in Port Harcourt held from Tuesday, 9th to Wednesday, 10th July, 2019. Indorama's three-in-one Pavilion was the cynosure of all eyes as visitors trooped to make enquiries about the company's products.



President of MAN, **Engr. Ahmed** (3rd right), flanked by Dr. Brown of the Rivers State Ministry of Commerce and Industry (1st right), the Rivers MAN chairman, **Sen. Michael Pepple** (4th right), **Dr. Nkwocha** of Indorama (2nd left) and others.

Some of the products on exhibition included Indorama petrochemicals (polymer resins – polyethylene and polypropylene bags and samples), Indorama granular Urea fertilizer (bags and samples), Indorama PET resins, Indorama preform and Indorama industrial super sacks.

Marketing, corporate communications and Quality Assurance & Quality Control (QAQC) staff were on hand to attend to the crowd of

customers, potential customers, regulators, stakeholders and members of the public.

Some of the prominent visitors to the Pavilion included Assistant Director in the Rivers State Ministry of Commerce & Industry Dr Mechi Brown, who represented the Ministry; the national President of the Manufacturers Association of Nigeria (MAN), Engr. Mansur Ahmed; and Chairman of the Rivers/Bayelsa States' branch of MAN, Senator Adawari Michael-Pepple.

Others are: Guest Speaker at the MAN public lecture and Chairman/CEO of Bennett Industries Limited, Engr. Reginald Odia; and top officials of the Police, Customs, Immigration, Civil Defence, the banks as well as federal and state regulatory agencies.

The exhibition took place at the Atrium Event Centre on Stadium Road, Port Harcourt. About 75 companies participated in the exhibition.

The exhibition was part of the 2019 Annual General

Meeting (AGM) / Public lecture of the Rivers/Bayelsa branch of MAN on the theme: "Redeeming Our Economic Potentials through Manufacturing.

The guest speaker, Engr. Odia identified various challenges facing Nigeria's economic development and how the manufacturing sector can bail Nigeria out of such quagmire if properly supported by government through various incentives. Earlier in his speech, the Chairman of Rivers/Bayelsa Branch of MAN, Senator Pepple had mentioned many

constraints of the manufacturing sector in Rivers State for which the Ministry's representative pledged to communicate to government.

In his own speech, the President of MAN, Engr. Ahmed took time to explain the African Continental Free Trade Agreement (AfCFTA), which President Muhammadu Buhari signed on behalf of Nigeria.

According to him, the Nigerian government has to put a lot in place in terms of infrastructure upgrade, tax incentives, power upgrade and finance to enable Nigerian manufacturing companies to benefit from the Agreement.

"Otherwise, Nigeria would just be a dumping ground and our manufacturing sector will die a natural death," he warned.

The MAN AGM also had a pre-AGM 2nd CEOs/MDs Dinner held on Tuesday, 9th July at Echelon Heights Hotel, also on Stadium Road, Port Harcourt, on the theme: "The Challenges of Multiple Taxation and Ease of Doing Business in Rivers State". The guest speaker was the Executive Chairman of the Rivers State Internal Revenue Service, Mr. T. Adoage Norteh.

Another major highlight of the AGM was the election of new Branch Council members for the year 2019/2020. Senator Adawari Michael Pepple was returned as Chairman; Mr. Vincent Okuku as Vice Chairman and Mr. Uba Obasi as Treasurer. Dr. Jossy Nkwocha, Indorama's Head of Corporate Communications, was re-elected Branch Council member to represent the Indorama-Nigeria Group.



Mike Achaziem presents a fertilizer marketing publication to MAN president, Engr. Ahmed.



Indorama Team. R-L: Ivanhoe Mievaka, Mike Achaziem, Matthew Udoka, Edwin Osage, Victor Udo and Jerry Obe.

Cont'd from Page 4

## Indorama Hosts NDA

in collaboration with the federal government, is providing urea fertilizers at a subsidized rate to fertilizer blending plants across the country to produce NPK fertilizers under the aegis of the Presidential Fertilizer Initiative (PFI).

"The company also operates one of the best public private partnership (PPP) models, where we have the federal government, Rivers State government, community and employees as shareholders of the company," he said.

The visiting Cadets and officers were later taken round the Petrochemicals and Fertilizer plants to see the various operations of the plants. Other Indorama team at the event were Mr. G. N. Zwalmark, Mr. Joseph Micloth and Mr. Praveen Shetty, all of Security department.

In a vote of thanks, Cadet IS Anekwe said they were indeed grateful to Indorama for giving them the opportunity to know about Indorama's activities and contributions to the economy of Nigeria.

Cont'd from Page 7

### Indorama has saved a lot of farmers - Malam Isiyaka Rabi, Azure Village, Kura LGA, Kano State

"I am Very happy with Indorama urea fertilizer. It is a very nice Fertilizer and it has saved a lot of farmers this year. I wonder what I would have done if Indorama were not to be in the market.

Formerly, I was using another product, but now I use Indorama Urea, and I am happy for that. I no longer worry about fertilizers, thanks to Indorama. I hope they will continue making their fertilizer available to us in the market".

Cont'd from Page 8

## Indorama Fertilizer has changed everything for good!

"We now have all-round food production in the South-East, all thanks to Indorama fertilizer!

---- Prof. Chukwu, Ebonyi State Fertilizer and Chemical Company Limited, Abakaliki, Ebonyi State

We have been with Indorama fertilizer from inception, but became amplified during the 2017 and 2018 farming seasons.

The impact has been tremendous. Indorama has made Urea fertilizer available and affordable in the South-East zone of Nigeria. This has led to increased availability of food all the year round and has impacted positively on the issue of food security and zero hunger.

Our farmers are reacting happily to Indorama fertilizer because its application increases their crop yields. It has the capacity to store for upwards of three years without melting.



Prof. Chukwu

## CSR/Mentorship

# 150 Students, Teachers Participate in Indorama Mentorship Programme

A total of 150 students and teachers of four educational institutions in Rivers State have benefited from the Indorama Mentorship Programme, which is structured to expose the students to practical knowledge through excursions at the Indorama petrochemicals and fertilizer plants.

Indorama's experienced engineers helped the students to draw a correlation between the science theories studied in school and the practical applications in real plant operations.

Between the months of May and July 2019, the company hosted students and lecturers of two faculties of Rivers State University – Engineering and Agriculture; and University of Port Harcourt – Chemical Engineering.

For the Secondary schools, students/ teachers of Holy Cross International School and Christ International School also benefited from the excursions. Each of the five sessions had 28 students and two instructors.

In all the visits coordinated by Chinedum Emeana and Mike Achaziem of Corporate Communications, the guests were received by Dr. Jossy Nkwocha, head of the department, on behalf of Management.

He welcomed them and advised them to make the best use of the opportunities offered them by Indorama.

Dr. Nkwocha said their visits were part of the Corporate Social Responsibility (CSR) initiative of "Catching them young", to groom young talents to become future leaders of Nigeria. "We expect all of you to learn a lot from this excursion so that the visit will impact on you positively," he said.

He told them that a positive

attitude towards learning is a tool that would determine their ability and willingness to learn, in order to achieve academic success.

Dr. Nkwocha emphasized that knowledge and intellectual capacity are not enough prerequisite to be a better person in the society, noting that a positive mindset and attitude will make a big difference.

In all the visits, Indorama's Safety officer, Mr. Bashir Mohammed, always gave safety briefing on the dos and don'ts as the guests go into the plants.

The Engineering students of both RSU and Uniport, as well as the science student of the two secondary schools and their accompanying instructors

were conducted round the Olefins plant and its Control room, Polyethylene Plant (PE), Polypropylene plant, and Bagging section by the Plant Shift Superintendents (PSS) namely Engr. Martins Chigbu, Engr. Mandah Bennett, Engr. Lawson Ibiosiya and Engr. Charles Igwe.

At the Olefins control room, Luke Eze, Narendra Singh, Kingsely Onuorah, Adejoro Olabinjo and Abanu S.B took turns to explain the workings of the control room and how all the processes are being monitored.

At the PE plant, Mr. Ibrahim Abubakar explained the reaction process while Dr. Titus Amadi took the students through the flow of recovery process.



UNIPOINT Chemical Engineering Students



RSU Engineering Students



Christ International School Students



RSU Crop and Soil Science Students



Also, at PE Bagging section, Mr. Lawrence Opusunji and John Nwosu educated the students on the workings of the bagging process.

The agricultural students of the Rivers State University needed to learn the practical aspects of fertilizer production. They were therefore taken to the fertilizer plant where the engineers took time to lecture them.

After the various tours, the students were excited and full of appreciation for the opportunity which exposed them to practical aspects of the theory they learn in classroom.

After the plant tours, the students and instructors return to the conference room for Q&A session with Dr. Nkwocha and the PSS-in-charge. The students spoke glowingly about the tours and what they have learnt.

Dr. Nkwocha also informed them how Indorama contributes to national economy through provision of job opportunities, raw material for industries, revenue for government, fertilizers for farmers, Corporate Social Responsibility (CSR), among others.

Some of the students who spoke to IMPACT magazine said they were indeed grateful to Indorama for granting them the opportunity to tour such world-class

plants and learn new things.

Obiajuru Okafor of Rivers State University and Alexi Amachree of University of Port Harcourt said the excursion was the best science lesson ever learnt.

"It is definitely better than any. I love learning, but there is nothing like seeing the real thing; practical aspect of engineering processes, the real thing," Miss Amachree said.

Prince Agu of Holy Cross expressed optimism of choosing a career in engineering. "From what I have seen and learnt today, my ambition is fired to work in a Petrochemicals industry," he enthused.

Preye Cornelius of Christ International who gave one of the Votes of thanks said they were grateful to Indorama for making their visit a reality.

The accompanying teachers also showed appreciation. Mr. Maciver Victor of Christ International said the visit has inspired the students to be Engineers of the future. According to him, the excursion was one of the best they have had.

Dr. Uchenna Emiri of Faculty of Agriculture, RSU, appreciated Indorama for the opportunity given to the students, which she noted, has positively impacted on the students.

*Holy Cross Int'l School Students*



# Be A Leader!

Leadership is mapping out where you need to go to "win" as a team or an organization. It is dynamic, exciting, and inspiring. Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new.

**A Leader does four major things namely:** Creates an inspiring vision of the future; Motivates and inspires people to engage with that vision; Manages delivery of the vision; and Coaches and builds a team, so that it is more effective at achieving the vision.

**Importance of Leadership:** Leadership is an important function of management which helps to achieve organizational goals. Organizations need strong Leadership for optimum effectiveness. Organizational Leadership gives importance in developing Leadership skills and abilities that are relevant across the organizations

For effective organizational Leadership: a leader Initiates action; a leader must lead himself, only then he can lead others; a leader motivates the coordinates; a leader provides guidance to coordinates; a leader creates confidence in coordinates; and a leader builds the morale in coordinates.

Also, a leader builds the good work environment with coordinates or team; Leader must be committed on personal and professional front, and must be

responsible; Leader must be a role model for others and set an example for them; a leader should be well acquainted with coordinates, have concern for them and encourage them to take initiatives; and a leader must work as a team.

## Qualities of a Leader:

There are seven key qualities of a leader as follows: A Leader has to visualize the situations; a leader should be intelligent enough to examine problems and difficult situations; a leader must be able to communicate the policies and procedures clearly, precisely and effectively. In addition, the qualities include: a leader should be knowing the nature of work; a leader should have the Sense of responsibility; a leader should have the self-confidence and should handle the situations with full will power; and a leader should have the quality of Empathy.

## Conclusion

Having known the importance of leadership and qualities of a good leader, you should aspire to be a good leader.



**Kunjuna Sharma**  
HR Department

# Human Capital and National Development

Quality human capital is a key resource for the sustainable development of any society, including Nigeria. Human capital is defined by the Oxford English Dictionary as “the skills the labor force possesses and is regarded as a resource or asset.” Similarly, the concept is further described as “the stock of skills, knowledge and intangible assets that can be used to create economic value (Goldin, 2014).



**Jerry Osaze-Iyamu**  
HR Department, IEFCL

**H**ighlighting the importance of this intangible resource when he visited Nigeria in the first quarter of 2018, American billionaire and founder of Microsoft, Bill Gates, advised Nigerian leaders that “the most important choice you make is to maximize your greatest resource, the Nigerian people. Nigeria will thrive when every Nigerian is able to thrive.”

A 2017 study by Ogunleye – Owolabi et al, noted that 98.7% changes in economic growth of Nigeria over the period of 1981 and 2015 are as a result of positive changes in the human capital variables like life expectancy, total government expenditure on education, total government expenditure on health, primary school enrolment, secondary school enrolment and tertiary school enrolment, etc.

Having thus established that human capital is important to national or economic growth, we should take a look at the strategies Nigeria has devised to harness her human resources over the years and possibly, point some areas of improvement in the education and health sectors.

## EDUCATION

Education enriches one's understanding of themselves and the world, improves the quality of life and produces broad social benefits to individual and society. Education equips people with the skills to propel themselves into prosperity.

The importance of

education to society was further highlighted in the United Nations Millennium Development Goals: achieving universal primary health education is the second of the eight goals listed in 2000. These goals were aimed at the year 2015 and all 191 United Nations member states –including Nigeria- committed to help achieve them.

By 2018, Nigeria had 160 approved universities. These included 43 federal universities, 48 state universities and 79 private universities. In addition, there were 113 polytechnics and 47 monotechnics, 71 colleges of health technology, 153 innovation enterprise institutions (most of which are privately owned) and 132 technical colleges. There were 82 colleges of education - 22 federal, 46 state and 14 private-owned.

However, the importance that successive Nigeria governments attached to education can be gauged by budgetary allocation to this key sector. In the last 40 years, budgetary allocation for education, the main source of fund for education, has oscillated between a meagre 6% --9% of the annual national budgets, much lower than most African countries who allocate between 11–30%.

To bridge the education funding gap, the Tertiary Education Trust Fund was set up in 1993 by legally imposing a 2% education tax on the profits of Nigeria's registered companies. But there still remains a big funding requirement for the education

sector.

In the 2018 World Economic Forum Global Competitiveness Index, Nigeria ranked 124th in skill out of 140 countries compared. The WEF notes that this situation threatens future employability of Nigerians in a rapidly-changing, technology-driven global economy.

## HEALTH

The second aspect of Human Capital is health, and a reliable measure is the average life expectancy of the population. Nigeria, with a total population of over 200 million (which authority) has been declared by the United Nations Population Fund (UNFPA) to have the world's third lowest life expectancy rate and, the lowest in West African sub-region.

The average life expectancy in Nigeria is about 54.5 years of age according to World Health Organization's (WHO) data, with men living an average of 53.7 years and women, 55.4 years.

This statistic could result from several factors. The WHO standard for optimal healthcare delivery advises that the doctor/patient ratio should be 1:600.

Nigeria's low life-expectancy can also be attributed to the numerous health issues affecting its citizens, such as malaria, diabetes, high blood pressure, infant/maternal mortality, AIDS, Polio, etc of which Nigeria has one of the highest rates in the world.

Because of poor infrastructure and skill inadequacy, Nigerians are

flocking abroad for medicals, paying dearly. This expenditure on health abroad puts a significant strain on foreign exchange and hence the exchange rate, which in turn puts pressure on import-dependent businesses, multiplying in effect across the economy.

## RECOMMENDATIONS

1. In order for Nigeria to grow economically and compete globally, there is need for a more purposeful strategy in developing her human capital.
2. To increase the literacy rate, which currently is around 59%, basic education should be mandatory and defaulters made to face legal penalties.
3. The Federal Government should also employ creative funding ideas, like designing tax or other incentives for private establishments that partner with educational institutions in areas of research and development.
4. Government should involve relationship management with trade unions in the education industry to foster cooperation and progress and reduce the occurrence of incessant strikes in tertiary educational institutions.
5. The government should outline incentives that will encourage companies to follow the path of training and retraining of Nigerians.

# Indorama Organizes 2nd Drawing and Essay Competition for Staff Children



Staffs and Parents

The 2nd edition of the Indorama-Nigeria Drawing and Essay competition for children of its employees took place on 17th August, 2019 at the Indorama Recreational Centre (IRC).

The primary school pupils Drawing topic was *“What can be used to beautify Nigeria?”* while the secondary school students wrote essay on the topic *“The effect of drug abuse on the youths in Nigeria.”*

After the participants submitted their works for marking and while waiting, they engaged in informal activities to get close to each other and become friends.

The company also provided food and drinks for their refreshment. When the results arrived, Mr Chinedum Emeana of the Corporate Communications department announced the winners for different categories and invited parents, staff and teachers to present prizes to them.

The winners: for the upper

primary category the winners for the drawing competition were: Kinjal Sharma -- first position; Clinton Osuji – second, and Mohammed Sheik – third.

In the lower primary section – Mrunmayi Sontakke, first; Ayush Jana, second and Kashvie Suwalka, third. The winners for the senior secondary essay writing were: Dick Ezekiel, first position; Anointed Christian, second; and Mmesoma Christian, third.

In the junior secondary category, Duson Kaka secured the first position;

Amemobari Samuel Oluka, second and Onanaobari Samuel Oluka, third. All the winners were presented with certificates and cash prizes.

Mr. Emeana thanked the HR and Corporate Communications teams for their efforts to make the event successful. He also lauded the judges for sharing their expertise and efforts towards making the day successful and positively impactful for the young one.

The judges for the essay section were Mrs. Priscilla Judah, Mrs. Ofurum Dillys Efe

and Mrs. Clara Israel, while the judges for the Drawing were Mrs. Ese Esivue, Mrs. Linda Uche-Ben and Mrs. Mbah Kalu. They were invited from Federal Government College, Rumuokoro; Nigerian Navy School Borokiri and Bloombreeds School, Port Harcourt.

Speaking on behalf of the teachers, Mrs. Kalu thanked the Management of Indorama for organizing such a talent-building competition for the young ones, which she noted would contribute and impact in the life of the young generation and to bring out the best in them.

# INDORAMA

## PETROCHEMICALS



### INDORAMA ELEME PETROCHEMICALS LIMITED

#### LAGOS

12th Floor, Plot 2  
Ajose Adeogun Street  
Victoria Island, Lagos  
Ph: +234-1-2793840-49  
Email: LGSALES@INDORAMA.COM.NG

#### PORT HARCOURT (PLANT)

IEPL Complex  
PMB 5151, Port Harcourt  
Rivers State  
Ph.: +234-1-2793840-49  
Email: PHCSALES@INDORAMA.COM.NG

#### KANO

Ph.: +234-1-2793840-49  
Email: KANOSALES@INDORAMA.COM.NG  
Technical Support: skumar@indorama.com.ng  
Website: www.indoramaeleme.com

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