



Indorama MD joins to
welcome India Prime
Minister to Nigeria

Indorama shines
@Conference of EXPO
in Presidential Villa

Federal Minister
of Petroleum lauds
Indorama

INDORAMA - NIGERIA

IMPACT



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Indorama's Social Impact

CSR & Community Dev. Projects

INDORAMA-Nigeria

Ethylene | Polyethylene | Polypropylene | PET | Fertilizer | Preform

MD'S MESSAGE

Dear colleagues and friends,

As we navigate the 4th Quarter of 2024, it remains a mixed grill of successes and challenges for our Group. On the positive side, we have remained resilient and focused on our set goals, especially the construction of Train 3 of our Fertilizer plant. Kudos to the entire team on that project.

Secondly, our company, through our combined efforts and commitment, has continued to keep our heads above water despite biting economic uncertainties, domestically and globally.

We are joyful that majority of our approximated 36 million farmers in Nigeria have unhindered access to our high-quality Urea fertilizers, which ultimately helps the Federal Government in ensuring food security in the country.

But, most importantly, we give God Almighty our sincere thanks for keeping our employees, contractors, stakeholders, partners and friends alive to see the end of 2024 and pray for a joyous entry into the new year 2025.

Our Complex was a beehive of activities during the period under review. Apart from our various operations, we also had very important corporate visits, which have been ably reported here in our Indorama-Nigeria IMPACT Magazine. I am quite confident that you will find the stories very interesting to read.

On the flip side we still face the challenge of sourcing adequate feedstock, mainly Natural Gas Liquid (NGL) for our polymer operations. I hope that concerted efforts would be made at both government and industry levels to address this nagging issue.

In all, I wish everyone, **Merry Christmas and a Happy, Prosperous New Year, 2025!**

MANISH MUNDRA

*Managing Director (Indorama-Nigeria)
and Executive Director (Indorama Africa)*



LETTERS OF APPRECIATION

MESSAGE FROM THE EMBASSY OF THE REPUBLIC OF MALI

I wish to acknowledge with thanks, the receipt of your letter, forwarding a copy of the Special Edition of Indorama-Nigeria IMPACT Magazine with the cover headline: "NIGERIA @ 64: INDORAMA ROLLS OUT THE DRUMS".

I would like to sincerely thank you and assure you that my team will exploit the said magazine with interest.

Yours sincerely

The Ambassador
Cheick Onmar COULIBALY
Knight of the National Order

FROM CHEVRON WITH THANKS!

On behalf of Chevron Nigeria Limited, I want to thank you and your organization – Indorama-Nigeria for forwarding to us a copy of your IMPACT Magazine which focused on Nigeria @ 64, and contains so much of Nigeria's socio-economic development.

Kindly accept the assurance of our highest esteem.

Regards,

Victor Chimaobi Anyaegbudike,
*Manager Communications
Chevron Nigeria Limited, Lekki Peninsula,
Lagos*

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EDITOR'S NOTE

Our dear esteemed readers,

Our 4th Quarter IMPACT magazine, which coincides with the end of Year 2024 and beginning of a new Year 2025 is another collection of exciting stories and articles that define the operations and facilities here at Indorama Eleme Petrochemicals and Fertilizer Group, Port Harcourt. There are several testimonies from third parties, mostly Government officials and regulators.

Some of our major stories in this edition include Indorama's participation at a Conference & Exhibition on Hydrogen at the Presidential Villa in Abuja.

Indorama was quite prominent at the event. We also had the visit of the Federal Ministry of Petroleum, Abuja where the officials lauded Indorama's huge facilities and operations.

The visits of both the Federal Ministry of Industry, Trade and Investment (FMITI) and the National Authority on Chemical and Biological Weapons Convention (NAC&BWC), all from Abuja were also interesting and their comments so instructive. We have so many other stories that would interest our dear readers.

We also have a motivational article on how to become a person who attracts

success! Find out points reeled out by the writer.

Please relax and read the full stories and articles. Do well to send us your comments and suggestions to jossy.nkwocha@indorama.com.

Jossy NKWOCHA, PhD, FNIPR

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Indorama Shines at Conference & Exhibition on Hydrogen at Presidential Villa!

Indorama Eleme Petrochemicals and Fertilizer Group participated at the first National Conference and Exhibition on Hydrogen, jointly organized by the Federal Ministry of Petroleum Resources (MPR) and the Foundation for Sustainable Social Responsibility in Emerging Africa (FOSSREA).

The event was held at the Banquet Hall, Presidential Villa, Abuja from 26th - 28th November, 2024, under the theme: "Building a Hydrogen Economy for Nigeria." Experts at the conference noted that the event was a significant landmark and signifies a pivotal moment in Nigeria's energy transition.

The conference was hosted by Rt. Hon. Ekperikpe Ekpo, the Minister

of State, Petroleum Resources (Gas), along with the Ministers of Foreign Affairs and Industry, Trade and Investment. They were joined by industry leaders, stakeholders, and policymakers committed to unlocking the potential of hydrogen to power and build a resilient energy future for Nigeria.

As usual, Indorama showcased its products at the exhibition. At the Indorama pavilion, the Minister,

Hon. Ekpo praised Indorama's contributions to the Nigerian economy by producing world-class Urea fertilizer from natural gas through the Haber-Bosch Process. He also inquired about the challenges faced by Indorama and pledged his support to the company's efforts.

Also in attendance were Amb. Nicholas Agbo Ella, Permanent Secretary, Ministry of Petroleum



Resources, along with Directors in the Ministry, CEOs and Directors from the Agencies under the Ministry's supervision, major industries, academia, and international organizations.

The conference attracted over 1,000 participants, including exhibitors and public and private sector investors from Africa, Europe, Asia, and the Americas. This diverse gathering fostered partnerships aimed at shaping and securing Nigeria's energy future.

According to the organisers, the conference was aimed at promoting hydrogen as a clean energy source with immense potential to reduce greenhouse gas emissions, enhance energy efficiency, create jobs, and boost economic growth.

Other objectives were listed as follows:

1. **Knowledge Exchange:** Facilitate sharing of knowledge on hydrogen production, storage, distribution, and utilization technologies.
2. **Policy Development:** Discuss policy frameworks and regulatory incentives to promote hydrogen infrastructure and investment in Nigeria.
3. **Industry Engagement:** Foster local and international partnerships between government, industry, academia, and research institutions to accelerate hydrogen adoption and innovation.
4. **Environmental Impact:** Address the role of hydrogen in decarbonizing Nigeria's energy sector and mitigating climate change impacts.
5. **Capacity Building:** Promote educational initiatives and skills development in hydrogen-related fields to build a skilled workforce.





Fed. Min. of Petroleum Lauds Indorama For its Huge Facilities and Operations!

Officials of the Federal Ministry of Petroleum Resources Abuja on Monday 11th November 2024 were at Indorama-Nigeria in Port Harcourt, Rivers State for an oversight visit. At the end of the visit, Ms. Sharang Jennifer, a Deputy Director and team lead said that they were greatly impressed with the facilities and operations they saw in the company.

She thanked Indorama management for hosting them and enumerated the essence of their visit which included to know the company's operations, understand the likely challenges confronting the company, identify area (s) for the intervention of the Federal Government.

Part of the guests were Dr. Kingsley Uranta, Biko Joshua Barnabas and Engr. Lugard Leventis Uwauma.

On arrival, Mr. Sivadas Deepu, Indorama-Nigeria's Chief Technical Officer (CTO) had welcomed the visiting team and said the company was ready to take them on a tour of its facilities and operations.

Mr. Deepu's presentation highlighted

an overview of the company's history from 1976 till date, how Indorama in 2006 revamped the moribund Eleme Petrochemicals Company Limited (EPCL), Indorama's success story of privatization in Nigeria, operations over the years, excellent Corporate Social Responsibility (CSR), its product verticals, market leadership, and its feed stock challenges.

The CTO revealed that the vandalization of Indorama's NGL pipelines and limited feed stock supply from the vendors are major challenges of concerns.

Thereafter, the team was taken on a tour of the critical plants within the Indorama Complex including Olefins plant, Fire Safety and Environment,



Power Plant, Utilities and Offsites (PPUO), Polyethylene (PE), Butene- 1, Polypropylene (PP) and Bagging Warehouses.

Other facilities visited were the Fertilizer Train 2 Control Room, Amonia plant, Urea plant, Bagging sections of both fertilizer and polymer, product display room and the soil laboratory.

In the Vote of thanks, Mr. Kendrick Oluka, Head of Community Relations and Development urged the Federal Government and other relevant ministries to replicate privatization of other non-performing companies in Nigeria taking cognizance of the privatization of Eleme Petrochemicals Company Limited (EPCL) which has positively impacted on the host communities.

Other Indorama executives at the meeting were Amit Bharti, Head of External Affairs; P.S. Bajwa, Head of Fertilizer operations, A.K. Sharma, Head of QAQC; Dr Jossy Nkwocha, Head of Corporate Communications who moderated the event; Barr. Clifford Osagie, Head of Legal Services; Osaki Dokubo, Plant Shift Superintendent (PSS); Bashir Mohammed, Safety Officer IPL and Mrs. Eva Onyebuoha, Manager Human Resources.



Indorama's Commitment to Social Impact

A Business Strategy Built on Care

At the heart of Indorama's business strategy lies a profound commitment to social impact. The company's enduring value of "Care deeply" - for people and the planet, with trust, respect, and humility - is more than just a motto; it's a guiding principle that defines Indorama's relationships with its partners and host communities in Nigeria.

Indorama-Nigeria's dedication to the well-being of its host communities is evident in its corporate social responsibility (CSR) investments. These investments have provided essential infrastructure, including schools, scholarship awards, electricity transformers, hospitals, water boreholes, and tank stands, to communities such as Agbonchia, Njuru, Elenwo, Akpajo, Aleto, Okerewa, and its pipeline communities. Additionally, Indorama's social investments extend to its jetty host communities.

These intentional and positive social investments promote a wide range of benefits, including:

1. **Human Well-being:** Improved physical and mental health, education, and overall quality of life.
2. **Community Development:** Enhanced local economies, social cohesion, and community engagement.
3. **Social Justice:** Promoting equality, fairness, and human





rights, including access to resources and opportunities.

4. **Environmental Sustainability:** Mitigating the impact of climate change, conserving natural resources, and reducing waste.
5. **Cultural Heritage:** Preserving cultural identity, traditions, and values.
6. **Food Security:** Improving food production through best agricultural practices.

Indorama's social impact is sustained through Memoranda of Understanding (MoUs) with its host communities. These agreements ensure that the company's CSR initiatives are tailored to the specific needs of each community, fostering a spirit of collaboration and mutual benefit.

By integrating social impact into its business strategy, Indorama demonstrates its commitment to creating a better future for all stakeholders. As a responsible corporate citizen, Indorama recognizes that its success is inextricably linked to the well-being of the communities it serves. By caring deeply, Indorama is making a positive difference in the lives of countless individuals and communities.



BEFORE



AFTER

"Indorama operates in a socially responsible and environmentally sustainable way"

Ms. Ayawari Dagana is the Assistant Manager, Community Relations and Development at the Indorama-Nigeria Group. In this interview with Chinedum Emeana, she outlines the company's CSR strategy that has served to promote sustainable positive social impact over the years.



Can you provide an overview of Indorama's CSR strategy? Indorama is dedicated to operating in a socially responsible and environmentally sustainable way. We integrate our Corporate Social Responsibility (CSR) strategy into our business practices, emphasizing sustainable growth that mutually benefits both our organization and the communities we serve.

Our strategy is built on a commitment to sustainable development and responsible corporate citizenship. We actively engage with key stakeholders to address the challenges and opportunities that arise, doing so in an open and transparent manner. This approach allows us to respect community rights and involve stakeholders in decision-making processes that impact them, fostering broad support for our operations.

Can you describe some of the company's key CSR initiatives and programmes, and how they address specific social and environmental challenges? Our CSR projects are aligned with the United Nations Sustainable Development Goals (SDGs) and ensure the development of the communities. Our CSR focuses on:

Infrastructure Development: Support for building local infrastructure such as schools, health centers to bridge gaps in healthcare access, Construction of Roads, Provision of solar powered water facilities, Provision and installation of Solar powered street lights and transformers for electrification, income generating market stalls for the communities.

Skill Development Programs: Initiatives to empower local communities through vocational

training and skill development, fostering economic independence. Over the years a total of 870 youths including men and women have gained various marketable skills.

Bursary/ Scholarship: Provision of scholarships to host community students and students from other parts of Eleme in universities and polytechnics. Through this initiative a cumulative of over 900 students from the host, pipeline and Jetty Communities have been benefitted since 2010.

Micro-credit business support for women: This initiative started in 2018 and since then over 700 women have had access to micro-credit business support for women from the host communities. These women are able to infuse this cash in their businesses and are able to support their families better.

How do you engage with local communities and stakeholders to identify their needs and priorities, and how do you incorporate their feedback into your CSR programmes? We engage with local communities and stakeholders to understand their needs, priorities, and concerns. For the six (6) host communities the Rivers State Government formed a Project Advisory Committee (PAC) chaired by the Commissioner for Chieftaincy and Community Affairs, and the Chairman of Eleme Local Government as the Vice Chairman. Each Host Community has three representatives in PAC, one of which must be a woman, along with one representative of the King of Eleme and three (3) serving Local Government Councillors.

For the 30 Pipeline and jetty

Communities we engage with the communities through the Paramount rulers, Community Development Committees and Youth leaderships respectively.

Indorama has established clear and accessible grievance management systems to enable communities to raise concerns or provide feedback on any issue that may arise. Through regular meetings and dialogue these mechanisms ensure that issues are resolved promptly and fairly, reinforcing trust and accountability.

What are some of the most significant challenges or obstacles that the company has faced in implementing its CSR initiatives, and how have you addressed them?

Some of the challenges we have faced include litigation amongst the members of the communities, Unnecessary delay by community contractors and vandalization of ongoing projects. We involve the community leaders in dialogue and continuous engagement to avert or curtail these challenges.

How does the company ensure that its CSR initiatives are transparent, accountable, and responsive to stakeholder needs and concerns?

To ensure accountability, every MOU signed has expectations clearly stated for both parties to guide the relationship. This is important so the implementation of our Corporate Social Responsibility (CSR) programs are done in a transparent manner. It is important to note that each Community in collaboration with Indorama conducts a needs assessment and nominates a project based on the budget for the MOU year.



Indorama hosts National Defence Academy on educational excursion

Indorama-Nigeria recently hosted 34 students and faculty members from the National Defence Academy, Abuja, on an educational excursion to its fertilizer plant. The visit, which took place on December 3, 2024, was part of the academy's one-year study programme on national defense and security.

The team, comprising Colonels, senior Police officers, and civilian officials from strategic ministries, was received by Indorama's management team, led by Mr. PJS Bajwa, Head of Fertilizer Operations. The visitors were given a comprehensive presentation on Indorama's operations, including its impact on the Nigerian economy.

Those who made presentations include Bajwa, Dr Jossy Nkwocha,

Head of Corporate Communications, Mr. Kendrick Oluka, head of Community Relations and Development and Ms Orie Uduma, head of Training and Adewole Oluwatosin of Indorama Fertilizer.

A guided tour of the facility followed, showcasing the ammonia and urea plants, control room, soil laboratory, and product display room. The team leader, Air Commodore AK Famuyiwa, praised Indorama's contributions to

national development, emphasizing the importance of addressing security challenges through root cause analysis.

The visit achieved its objective of conducting research to ascertain Indorama's contributions to national development. Mohammed Jika, a deputy commissioner of Police, expressed the team's appreciation for the warm reception and expertise shared by Indorama's personnel.

This collaboration highlights the importance of public-private partnerships in driving national growth and development. Indorama's commitment to supporting the National Defence Academy's research objectives demonstrates its dedication to contributing to Nigeria's progress.

Other Indorama personnel who received the visitors include Manoj Goel, Ayawari Dagana, Ernest Ikpuku, Mohammed Bashir and Chinedum Emeana.



NAC&BWC Happy with Indorama's Handling of Controlled Chemicals

Officials of the National Authority on Chemical and Biological Weapons Convention (NAC& BWC) domiciled in the Office of the Secretary to the Government of the Federation (OSGF) on Thursday 24th October 2024 were at Indorama-Nigeria for Bi- Annual Inspection of Chemical Industries for First Half of Year 2024.



At the end of the verification exercise and facility tour, Mrs. Stella-Maris Olisa, the team lead commended the company for excellent security and storage of controlled chemicals.

Earlier, Mr. Tejaskumar Pandit, Head Safety at Indorama Fertilizer made a PowerPoint presentation on safety and proper handling of the chemicals.

Mrs. Olisa noted that the Federal Government Agency is involved in carrying out inspection of relevant chemicals related to industries such as Indorama, collaborating with other relevant stakeholders including National Agency for Food and Drug Administration and Control (NAFDAC) in fostering the proper uses of

chemical and biological agents.

She said they also verify the custody and utilization of scheduled / controlled chemicals imported into Nigeria in 2023, verify the compliance level towards the safety and storage, and physically examine and monitor documentation of such items.

Mr. Adalumo Tosin, Indorama's Manager at Materials Management Department (MMD) submitted all relevant documents for verification. The team also inspected the Feed Conditioning Unit (FCU) and the Olefins Plant. Thereafter, the team moved to the Chemical Warehouse for the physical inspection.

Speaking at the end of the tour, Mrs. Olisa extended the warm greetings of

the Secretary to the Government of the Federation (SGF) to the company.

In the closing remarks, Mr. Charles Wosu of Corporate Communications lauded the resilience of the visiting team for the thorough execution of the planned inspection.

Other members of the visiting team included Dr. Daniel Jangaba (AD / SEC, NAC& BWC), Mr. Gabriel Odiniya Agada (ACIF, NAC& BWC) and Mrs. Gloria U. Dick-William of NAFDAC.

Indorama team at the event Messrs Sagar Das, HOS Olefins Plant; Amit Hazra, FCU Manager; S.K. Pandey, HOS Urea; Pratik Prajapati, Manager at MMD; Israel Nwafor, Technical Officer PE Plant; Kio Fayeofori of MMD and Charles Eluwa, Technical Officer.

Indorama Founder's Cup

IPL Contract Team Emerges 2024 champions

The 2024 Indorama Founder's Cup came to a thrilling conclusion on Friday, December 6, with the IPL Contract team emerging as champions. The highly anticipated final match, dubbed the "Clash of the Titans," lived up to its billing as the IPL Contract team edged out PET/SP/BP/OIS 4-2 in a nail-biting penalty shootout, following a 1-1 draw after 90 minutes.

Mr Paramjeet Bajwa,
Head of Indorama
Fertilizer Operations
performs the
ceremonial kick-off.



The tournament, which featured 12 teams, was a resounding success, showcasing the skills, teamwork, and sportsmanship of Indorama's talented employees. The event was preceded by a Novelty match between Indorama Ladies, which was played with enthusiasm and determination.

Individual prizes were awarded to outstanding players, including:

- **Most Valuable Player:** Sylvester of PET
- **Highest Goal Scorer:** Chibuike of UREA
- **Best Goalkeeper:** Benjamin of PET



Mr. Paramjeet Bajwa, Head of Operations, performed the ceremonial kick-off, while Mr. Adamu Sambo, Chairman of the Organizing Committee, congratulated the IPL Contract team on their well-deserved victory.

In his remarks, Mr. Sambo praised the management for providing this opportunity, stating that the tournament has promoted fitness, fostered better relationships, and bridged the gap between top management and employees.



"The 2024 Indorama Founder's Cup has been a win-win for all involved," he said. "We deeply appreciate management's efforts in making this event a reality, and we look forward to future editions."

The tournament was a testament to Indorama's commitment to promoting a healthy work-life balance, teamwork, and camaraderie among its employees.





Indorama Glows At MAN AGM & Expo In Lagos

- Pavillion Attracts various Dignitaries
- Receives Another Appreciation Award
- Once Again, MD elected Strategic member of National Council

Indorama Nigeria Group of companies, as usual, glowed at the recently concluded Annual General Meeting (AGM), National Conference and Made-in-Nigeria product Exhibition of the Manufacturers Association of Nigeria (MAN) held from Tuesday, 22nd - Thursday, 24th October 2024 at Oriental Hotel, Lekki Lagos.

Two flagship companies of the Group, Indorama Eleme Petrochemicals Limited (IEPL) and Indorama Eleme Fertilizer & Chemicals Limited (IEFCL) put up a colourful pavilion and showcased their various grades of

petrochemical products (polymers: polypropylene and polyethylene) as well as IEFCL's Granular Urea, NPK and Neem-coated fertilizers which attracted many dignitaries, regulators, policy makers, actual and potential customers and the general public.

Both the IPL and IFL marketing teams were on hand to receive guests and answer to their enquiries.

On the first day of the exhibition, 22nd October 2024, Mr Olusegun Omotola, the Acting Director-General of the Bureau of Public Procurement who was the Special

Guest of Honour and the President of MAN, Otumba Francis Meshioye, OFR, declared the Exhibition open and their first port of call was the Indorama pavilion where Mr Omotola commended Indorama for its huge contributions to the industrialisation and food security of Nigeria.

The dignitaries were informed that Indorama petrochemicals provide raw materials to over 600 companies across the country for their production of plastics and other allied products. And Indorama fertilizer ensures that fertilizers are available to farmers across the country on regular basis.



Earlier at a ceremony to kickstart the MAN 3-day event, Otumba Meshioye called on the Federal and State governments to patronize made-in-Nigeria products, which he said, are of high quality. He also decried multiple taxation and regulation that are stifling manufacturing sector in the country.

The 2nd day 23rd October 2024 featured the AGM of the Association at which the Director-General, Mr Segun Ajayi-Kadir, mni, presented the 2023 Annual Report, which gave a detailed outlook of the activities of MAN and the underlying national economic environment that has seriously impacted negatively on manufacturing in the country.

The highpoint of the AGM was the dissolution of the existing National Council and election of officers and members of the National Council for Year 2024/2025. Otumba Francis Meshioye was re-elected as President of MAN. A total of 108

persons, mostly MDs or Directors of manufacturing companies in Nigeria were either elected or re-elected as members of the National Council plus 20 Strategic Members.

Mr Manish Mundra, the Managing Director of Indorama-Nigeria Group was, for the fifth time, re-elected as a Strategic member of the National Council, a seat reserved for Chairmen, MDs or CEOs of large corporations and some elders of the Association.

Thereafter, the MAN President, Otumba Meshioye presented framed Appreciation Award to some companies for their distinctive support to MAN.

Indorama Eleme Petrochemicals Limited was presented with the Award "in recognition of your outstanding contributions towards the advocacy mandate of MAN and support for the 52nd AGM". It was received on behalf of the company by Dr Jossy Nkwocha, Head of Corporate Communications and

Special Adviser to the Managing Director; and Dr Titilope Ganiyu, Head of Agronomic Services of Indorama Fertilizer.

There was a value addition presentation to audience by KPMG, the renowned Accounting firm, on the need for manufacturers to embrace sustainable financing options, which, according to them is imperative for manufacturing sector.

The main points raised by the presentation was that many companies ignore the weighty issues of Environmental sustainability, Social Impact and Governance structure (ESG), noting that most financing institutions ensure companies seeking funds are ESG compliant.

In all, the MAN three-day events encompassing its 52nd AGM, national conference and exhibition were well attended and successful in spite of the harsh economic realities facing manufacturers.

Five Indorama Coys honoured at MAN Award Nite in PH!

It was a haul of Awards on Friday, 8th November 2024 as the Rivers/Bayelsa Branch of the Manufacturers Association of Nigeria (MAN) honoured all five Indorama companies that are members of the Association in recognition of their "outstanding support and dedication to the Association" over the years.

The Award Nite was the 3rd day event of the 40th Annual General Meeting & Exhibition 2024 held from 6th - 8th November 2024 at Golden Tulip Hotel, Port Harcourt, Rivers State.

The Indorama companies that were honoured included BEVPAK Nigeria Limited, which produces preforms; Indorama PET Nigeria Limited, known for its high-quality PET resins; Super Packaging Nigeria Limited, which produces industrial sacks as well as the flagship companies: Indorama Eleme Petrochemicals Limited (IEPL) and Indorama Eleme Fertilizer & Chemicals Limited (IEFCL).

On hand to receive the prestigious awards were Mr Ivanhoe Miebaka, Marketing Manager of Super Packaging; Emmanuel Opara of BEVPAK; Kennedy Ibeh of Indorama PET, and Dr Jossy Nkwocha, Head of Corporate Communications of Indorama Nigeria who received for both Indorama Petrochemicals and Indorama Fertilizer.

Several other companies were also honoured for their steadfastness and dedication to the wellbeing of the

Chapter.

The Award Nite, which was held at the Lolly Hall of the Hotel attracted many representatives of MAN-member companies and distinguished personalities including the Hon. Commissioner of Local Government, Chief Charles Bekee - a former Chairman of the Branch; Dr Chamberline Peterside, Director-General of the Rivers State Investment Promotions Agency (RSIPA); the Director-General of MAN, Mr Segun AjayiOKadri; among others.

On that same Friday, 8th November 2024, the Branch had, at a private session, also conducted a successful AGM at which reports of the chapter activities, the financial statement and the auditors report were reeled out.

The major highlight of the AGM was the re-election of Elder Vincent Okuku as the Chairman for another year, the election of the AGM Planning Committee Chairman Engr Nosakhare Agana as Vice Chairman. The representative of the Indorama-Nigeria Group Dr Jossy Nkwocha was also re-elected into the 17-member Branch Council.

Indorama's participation in the Exhibition was quite huge and colourful. The companies' marketing executives were on hand to speak with dignitaries and visitors to the 3-booth pavilion.

Apart from the Award Nite and the AGM, the Conference was equally quite stimulating. For the first time, the Governor of Bayelsa State, Sen. Douye Diri was represented by Dr Ebieri Jones, the Commissioner for Trade, Industry and Investment, who canvassed for the hosting of the 2025 MAN events in Yenagoa, the State capital.

The Rivers State Governor, Sir Siminilayi Fubara was also represented by Hon Charles Bekee, the Commissioner for Local Government Affairs while Hon. Otamiri John Ngubo, the Rivers State Commissioner for Commerce and Industry attended in his own capacity.

The theme of the conference: "Promoting Manufacturing in the Niger Delta through Technological innovations" stirred stimulating paper presentation and panel discussions.





FG Officials Commend Indorama's Contributions to National Development

On Saturday 26th October 2024, officials from Chemical and Non Petrochemical Industrial Development Department, Federal Ministry of Industry, Trade and Investment (FMITI) Abuja embarked on familiarization visit to Indorama Complex in Port Harcourt, Rivers State.

Earlier, Mr. A.B. Rao, Technical Head, Indorama Petrochemicals had welcomed the guests at the Head of Function (HOF) Conference room, venue of the meeting and assured them of the willingness of the company to cooperate with them in their assignment.

Mr. A. K. Sharma, Head of Quality Assurance and Quality Control (QAQC) made a presentation showing an overview of the company's history from 1976 till date, its product verticals, market leadership, operational success story in Nigeria and action plans toward mitigating feed stock challenges.

Dr. S.C. Basu, Head of Medical Services highlighted the New 50-Bed Hospital facility under construction which would commence operation in the 4th Quarter of 2025. According to him, the philosophy of the huge investment is based on the study of demography and prevailing Health Care facilities in Port Harcourt.

"Indorama has functional working relationships with the Rivers State Ministry of Health and its continual understanding, support and collaboration to this project remain undoubted", he said.

Mr. Amit Bharti, Head External Affairs who spoke virtually, lauded the ministry officials for finding time to visit Indorama-Nigeria despite their crowded schedules. He also appreciated the concerns of the ministry regarding feed stock challenges confronting the company.

The guests later embarked on a tour of Indorama facilities including Olefins Plant, Power Plant, Polypropylene (PP) and Polyethylene (PE) Plants, and Bagging Warehouse.

After the extensive tour, Mr. Opaluwa John, the team lead commended Indorama for its huge investments including the Indorama Petrochemicals, Indorama Fertilizers and New 50-Bed Hospital under

construction. These projects, he said, enhance the economic development of Nigeria.

The Director remarked that the visit had afforded them the opportunity to obtain first-hand and in-depth information about the company. He said "the collaboration between the Ministry and the Indorama-Nigeria shall be upheld".

He further assured the company of the continual support and protection of the ministry. Finally, he adjudged the ongoing New Hospital as "World Class". Mr Ojiude Emmanuel Chinonso, Industrial officer was also on the entourage.

Other members of the Indorama team at the event were Mr. Sandeep Chhatwal, Head of Sales and Marketing, Indorama Petrochemicals; Mr. Charles Wosu of Corporate Communications and Osaki Dokubo, Plant Shift Superintendent (PSS).



Host Communities farmers benefit from Seedling Workshop

Indorama Fertilizers has successfully hosted a Technical Seedling Production Seminar for farmers from the host communities. The event, which took place at the Maestro Rose Event Hall on Friday October 18, 2024, aimed to equip the farmers with modern techniques in seedling production, using pepper as a case study.

The seminar, attended by over 50 farmers from 14 communities, including Ebubu, Onne, Alesa, Alode, Aleto, Eteo, Ekporo, Ogale, Akpankpan, Njuru, Okerewa and the Wakohu Family of Elemenwo.

Participants were treated to presentations from Indorama's marketing and agronomy teams. Dr Adewole Oluwatosin, Marketing Executive for the Enugu Region, for instance, emphasized the importance of adopting modern farming techniques to improve crop yields.

Abdulrahman Abdullateef, Zonal Agronomist for Enugu/Calabar regions,

delivered a detailed presentation on seed, seedlings, and nursery management, while Mrs Barbara Goya-Elechi, Rivers State Field Agronomist demonstrated how it is done.

The training was divided into two sections: theoretical and practical. During the practical session, farmers were divided into groups and guided through hands-on exercises, including handling seed trays, mixing cocopeat, and sowing seeds.

At the end of the seminar, each participant received a starter kit containing seed trays, cocopeat, hybrid pepper seeds, grow bags, mulch foil,

and gumboots. The event concluded with a speech by two farmers representing Agbonchia and Okerewa host communities, who expressed their gratitude to Indorama for the informative and engaging programme.

Indorama's commitment to supporting local farmers and promoting sustainable agricultural practices is evident in this initiative. The company plans to continue providing training and resources to farmers in different communities, empowering them to improve their crop yields and contribute to the country's food secure



Indorama-Nigeria celebrates it's womenfolk

Indorama-Nigeria marked the Indorama Women Day on Monday, November 25th, 2024. The event, which was attended by women from Indorama Eleme Petrochemicals Limited and Indorama Eleme Fertilizer and Chemicals Limited, was a celebration of women's empowerment and contributions to the company's success.

The women, who were dressed in uniform cloth material with different designs, commenced the day's activities with a courtesy visit to Mr. Pradeep Ekka, Head of Function HR/IR. Comrade Ngozi Blessing Onyia, PENGASSAN Women Commission (PWC) IEPL chairperson, expressed appreciation to Mr. Ekka and the HR/IR team for their support, while also requesting for more women to be brought into the system.

Mr. Ekka encouraged the women, noting that the company has employed more women in recent times and is committed to being gender-sensitive.

The event proper held at the Indorama New Event Centre, with Dr. Jossy Nkwocha, Head of Corporate

Communications, as the chairman of the event. He emphasized that Indorama women are an asset to the company and encouraged them to continue working hard and pushing boundaries.

Comrade Blessing Ngozi Onyia, in her welcome address, highlighted the theme "Count Her In: Invest In Women: Accelerate Progress" and emphasized the importance of women's empowerment in advancing socio-economic development.

Two guest speakers, Dr. Mercy Bello Abu and Mrs. Otobore Olumoye, delivered inspiring talks on the theme and financial wellness, respectively. Their presentations were engaging and informative, raising the level of

excitement in the hall.

The event also featured goodwill messages from various dignitaries, including Mr. Chinda Ejim, Comrade Alex Fubara, Comrade Joy Nwanosike, and Comrade Queen Udeh.

The highlight of the event was the cutting of the celebration cake by dignitaries on the high table and an exciting question and answer game for prizes that was anchored by Comrade Dorcas Okeh, Women Leader of NUCLFANMPE.

The Indorama Women Day celebration was a resounding success, and the company remains committed to promoting women's empowerment and inclusivity in the workplace.



How To Become A Person Who Attracts Success

Success does not just happen; it is not an accident. It is attracted to some kind of people. Success is not what you have but about who you are and what you become in the process of achieving your goals in life.

If you look at successful people, you will notice they have certain habits, certain ways of thinking, certain attitude that set them apart. These are all things you can learn and develop.

The first thing in becoming a successful person in life is to take full responsibility for your life. It may sound a bit scary but there is inherent self empowerment when you take responsibility of your life. In another way, you are saying I am in control of my life, my success or failure depends on me, you stop blaming others for your mistakes and misfortunes and making excuses.

Then, you start taking actions. I have heard from friends who say: "I hate my job, my boss is terrible, the pay is too low, I am stuck." And I asked them "well what are you guys doing about that and they said we know nothing to do!"

I told them they could do something; that is the difference between a successful people and unsuccessful people. Successful people don't wait for things to happen, they make things happen.

Successful people don't say I can't, they ask "how can I do it?". If you want to attract success you need to know what success looks like; you need to have clear specific goal. I like to think of goals as a destination on a map; if you don't know where you are going, how will you know when you get there? How will you know which road to take.

Here is the thing about goals, they need to be your goals

not your parents' goals for you, not society's goal, not what you think you want. Your goals need to be what you truly desire. Having goals is great but it's not enough, you need to write them down. It's like you are sending a message to your subconscious mind saying this is important please pay attention to this. Don't just write them once and forget about them. Review your goals regularly.

I recommend reading them every morning when you wake up and every night before you go to bed. This keeps them fresh in your mind and helps you stay focused. But here is where many people go wrong: they set a goal and then sit back and wait for it to happen. That is not how it works.

Goals without action is just a set of wishes. You need to take your goals

with consistence and persistence. This is where discipline comes in; discipline is the bridge between goals and accomplishment. It's what get you out of bed early to work on your business when you'd rather sleep in.

It will make you save your money when you'd rather spend it now. it's what pushes you to keep going when things get tough. There are no elevator to success. You have to take the stairs.

Your mind is like a garden whatever you plant there will grow. If you plant negative thought, that is what will grow there but if you plant positivity, confidence and faith they are the things that will flourish in the garden.

So, you need to be very careful about what you allow to grow in your inner mind. I want to emphasize something crucial: becoming the person who attracts success is a journey not a destination. It's about constant growth, continuous learning and self-improvement, taking responsibility, setting clear goals, self-discipline, cultivating a positive mindset, building strong relationships, managing time effectively, learning from failure and celebrating progress.

Remember success is not something you pursue but something you attract by the person you become. So focus on becoming the best version of yourself, develop your skill and advance your knowledge, cultivate your character and as you do this, you'll find that success begins to flow into your life!





Indorama-Nigeria Trains Security Team on New Techniques!

A two-day impactful training was organized on 21- 22 October 2024 where participants were drawn from the Army, Police, Mopol, Anti Bomb Squad, Security Consultants, Security contract workers and Security staff of Indorama-Nigeria.

It was planned by Security Department in conjunction with Human Resources Department and facilitated by Square Consult LLC based in Canada. Its theme was " Fundamental Human Right and Conflict/Relationship Management for Security Professionals".

The training covered introduction, social location and its impacts on human rights, applying an equity lens on security practices and understanding bias, human rights in action, relationship management in security practices, de-escalation techniques and crises management, reporting and responding to human rights violations, and continuous improvement and building a human rights culture.

Several challenges confronting security personnel were noted which include bias and discrimination,

excessive use of force and lack of accountability. Also, it stressed that security personnel must balance the need to maintain order and enforce laws while ensuring that fundamental human rights are protected.

It therefore recommended the development of strong relationships based on trust, respect and professionalism for security officers as to create a more secured and co-operative environment.

Speaking on the importance of the training, Mr. Micloth Joseph revealed that it was aimed at raising the awareness of security personnel towards not breaching fundamental human rights of workers, vendors, visitors etc that deal with the company.

He also said it was to re-orientate the security team on the need not to breach the human rights of either staff or community during protests; recognize and protect gender rights; ensure that security personnel uphold stipulated Standard Operating Procedures (SOP) including roles and responsibilities and enhance their capacity and productivity.

Mr. Oliver Ogbonna, one of the participants said the training was awesome as it exposed him to equity, equality, fundamental human rights and conflict resolution. "The training reinforced my knowledge on how to handle issues that involve community, staff and other persons that deal with Indorama," he said.

Engr. Christopher Ekpenyong another participant commended Indorama Management for the training. He further said "I have been equipped with the knowledge of how people should be treated and the use of minimal force in conflict resolution in the work place".

In his closing remarks, Mr. Dhananjay Mehta, HOF and Head of Security of Indorama- Nigeria thanked the facilitators for providing the needed knowledge that would greatly enhance the performance and productivity of participants.

High points of the training were the evaluation of case studies, interactions, question and answer session, issuance of certificate of attendance to the participants and photographs.

IFL Trains Its New Employees and Trainees

As part of Indorama Management's efforts to build the needed human capacity for the Fertilizer Line 3, Sixty five Graduate Engineering (GET) and Diploma Engineering Trainees (DET) composed of 28 and 37 for Ammonia and Urea Plant Operations respectively underwent impactful training at the IFL Line 3 Training Centre, Indorama Complex.



The training programme, which spanned from 19th June 2024 through 11th October 2024 was in three phases. It had Messrs. Suresh Kota and Ravi Gupta as Programme Coordinators while Messrs. I.T. Lawson, B.S. Mandah, Ernest Ikpuku and Sylvester Enyida served as Programme Mentors.

Local Instructors for the training were Messrs Efe America, Francis Tagbo, Joseph Edogbuji, Innocent Olisa and Clinton Ugochukwu. Also, Messrs K.K. Singh, Alok Kushawa, Ashutosh Agrahari, Bethapudi Buba, Sanjay Gambhir and Sujajit Roy Chowdhury were expatriate instructors.

Mr. Suresh Kota, Coordinator Urea Fertilizer Line 3 Project who spoke to IMPACT magazine revealed that the training programme was structured into various modules: General Overview, Plant Orientation and Visits, Discipline-wise detailed classroom training, On-the-Job Training, Training on Stimulator, Licenser and QEM Training and Management Development Programme 1 & 2 to ensure a comprehensive learning experience. It also facilitated both the technical skill- building and managerial competency development of the trainees.

"The training aligns with Indorama's

operational and organizational goals. By equipping the trainees with these technical knowledge and operational expertise, the programme directly contributes to maintaining high efficiency, safety standards and sustainable production", he added.

Commenting further on the training, Mr. Ogolo Gabriel Prince, one of the Ammonia trainees said "the training was quite intriguing. A lot of information from the various training programmes would undoubtedly serve us as compass for joining Indorama Eleme Fertilizers and Chemicals Limited (IEFCL) and its plant operations".

"I greatly appreciate the management of Indorama for the employment opportunity and this impactful training", he said.

Another participant, Ms. Gift Osaro of Urea noted that joining the graduate trainee programme of Indorama Eleme Fertilizers and Chemicals Limited (IEFCL) was insightful and a remarkable experience.

"The foundational knowledge including urea production process, fertilizer plant operations and safety protocols had enhanced my understanding of the fertilizer industry. I assiduously commit to the company's

productivity, sustainability and success story", she reiterated.

A Novelty Football Match played on Friday 18th October 2024 at the Indorama Recreation Club Pitch between Urea and Ammonia Trainees ended 7 -1 in favour of the Urea Team.

A Get-Together to mark the graduation ceremony was organized immediately after the football match. In his opening remarks, Mr. A.K. Sharma, Head of Quality Assurance and Quality Control noted that the trainees went through impactful mentorship. He thanked all the programme coordinators, mentors and instructors who demonstrated unflinching commitment toward the transfer of the needed knowledge regarding the Fertilizer Line 3 Plant processes and operations to the trainees.

Mr. Anand Gupta, HOF Projects IFL enjoined the trainees to feel free to ask questions now that the training is over. He applauded the doggedness of all mentors and facilitators throughout the training period.

Mrs. Eva Onyebuoha, Manager Human Resources appreciated the team work that resulted to the successful training.

Mr. Sharma. C., HOD Ammonia stressed that the trainees should be prudent, diligent and hard-working throughout their work life. He further assured them of maximum support from management and staff.

Speaking also at the event, Mr. Ravi Gupta, Coordinator Ammonia Fertilizer Line 3 Project congratulated the trainees for their successful training and reiterated the need to uphold team spirit.

In the Vote of thanks, Mr. Ernest Ikpuku, one of the Programme Mentors, expressed gratitude to Indorama Management, Human Resources Department, Programme Coordinators, other Mentors and Instructors for their commitment regarding the training. He charged the trainees to take their call-to-duty very serious.

NUCFRLANMPE Exco Visits Indorama, lauds its Labour-Friendly Practices!

The newly elected Executives of National Union of Chemical, Footwear, Rubber, Leather and Non-Metallic Employees (NUCFRLANMPE), on Tuesday 5th November 2024 paid a familiarization visit to Indorama-Nigeria in Port Harcourt, Rivers State.

Its National President, Comrade Bolarinwa Sunday lauded the labour-friendly practices including the employment of union veterans in the company. He highlighted the union's advocacy strides such as Forex, Tax and Tariffs for manufacturing companies such as Indorama.

Comrade Sunday said: "the union under my leadership has resolved to uphold industrial peace, harmony and support that would enhance uninterrupted plant production in Indorama. We commit to collaboration and partnership with the company", he said.

Earlier, a veteran of PENGASSAN and TUC Mr. Charles Wosu of Corporate Communications who moderated the visit recalled the vibrancy of NUCFRLANMPE since its formation in 1996 when the Federal Government merged Footwear, Leather and Rubber Products Workers Union of Nigeria, and National Union of Chemical and Non Metallic Products Workers into NUCFRLANMPE.

In his opening remarks, Mr. Wenenda Chinda, Manager, Industrial Relations (IR) of Indorama congratulated

the newly elected leadership for embarking on the familiarization visit to Indorama and stressed the need to consolidate labour-management relations based on mutual respect and understanding.

Thereafter, he introduced Indorama's team which included Mr. Pradeep Ekka, Mrs. Eva Onyebuoha, Mr. Fineman Ebiekwa, Mrs. Eucharika Christian, Mr. Innocent Ugwunta and Mrs. Victoria Nwabunije.

Mr. Ekka, HOF, HR/IR rendered apology for the absence of top management due to work exigencies. He emphasized the need to also have robust relationship with the new leadership of the union. Furthermore, he enumerated Indorama's strides regarding stoppage of gas flaring and sustaining food security in Nigeria through the establishment of Fertilizer Trains 1, 2 and 3.

In his response, Comrade Tunde Olagoke, the union's General Secretary, appreciated the company's hospitality during their visit. He further lauded Indorama's survival amidst the economic realities in Nigeria and recommended internal resolution

strategies instead of third-party involvement whenever issues arise.

On his part, the Union's Deputy President, Comrade Fredrick Nwojie, commended the management of Indorama for ensuring better welfare packages for its workers and reaffirmed the union's readiness for collaboration and partnership with the company.

Speaking further at the event, the immediate past President and current National Auditor of NLC, Comrade B. G. Olatunji outlined the numerous supports the union under his presidency received from the management of Indorama and stressed the need for togetherness and cordial relationships between the union and the company.

Mr. Ekka who was delighted with the union's proposed collaboration and partnership with Indorama enjoined its leadership to always maintain such values.

In the Vote of thanks, a veteran of PENGASSAN and Manager Industrial Relations, Comrade Innocent Ugwunta appreciated the guests and wished them journey mercies to their various destinations.

Other persons on the entourage were Comrades Ishaku Abuja, Juliet Abatua, Chukwu Calistus, Obe Michael, Asanga. J. Gospel, Eyu Abednego Usang and Ntia Aniekeme. A.

Also at the event were Executives from Indorama branches namely Comrades Nwaforlor Edwin. O., Mike. N.O., Bassey Maurice, Babatunde Omojola, Ndoh Emmanuel, Uduak Bassey, Stephen Iyigwe, Frank Kattey, Agada Uchenna. R., Nathan .O. Okazu, Fred .E. Obe, Collins Obodoeke, Ochimba Stephen and Jacob .M. Godwin.



Olefins Plant Bids Farewell to Amitkumar Rai

Olefins Plant of Indorama Eleme Petrochemicals Limited (IEPL) has held a farewell ceremony to honour Mr. Amitkumar Rai, who was departing after years of dedicated service to the company. The event was held on October 10, 2024.

Moderated by Egere Tetenwi, the event brought together representatives from various sections including Olefins Process, Instrument, Mechanical, Inspections, Project, Power Plant, Electrical, etc.

Tributes poured in from colleagues and friends, praising Mr. Rai's exceptional leadership quality, collaborative spirit, and contributions to the Plant's success.

Narendra Singh, representing the Head of Plant, Mr Asit Ray, commended Mr. Rai's outstanding performance, saying, "He worked very well in the department, helping us achieve our goals. I wish him happiness in his future endeavours"

Francis Uwe of Olefins Process appreciated Mr. Rai's friendly approach to issues, stating, "He was a good boss who worked with us in a friendly manner. I wish him well in his future endeavours."

Blessing Jaja of Olefins Mechanical, highlighted Mr. Rai's availability and cooperation with other employees and contractors, saying, "We had a nice and friendly-working relationship. He



was always available to address work issues."

Chima Nwala of Instrument praised Mr. Rai's kindness and responsiveness, noting, "He's a man with a good heart to help others. Besides, he was always prompt to respond to work challenges."

Samir Mishra of Olefins Electrical described Mr. Rai as "a good friend" and wished him "a much brighter future."

In his response, Mr. Rai expressed gratitude to his colleagues and the company for the support and memories created during his tenure. He acknowledged the friendly and cooperative environment that made his time at Indorama Eleme Petrochemicals Limited truly special

Gomba Wai in his jovial manner said he wished to confer the traditional Eleme title of "Emere Debinde" ("Live and let live") upon Mr. Rai, recognizing his good-natured personality.

The event came to a beautiful end with light refreshments and group photographs





Pic. 1 - 4:
MD of Indorama-Nigeria
Mr Manish Mundra
joins others to welcome
the Honourable Prime
Minister of India to
Nigeria from 16th - 17th
November 2024.

**Pic. 5: Dr Jossy
Nkwocha** delivers
the keynote address
at the 2024 AGM /
Conference of the imo
State chapter of NIPR
and was thereafter
presented an Award of
Excellence in PR practice.

**Pic 6: Comrade Branga
Andy Emmanuel
Omrade** of QAQC and his
wife dedicated their son
BRANGA SUODIENYE
KEON on 27th Oct.
2024 at Crystal Vine
Church, D/Line, PH.



Management and Staff
of Indorama-Nigeria
mourn the sad and
painful demise of
their colleague and
friend, late Mrs Isabella
Iyobosa Acha of Medical
Services. May her soul
rest in peace, Amen.

FOREVER IN OUR HEARTS

The families of
Mr. Osayi John Ikponwen
and Acha Aghedo wishes
to announce the passing
onto glory of our dearly
beloved Daughter, Sister,
Wife and Mother

MRS. ISABELLA IYOBOSA ACHA

(1977-2024)
Who slept in the Lord on
11th December, 2024

Funeral Arrangements

THURSDAY 2ND JANUARY, 2025
• 4:00pm - Service of Songs at The Rest Place, Church of God Mission Int'l, 202nd Aba Road,
Opp Mobil Filling Station, Waterlines, Aba Road, Port Harcourt.

FRIDAY 3RD JANUARY, 2025
• 8:00am - Body leaves Military Hospital to The Rest Place, CGMI, for Funeral Service,
202nd Aba Road, Opp Mobil Filling Station, Waterlines Aba Road, Port Harcourt.
• 9:00am - Lying-in-State at the same venue
• 10:00am - Interment at 20 Iyo Street, Rumuorolu - Woji, Port Harcourt.

Signed:
Rev. Smart Acha
For the Family

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International standards for sustainable and responsible operations



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Indorama Petrochemicals Complex,
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