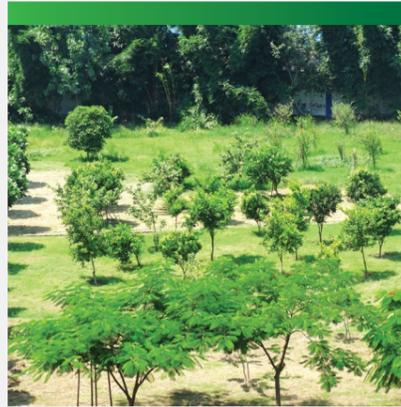


Sustainable Growth. Better Tomorrow.



WHAT'S INSIDE



About the Report	Sustainability Highlights 2022	About Indorama Corporation	Chairman's Message	Vice-Chairman's Message	ESG Approach
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Stakeholder Engagement	Materiality	Megatrends	Environment	Social	Governance
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Sustainable Growth. Better Tomorrow.



Indorama reflects a profound shift in thinking and actions, moving towards a more responsible and inclusive approach to development.

At Indorama Corporation PTE. LTD. (IRC), we believe in the principle that sustainable growth recognizes the finite nature of our planet's resources and emphasizes the importance of reducing environmental impact, conserving natural resources, and transitioning to clean energy sources.

Our Environment, Social and Governance (ESG) strategy defines and drives our sustainability efforts. We prioritize action on our most material issues, supported by governance, risk assessment, accountability, and ongoing dialogues with our stakeholders. In 2022,

we initiated a comprehensive review of our carbon emissions to establish a decarbonization strategy for IRC, which represents a crucial milestone in our pursuit of a sustainable future.

Our stakeholders have placed their trust in us based on our consistent outperformance and our commitment to responsibility. Together, we can shape a future where prosperity and responsibility exist in harmony, and progress has empathy at its core. United by our purpose of 'Sustainable Growth. Better Tomorrow.' we will rise to the challenges ahead, working hand in hand for a brighter future.

About the Report

We convey trust and commitment to our stakeholders as a part of our journey to a more sustainable future. In pursuit of that purpose, we share insights into our progress, milestones, challenges and prospects with our valued stakeholders through the annual Sustainability Report.

This Report provides insights into our strategic way forward and outlines our approach to integrate sustainability into our policies, structure, and management. It also highlights the economic, environmental, and social aspects of our development and operations.

Reporting Period

The Report presents information on performance in key focus areas and material issues during the period 1st January to 31st December 2022.

Reporting Guidelines

The Report was prepared with reference to GRI Standards 2021

for reporting performance on key non-financial parameters.

Reporting Boundary

The Report focuses on Environment, Social, and Governance (ESG)-related disclosures, initiatives, and business operating strategies that satisfy the conditions:

- Ownership over 50% with management control
- Part of financial reporting
- Acquired as an Indorama business before 1st January 2022
- Material importance to environment, social and governance pillars

Materiality

Material issues are the ones that matter most to our key stakeholders and could impact our ability to create value. An issue is material if it has the potential to considerably impact our commercial viability, our social relevance, or the

quality of relationships with our stakeholders. Our material issues are informed by the economic, social, environmental, and governance context in which we operate. Read more about materiality on page 11.

This report is supported by our online Fact Book that provides detailed Company information, the specific ESG data upon which this report is based, and the full statement of limited assurance. The Fact Book can be accessed at <https://www.indorama.com/policies-and-reports>

Feedback

We welcome your suggestions and feedback on this Report by email to esg@indorama.com





Sustainability Highlights 2022



74.32 million GJ
TOTAL ENERGY CONSUMPTION

10.19 GJ/tonne
production
TOTAL ENERGY INTENSITY

1.84 million GJ
TOTAL RENEWABLE ENERGY CONSUMPTION

0.61 tCO₂e/tonne
production
GHG EMISSION (SCOPE 1 AND 2) INTENSITY

40.1 m³/tonne
production
TOTAL WATER INTENSITY

34,084 tonne
TOTAL HAZARDOUS WASTE DIVERTED FROM DISPOSAL

21,207
TOTAL WORKFORCE

30%
GENDER DIVERSITY

6.85
AVERAGE TRAINING HOURS[#]

1.21
TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)
(Cases per 1,000,000 man-hours)

0.98
LOST TIME INJURY FREQUENCY RATE (LTIFR)
(Cases per 1,000,000 man-hours)

84%*
EMPLOYEE NET PROMOTER SCORE

6
BOARD MEMBERS INCLUDING ONE INDEPENDENT DIRECTOR

5
MEMBER – ESG COUNCIL CHAIRED BY VICE CHAIRMAN

12
MEMBERS – ESG ADVISORY PANEL OF BUSINESS CEOs

25
MEMBERS – ESG COMMITTEE OF BUSINESSES AND FUNCTIONS

57
MEMBERS – COMMITTEE OF ESG BUSINESS LEADS

* For 2021, as we do NPS survey once in every two years
Does not include temporary employee

Nurturing Sustainable Growth

Headquartered in Singapore, IRC is one of the prominent chemical companies in Asia.

We are manufacturers of nitrogen and phosphate fertilizers, polyethylene, polypropylene, polyester, textiles, cotton fibre, and medical gloves. Our vision has driven diversification in alignment with evolving market demands. Having started our operations in the spinning industry, we first diversified into producing polyester fibers from petchem derivatives, and subsequently into manufacturing PET resins, fertilizers, medical gloves, and cotton fibers. This journey underscores our unwavering commitment to innovation, sustainability, and contribution to the well-being of communities and the environment.

We have achieved the distinction of being the foremost producer of urea and phosphate fertilizers in Sub-Saharan Africa, we hold the position of the primary polyolefin producer in West Africa, and we rank as the third-largest global manufacturer of synthetic gloves. The credit for our accomplishment rests with our committed and diligent workforce that numbers over 21,000 skilled professionals. With a robust global presence, we remain committed to propelling innovation and advancing the chemical industry.



Largest
PRODUCERS OF FERTILIZERS IN SUB-SAHARAN AFRICA

9
COUNTRIES OF OPERATION

Largest
PRODUCER OF POLYOLEFINS IN WEST AFRICA

\$6.9 billion
TURNOVER IN 2022

3rd
LARGEST PRODUCERS OF MEDICAL GLOVES IN THE WORLD

38
MANUFACTURING SITES



PURPOSE

Essential Materials.
Better Lives.

VISION

To be the materials company
of choice for customers
and employees

Driving scale, growth
and sustainability

VALUES



Act like owners
(Passionate, courageous,
responsible and strategic)



Be adaptable
(To opportunities,
challenges and ideas)



Care deeply
(For people and our planet with
trust, respect and humility)



Deliver excellence
(Through knowledge, agility,
innovation and execution)

CAPABILITIES



Investing for the future



Lasting relationships



People first



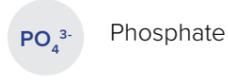
Best-in-class assets and operations

PRODUCT PORTFOLIO

Fertilizers

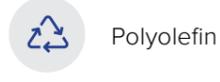


Nitrogen



Phosphate

Polymers



Polyolefin



PET Resins

Medical Gloves



Disposable gloves

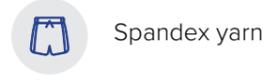
Fibers and Yarns



Polyester fiber



Cotton fiber



Spandex yarn



Spun yarn



Fabrics

Rotational Crops

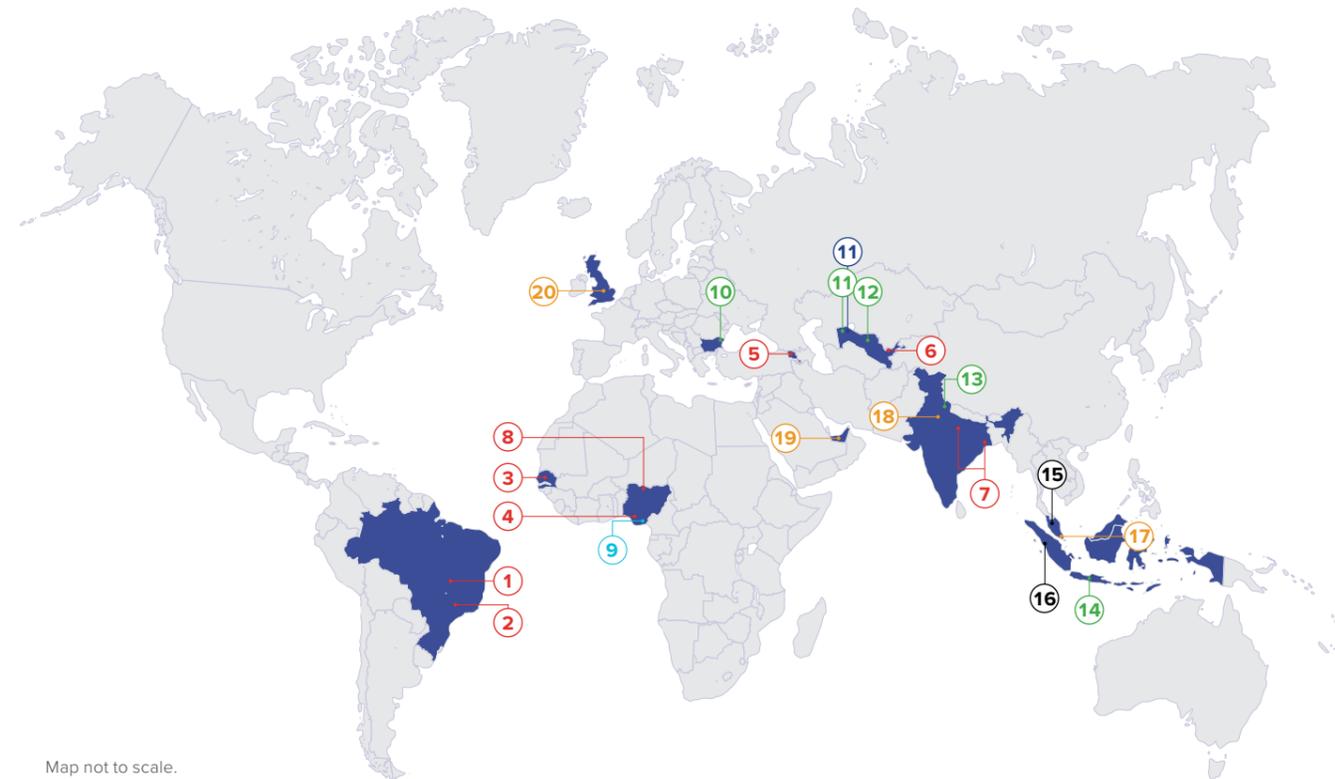


Wheat



Barley

GLOBAL PRESENCE



Map not to scale.

Fertilizers

1. Adfert*
2. Adufertil Fertilizantes Ltda
3. Industries Chimiques du Senegal
4. Indorama Fertilizers & Chemicals Ltd
5. JSC Rustavi Azot*
6. Indorama Kokand Fertilizers & Chemicals
7. Indorama India Pvt Ltd Fertilizer Division
8. TAK Agro & Chemicals Limited*

Polymers

9. Indorama Eleme Petrochemicals Ltd
- ### Fibers and Yarns
10. Indorama Iplik
 11. Indorama Agro LLC
 12. Indorama Kokand Textile
 13. Indorama India Pvt Ltd Spandex Division
 14. PT. Indorama Synthetics Tbk.

Rotational Crops

11. Indorama Agro LLC

Medical Gloves

15. YTY Industry Holdings
16. PT. Medisafe Technologies

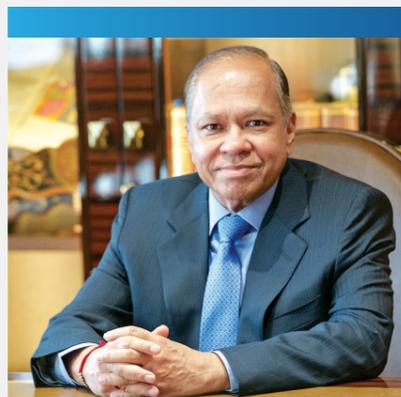
Office Locations

17. Corporate Office
18. Delhi Office
19. Dubai Office
20. London Office

* Not part of the reporting boundary



Catalyzing a Sustainable Future



Dear Stakeholders,

Our present world confronts us with contrasted realities. One facet showcases human creativity and technological progress reshaping horizons through generative AI and machine learning. Conversely, the deliberation over effective remedies for critical global issues such as climate change and achieving a fairer future persists. The urgency for coordinated urgent actions is more evident than ever before.

“Our ESG initiatives are coherent with our business performance and stakeholder priorities.”

It is imperative that we contribute and establish concrete objectives within specified timeframes, take quantifiable steps, and maintain strong integrity. In light of this, I am delighted to introduce our second Sustainability Report. This report effectively communicates and highlights the advancements we have achieved in our endeavor to further integrate ESG principles into our path of growth through the year.

Our ESG initiatives are coherent with our business performance and stakeholder priorities. We have always integrated a culture of responsible operations throughout our processes, and we operate with an understanding of the impact our operations have on the environment and society. This report is an extension of our on-going actions that are uplifting our ESG performance.

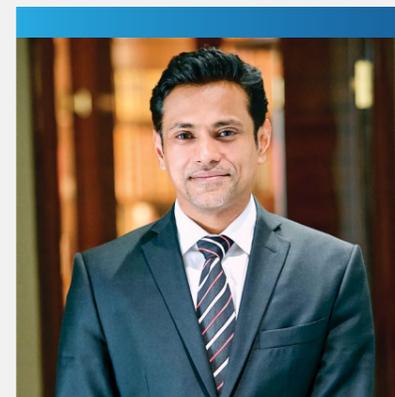
While delivering steady economic performance, we prioritize responsible practices in governance, social responsibility, and environmental stewardship. Our resilient business model ensures stable operations that support our long-term success. Our teams work collaboratively to serve our stakeholders both within and outside the Company. We recognize our impact on our workforce and communities and foster a culture of responsible output to create long-term value. Our human capital management, employee engagement initiatives, and occupational health and safety programs contribute to our thriving social approach.

In conclusion, sustainability and social impact require commitment to finding holistic solutions. By integrating ESG considerations into our decision-making processes and operations, we strive to create long-term value for all our stakeholders while contributing to a sustainable and equitable future.

Regards,

SRI PRAKASH LOHIA
Chairman

Demonstrating Responsible Growth



Dear Stakeholders,

Sustainability performance has always been at the core of our Company's operations. We are accelerating the pace of integrating sustainability practices, accountability and transparency across our functions and value chain. Alongside these goals, we are resolutely committed to upholding our position as a leading industry player in ESG performance, ensuring transparency in all our endeavors.

“Efforts are being made to conserve energy, assess viable energy-efficient projects, and implement initiatives to aid in environmental stability.”

We strive to minimise environmental impact while maximising resource efficiency and encouraging environmentally responsible behaviour among all staff and stakeholders. Our programs are designed to reduce water uptake, energy use, and GHG emission intensities, all of which we have achieved in 2022.

We enhanced the efficiency of our water filling equipment, air handling units, and cooling towers through innovations that resulted in impressive monthly water savings of nearly 25,000 m³. In keeping with our commitment to environmentally responsible business practices, we aim to reduce waste at the source whenever possible and recycle a majority of the rest. We make certain that the waste generated by operations is handled and disposed of in a responsible manner and in accordance with applicable laws.

Our commitment to safety extends beyond standard procedures,

as we invest in safety training for our employees and workers. Our businesses operate with dynamic and robust Occupational Health and Safety systems that responsibly manage health and safety hazards and deploy mitigation measures to help ensure healthy practices and operations.

We encourage our employees' intellectual development by providing regular training on industry-leading and skill-enhancing opportunities. We introduced the Indorama Officer Training Program that focuses on hiring bright talent, grooming them for future responsibilities, fostering new ideas, and creating a talent pool to address employee turnover while being cost-effective.

Community well-being is deeply embedded in our culture, and our Corporate Social Responsibility (CSR) policy reflects our commitment to creating a healthy, socially inclusive, and sustainable environment.

I am extremely proud of the remarkable achievements of our team in a year characterised by substantial changes. These accomplishments serve as a testament to our dedication to making meaningful contributions towards a better future.

Regards,

AMIT LOHIA
Vice Chairman



Care Beyond Business



At Indorama, we understand that our responsibility towards the environment and our communities goes beyond compliance. We adopt a proactive stance towards sustainability and recognize that this is not just an obligation, but an opportunity to actively contribute to long-term sustainable development objectives.

The principles of sustainable development guide our growth trajectory and permeate every facet of our business. We are establishing sustainable growth targets and will be setting clear objectives and ESG goals, which will go beyond meeting minimum requirements.

As we engage in the realm of production processes, our focus lies in the continual enhancement of our energy efficiency. Our steadfast commitment to environmental responsibility drives us to seek out appropriate actions, utilizing cutting-edge technologies to mitigate the impact of our operations. Casting our gaze forward, we are actively preparing for a future that hinges on prudent investments and strategic collaborations, recognizing their substantial influence on our journey towards our goal.

Our sustainability efforts revolve around three key pillars: Environment, Social, and Governance, and are firmly anchored in a holistic approach.

Factors Driving our ESG Approach



Judicious use of natural resources



Industrial safety



Extended producer responsibility



Social responsibility



Ethical business

In response to evolving global demands, we are fully committed to building a safe, efficient, and sustainable chemical value chain, ensuring responsible growth. Our primary goals include reducing the ecological impact of our products and fostering secure, healthy work environments, central to our comprehensive management system.

Our sustainability efforts that revolve around the three key areas of ESG are firmly anchored in a holistic approach. In 2023, we will initiate a program to align our actions with the United Nations Sustainable Development Goals (UN SDGs) that strive to create a better future for society and the planet.

FOCUS AREAS	STRATEGIES	EXPECTED OUTCOMES
Environment	<ul style="list-style-type: none"> Operational efficiency Decarbonization roadmap Renewable resources initiative Recycling 	<ul style="list-style-type: none"> Climate actions Circular economy initiatives Operational efficiency improvement
Social	<ul style="list-style-type: none"> Human right protection Stakeholder engagement Health and safety Human capital development 	<ul style="list-style-type: none"> Thought leaders Good health, safety and social well-being Engagement index
Governance	<ul style="list-style-type: none"> Corporate governance (Structure, Policies and Standards) ESG capacity building in operations Digitalization 	<ul style="list-style-type: none"> Economic growth Business continuity ESG capacity building to realize the vision



Relationships that Help us Grow

We believe in creating shared value through effective and transparent communication with our stakeholders. Our focus has been to understand and consider the inputs of our extensive network of people, organizations, and communities to better assimilate our material sustainability topics.

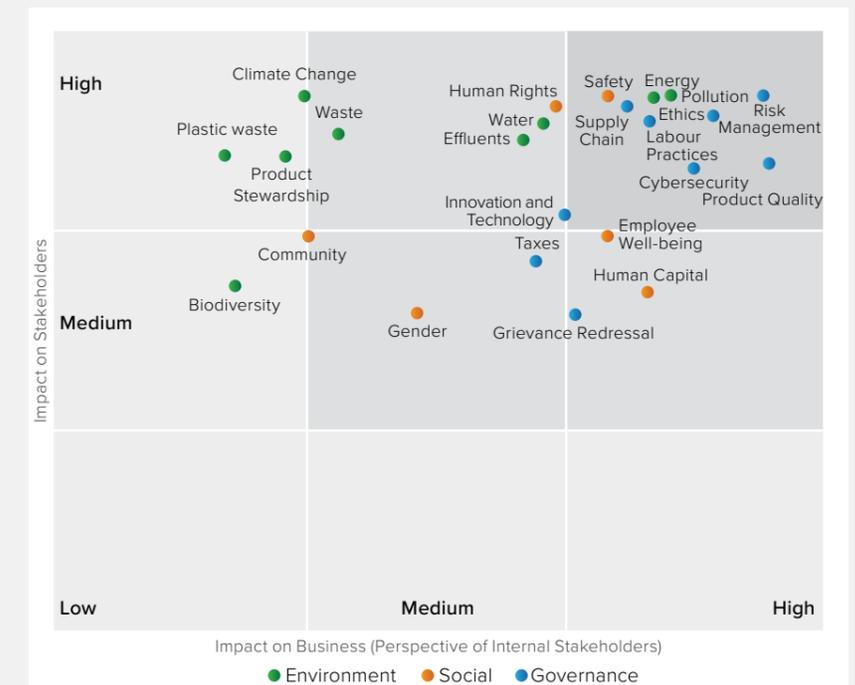
STAKEHOLDER	MODE OF ENGAGEMENT	FREQUENCY	AREA OF INTEREST
Employees 	<ul style="list-style-type: none"> Newsletter and emailers Townhalls Employee reviews Surveys Social media 	Monthly, quarterly, and annually	<ul style="list-style-type: none"> Career enhancement Leadership and skill development Health and safety Employee welfare programs
Customers 	<ul style="list-style-type: none"> Trade exhibitions Roadshows Face to face meetings Events and Conferences 	Weekly, monthly, and quarterly	<ul style="list-style-type: none"> Product stewardship and compliance Business ethics Competitive pricing
Suppliers 	<ul style="list-style-type: none"> Supplier meets Exhibitions Vendor management systems B2B relationships 	Need based	<ul style="list-style-type: none"> Supply chain management Occupational health and safety Optimal pricing and timely compensation
Financial Institutions/ Investors 	<ul style="list-style-type: none"> Investor Presentation AGM and investor meet Annual Reports Sustainability Reports 	Quarterly, and annually	<ul style="list-style-type: none"> Financial performance of the group Timely repayment of credit Transparent reporting Sustainability practises
Community 	<ul style="list-style-type: none"> Community meetings CSR initiatives and campaigns Impact assessment through NGO partners 	Continuous	<ul style="list-style-type: none"> Livelihood generation Education Sanitation and hygiene Plastic waste and recycling Community engagement and human rights
Regulatory bodies 	<ul style="list-style-type: none"> Formal dialogues Annual report Stakeholder forums Telephonic communication Emails and webinars 	Need based	<ul style="list-style-type: none"> Compliance and business continuity Transparent disclosures Timely tax payment Risk mitigation strategies

Addressing Shared Concerns

Materiality assessment is a significant component of our ESG planning, strategy, and reporting. It helps us identify key issues that are material to both the company and our stakeholders.

We consider material issues based on the impact they have on our business and from the feedback received from internal and external stakeholders. Getting our stakeholders' perspectives on relevant topics helps us design an effective and robust sustainability strategy. The materiality matrix was prepared in 2021 and represents the internal review and stakeholder feedback, leading to the material topics in the table that follows. We review our materiality matrix every 3 years.

Materiality Matrix



MATERIAL TOPICS	SUB-MATERIAL TOPICS
Energy and Climate Change	GHG emissions and Climate Adaptation Energy Management
Green Manufacturing	Solid Waste Management Effluents Management Plastic Waste Pollution Prevention
Biodiversity and Land-use	Biodiversity and Land-use
Water Resources	Water Management
Safety	Occupational Health and Safety
Human Capital and Diversity	Employee Well-being Talent Attraction and Retention Gender Inclusion
Human Rights and Labor	Human Rights Labour Practices
Community Development	Community Relations
Risk Management	Risk Management
Ethics and Integrity	Ethics Tax Transparency Grievance Redressal
Product Stewardship	Product Stewardship
Digitalization and Cybersecurity	Innovation and Technology Data Privacy



Key Trends Transforming Our Industries

We operate in a rapidly changing environment. By understanding key trends, we can take advantage of opportunities as they arise and act quickly to reduce risks to our business.

Climate Change

As reported by the European Union's Copernicus Climate Change Service, the year 2022 was marked the fifth warmest on record, and was one of eight consecutive years with temperatures exceeding 1°C above pre-industrial levels. The primary contributors to climate change, carbon dioxide and methane, are the dominant GHGs that show no sign of reducing.

Our Response

- IRC is actively implementing initiatives to tackle GHG emissions, water usage, energy efficiency, and waste management that include biomass fuels, reusing water, managing vapor emissions, and recycling solid waste.
- In 2022, we initiated a program to check the accuracy and completeness of our GHG Scope 1 and 2 reporting and develop a process to report and manage Scope 3 emissions. The goal is to develop a decarbonization roadmap by the end of 2023 to cover short, medium, and long-term targets in line with global objectives.

Circular Economy (CE) and Closed Loop Systems

The 'take-make-dispose' model results in a considerable portion of products being discarded in landfill. Businesses are now integrating the closed-loop or Circular Economy (CE) principles into their strategies and business models.

Our Response

- CE projects are being piloted in our Indian fertilizer and Spandex businesses to eliminate waste, and to reuse and reprocess everything without environmental impacts. Insights will be applied to other businesses.
- We are reviewing purchased and sold goods to eliminate, reduce, and recycle packaging materials.
- We are transforming polymer scraps into 'popcorn chips', and recycling fly ash to the cement industry.
- CE practices are inherent in some units, where fertilizers produced from raw materials return to the soil.

Automation and Digitalization

Companies embrace digitalization to streamline processes and provide enhanced customer services. The use of AI and other cognitive technologies help mitigate risks, understand customer needs, and predict customer concerns, thereby addressing expectations and delivering a smooth customer experience.

Our Response

Automation and digitalization promote efficiency and growth at Indorama. This includes consolidating Office 365 and email domains, fully integrating Darwin Box HR software and ESG data management platforms. INFOR asset management software will be implemented at key sites in 2023 to focus on data reporting efficiency.

Water Stress

The UN Sustainable Development Goals 2022 report underscored water quality and availability as a major global issue that may impact food security, human welfare, and industrial output, with real solutions needed in all sectors including industry.

Our Response

We have instituted various wastewater recycling projects across our business units. In 2022, a 98-hectare drip irrigation technology-based pilot project was initiated at the Agro unit, yielding a 40% water saving, effective weed control, and 30% reduction in fertilizer application. At a spinning unit, relocating buried pipes to above ground reduced water losses by 44%. Other improvements have been implemented across many businesses and we will continue to adopt water-saving measures.

40%

WATER SAVINGS DUE TO DRIP IRRIGATION PILOT PROJECT

44%

REDUCED WATER LOSSES DUE TO RELOCATION OF BURIED PIPES TO ABOVE GROUND

Food Security

In 2022, over 250 million individuals across the world experienced severe food insecurity, due to several reasons, including climate change.

Our Response

Our fertilizer operations help stabilize food supply chains and promote sustainable farming practices through the provision of crucial elements—nitrogen, phosphate, and potash—as well as other essential nutrients using organic fertilizers, crop-specific water-soluble fertilizers, and micronutrients.

Our solution range includes fertilizers that extend the availability of nutrient(s) for plant uptake for longer periods, resulting in increased productivity and profitability for farmers.

Raw Material Availability

Disruption to raw materials availability impacts global supply chains, and scarcities in essential resources like gas, phosphate, and cotton can result in tangible impacts. The vulnerability of worldwide supply chains amid economic and geopolitical challenges has highlighted the need to improve supply chain resilience.

Our Response

A significant portion of our operations are integrated with raw material supply, such as our phosphate mines in Senegal, and long-term natural gas contracts in Nigeria. Our cotton farming provides a steady source of material to sustain our yarn division.



Crafting a Greener Tomorrow

Material Issues Impacted

- Energy and Climate Change
- Green Manufacturing
- Biodiversity and Land-use
- Water Resources

We are committed to producing eco-friendly products and solutions through sustainable practices, including reducing GHG emissions, minimizing water and energy consumption, and managing waste and hazardous materials. Across all sites we strive to decrease our environmental footprint without compromising quality and safety.

Energy and Climate Change

We continuously seek new ways to reduce energy consumption in our operations. We are committed to the Paris Climate Agreement and we closely monitor emissions at all facilities to stay within set limits.

Initiatives taken by Indorama to Reduce Emissions and Energy Consumption

Decarbonization Program

In 2022, we initiated a project to assess the completeness and accuracy of Scope 1 and 2 emissions reporting with adjustments as

needed, and to develop a framework for Scope 3 emissions reporting. We engaged third-party expertise to help craft a GHG reduction program, and set emission reduction goals to create a Carbon Reduction Plan for the corporation. Near-term and long-term targets will be established based on the SBTi framework and factors like national contributions, climate policies, renewable energy markets, and sector-specific emission reduction scenarios.

The result of this will be an ongoing commitment to continuous progress, communication, and collaboration with stakeholders to build trust and demonstrate the organization's leadership in addressing GHG emissions.

Decarbonization Project Journey

Finalization of Scope and Work Order

Development of carbon abatement action plan/GHG emission reduction strategy

Consultant Onboarded

Deliverable 1

Gaps and recommendations on Scope 1 and 2 GHG emissions inventory

Deliverable 2

Data collection framework for Scope 3 emissions with instructions/guidelines

Deliverable 3

Carbon abatement action plan/GHG emission reduction strategy for five sites

Deliverable 4

Final GHG emission reduction roadmap including carbon offset roadmap

Net Zero

GHG Emission Reduction Strategy



Examples of ongoing reduction efforts include:

- A 50% reduction in carbon emissions from the boiler used for generating steam in Indonesia after trials using palm kernel shell as biomass. A 50% mix was found effective and has been implemented.
- A de-dusting system designed to filter urea dust in the product handling areas of our Nigerian fertilizer plant collected approximately 0.5 tons per day of urea dust, which was recycled through the plant. This led to gradual improvement in stormwater quality.
- Variable Frequency Drives were implemented at our Uzbekistan textile business on the air handling pumps saving ~1,000 kWh per day.
- Our Uzbekistan agro business procures cow dung from nearby communities to produce

Bio Mineral that is 50% cotton ginning waste, 25% cattle manure, and 25% phosphorous gypsum, along with microbial culture and water. In 2022, this product was applied across 2,615 hectares resulting in a decrease in fertilizer consumption, reducing Scope 3 emissions and improving soil quality. This program also provides a business opportunity to the local community.

- At our nitrile glove manufacturing facility, a waste heat recovery system was installed to recover heat from the cleaning and glove leaching process. This led to reduced energy use and savings of \$325,000.

4.7 million kWh

ENERGY SAVED

Reduction of CO₂ Emission by Process Control

Our Uzbekistan fertilizer business analyzed its energy-intensive steps such as drying and cooling, and through collaboration and technology, improved efficiency, cut waste, and enhanced sustainability by relying on natural gas for heat, automation for productivity, and optimizing the granulation processes. It also prioritized waste reduction, enhanced product quality, and initiated a carbon credit program through Biochar production and organic compost from on-site green waste collection.



32%
REDUCTION IN CO₂ EMISSIONS



Reduction of CO₂ Emissions and Fuel Gas Consumption

Our Nigerian petrochemical business replaced combustion components in two gas turbines to curtail fuel gas consumption and maintenance frequency, which led to a 17,000 m³/day reduction

in fuel gas usage, equivalent to \$0.17 million annually. Power output also increased, which gradually trimmed maintenance costs to \$900,000 over eight years. The additional power output prevented load shedding for both urea granulators during a single gas turbine trip, safeguarding against the loss of

2 kT Urea per trip including 12 hours of washing and startup time.

6.6 kt/a CO₂_{2eq}
REDUCTION IN GHG EMISSIONS

Green Manufacturing

Indorama prioritizes continuous improvement by adopting initiatives that positively impact the environment. Our efforts include waste reduction, efficient effluent recycling, air emission monitoring, and enhancing green spaces. Environmental impact assessments are crucial in our approach. We actively seek environmental certifications for our current and upcoming facilities.

We have integrated CE principles into some of our operations, particularly focused on resource efficiency, sustainable packaging, and restoring natural systems. We assess current practices and develop projects aligned with CE frameworks and industry norms. We have been actively involved in various initiatives throughout the year to move ahead in our journey towards sustainability.

- The Haldia unit recycled plastic packaging under EPR regulations. The project started in 2022 and recycling nearly 2 million plastic bags and meeting EPR requirements, obtaining the regulator's registration certificate for collecting and recycling flexible plastic wastes and emphasising commitment to sustainability.

- The Baddi unit proactively tackled the challenge of reducing chemical load in wastewater by implementing a distillation process to extract solvents. The project's results were remarkable with 92 tons of solvent recovered and over 300 kl of wastewater processed in 6 months, reducing the Effluent Treatment Plant (ETP) load by 50%.
- Waste minimization at our Senegal operations saw the recycling of 6,000 fertilizer bags, with over 2,000 bags (or 1 ton) recycled in 2022, significantly reducing the material footprint.



Developing Biodegradable Polyester to Tackle Synthetic Fibre Pollution

We aim to become the preferred materials company by driving growth and sustainability. In today's textile industry, synthetic fibers like polyester dominate and comprise over 60% of products like clothing, carpets, and towels. However, these plastics are not biodegradable, causing lasting pollution.

PT Indorama Synthetics initiated a project in 2022 to develop biodegradable polyester by including additives during extrusion. The additive in the polyester matrix attracts microbes that break down the fiber, resulting in a biodegradable and sustainable yarn suitable for apparel, home textiles, and more.

Currently in the prototype stage, our polyester acts like natural fibers during biodegradation. This innovation offers an eco-friendly solution to counteract synthetic fiber pollution and promote a greener future.

Sustainable Pest Control in Cotton Farming

At Indorama Agro, we have adopted a holistic crop protection approach that safeguards crops and empowers farmers. We manage over 200 harmful insects by focusing on the pests that cause maximum crop damage. To combat moths like bollworm and sucking pests, our farmers

release beneficial insects (bio-agents) into the fields.

We breed bio-agents in dedicated labs and cover 35,000 hectares of cotton crops. This practice reduces reliance on chemical pesticides and minimises environmental impact. Our three biolabs can service 40,000 hectares of cotton farms, ensuring effective, eco-friendly, and safe pest control solutions.

26%
REDUCTION OF CHEMICALS



Biodiversity

At Indorama we recognise the significance of biodiversity, and we respect biodiversity in the regions in which we operate.

We identify any potential impacts of our products and the processes that we employ on biodiversity and implement controls and practices to eliminate or control any negative effects and reduce dependencies.

Our operations not adjacent to declared biodiverse conservation areas or National parks, with each business possessing environmental permits and consents to operate.

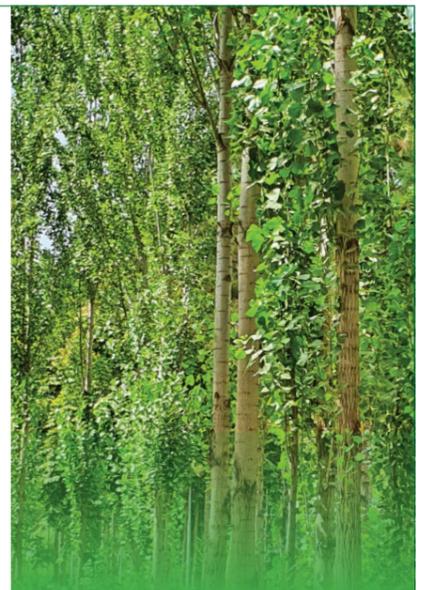
Our commitment showcases our dedication to achieve ecosystem balance and protect local flora and fauna. By practicing responsibility and conservation, we aim to leave a positive impact on biodiversity for generations to come.

Safeguarding Habitats and Promoting Biodiversity

Our fertilizer company in Uzbekistan (IKF) operates outside of protected areas, as confirmed by the 2019 Environmental Impact Statement Report. IKF takes proactive measures to support biodiversity as a defence against climate change and for flora and fauna protection, which include:

- Creating a dense tree area across 2 acres, secured by metal fencing
- Establishing water drainage and canal system for irrigation
- Constructing a 250m³ water pond
- Planting approximately 2,500 local trees, including fruit trees, for shelter and food
- Engaging consultants to treat and prevent tree drying
- Expanding tree planting practices beyond the fenced area
- Developing 4.5 acres for tree plantation and lawns in 2021 and 2022
- Raising awareness among employees and children about biodiversity and creating safe habitats for common bird species

IKF has also taken the significant step of planting 3,000 saplings, and has set aside a dedicated, 2 acre



3,000
SAPLINGS PLANTED

area to create a biodiversity park. These efforts play a crucial role in driving biodiversity conservation, enhancing green spaces, and supporting local wildlife.



Water and Effluents

Water is a vital natural resource and an integral part of our growth. Therefore, we are committed to responsible water management. Our efforts include optimizing processes to minimize water usage and increasing the reuse and recycling of wastewater.

- At IRS Cempaka, we established 3 deep recharge wells to re-inject filtered rainwater and maintain the stability of deep groundwater.
- At our Indonesian spinning unit, we relocated buried pipes above ground to allow leakage monitoring, saving 44% of the water losses.

- Our fabric dyeing division recycles 300m³ of hot water daily, or 12% of water consumption, reducing surface water intake and steam use. This saves chemicals, power, and coal, while addressing water scarcity. We also purify 2,500m³ of water daily in our Effluent Treatment Plant, which is recycled, reduces water intake, and contributes to water conservation.
- Indorama Synthetics has enhanced water filling equipment and air handling unit efficiency by implementing a buoy system, resulting in water savings of 24,819 m³ per month. We also installed water meters in each spinning plant to expedite response actions in the event of unusual usage patterns.

The Medical Gloves business improved water efficiency by automating compounding and rinsing, online TDS measurement, auto acid alkaline dosing, overflow control, better flow monitoring for tanks, and auto blowdown for the cooling tower. These initiatives cut water usage, reduced waste, prevented overflows, improved tank management, and eliminated cooling tower water waste.

2,500 m³

WATER PURIFIED DAILY IN FABRIC DYEING DIVISION

Advanced Effluent Treatment Plant for Environmental Benefits

In 2022, PT. Medisafe Technologies installed a cutting-edge Effluent Treatment Plant (ETP) with Dissolved Air Flotation (DAF) and Multimedia Filters. DAF introduces fine air bubbles to remove suspended solids, while Multimedia Filters capture impurities, resulting in:

- **Improved Water Quality**
Pollutants are effectively removed, safeguarding aquatic ecosystems
- **Regulatory Compliance**
The ETP adheres to environmental standards, reducing regulatory risks
- **Reduced Water Pollution**
Contaminants are efficiently eliminated, preventing local water body pollution
- **Carbon Footprint Reduction**
Energy-efficient technologies curb GHG emissions



Effluent Stripper to Reduce Ammonia from Polishing Unit

At our fertilizer and polymer plants in Nigeria, condensate from ammonia and urea plants are treated in a polishing unit. This results in the release of ammonia during the regeneration of the polishing unit's resin bed. This resulting effluent requires treatment to reduce the ammonia concentration to below regulatory limits before discharge. This was achieved by dilution with water.

A steam stripper was installed to strip the ammonia using low pressure steam with the off-gases sent to the continuous flare for disposal. This made it possible for the plants to achieve the treated effluent quality standard without dilution, saving 100m³/hr of water and meeting the regulatory limits.



Achieving Zero Liquid Effluent Discharge through Effluent Recycling

Our Haldia plant in India installed a Zero Liquid Discharge effluent recycling plant that included a High-Rate Solid Contact Clarifier system, Multigrade Filtration, Ultrafiltration, and Reverse Osmosis. The plant produces 30 m³/h of water with a low Total Dissolved Solids suitable for cooling tower makeup, and 10 m³/h of high TDS water suitable for use in plant processes. The high TDS water was efficiently utilized in the fertilizer plants, leading to successful elimination of liquid effluent discharge without causing any adverse effects on the overall process. This resulted in reduction of freshwater consumption by 20-25%.

56,190 m³
EFFLUENT UTILIZED

Waste Management

To preserve the environment, we have implemented strong policies and management systems for efficient natural resource usage and waste disposal. Our efforts include waste categorization, exploring utilization avenues, source waste reduction, and cleaner technology investment. We engage our employees and stakeholders through awareness initiatives to propagate optimal waste management practices.

- Our Uzbekistan unit installed a Waste Recycle Plant to process cotton waste from our facilities. Currently, the daily output is 5 tons with plans to escalate to 7 tons per day, which will yield 2,500 metric tons of raw material annually, substantially diminishing our reliance on external market acquisitions.

- Our Baddi Spandex business has reduced the moisture content of outlet sludge from 86% to 35% by installing a paddle dryer.
- After the 2022 cotton harvest, we collected over 6,000 cotton bales, with all waste plastic rolls diverted from landfill and repurposed for concrete lining in irrigation canal projects.

Innovative Approach to By-product Valorization

Indorama's Phosphatic Fertilizer company in Senegal generates slimes and tailings. Collaborating with M/s Technip France, they are developing a new process using Fluro silicic acid (FSA) to utilize these low-grade materials.

The pilot trial for this process started in 2022 and is deemed successful.

The process developed has the potential to produce an additional 100,000 tons of phosphoric acid.

This initiative aligns with the company's R&D and the 4R concept of Reduce, Recover, Recycle and Reuse. Encouraging pilot-scale trial results signify industry advancement in by-product management, following the Waste to Wealth approach and promoting sustainability.



Engaging with Care and Responsibility

→ Indorama Iplik Sanayi Ve Ticaret A.S., Turkey

Material Issues Impacted

- Safety
- Human Rights and Labor
- Human Capital and Diversity
- Community Development

Caring for our people and communities is fundamental to our operations. We ensure that all our decisions and actions impact our stakeholders positively, uphold human rights, nurture a culture of sharing and caring, and provide opportunities to our people to grow personally and professionally.

Occupational Health and Safety

Safety is not negotiable. Our commitment to employee welfare drives our practices, and employee health directly influences business success. We create a productive, health-focused environment to reduce stress and encourage well-being. This reduces absenteeism, boosts productivity, and enhances our employee experience, ensuring a beneficial outcome for all.

Tragically, we had 1 employee and 4 contractor fatalities in 2022; at our polyester unit in Indonesia (2 fatalities in one incident), at our Agro and at our fertilizer businesses in Uzbekistan, and at our Jagdishpur fertilizer unit in India. We thoroughly investigated all incidents, resulting in Safety Standards (performance expectations) covering key safety risks for implementation at all businesses. These will be expanded in 2023 and independent audits will verify implementation.

We ensure that all employees and contractors work safely through a range of methods, including safety observations, reporting of near-miss incidents, conducting toolbox talks, establishing safety committees, and compulsory utilization of personal protective equipment. Several businesses participate in the British Safety Council Five Star program.

Our businesses implement risk awareness and management programs as per the needs, including Kiken Yochi hazard prediction, Hazard Identification and Risk Assessment, and Hazard and Operability (HAZOP) studies. In 2023, we will strengthen our control of potential Major Risk Event scenarios through the introduction of a bow-tie and semi-quantitative risk approach. Onsite and offsite disaster management plans and mock drills are also conducted. The principle of 'do no harm' encourages us to improve our

safety systems via regular internal and external audits and training.

Notable improvements include:

- A fire detection system upgrade at our Baddi unit in India to a modern addressable system that provides precise location information for each smoke detector and enables swift detection and response. We included training for employees on responding to potential emergencies like fires and earthquakes.
- Our Uzbekistan textile business conducts regular drills in collaboration with Government HSE to equip staff to respond to emergencies and enhance the safety culture.
- We implemented cameras and video analytics to detect instances of safety violations at our Indian fertilizer business at Haldia, with non-compliances generating a notification for the relevant personnel. We also strengthened work at height safety by assessing individual suitability for such work.
- Our businesses have implemented core safety measures including lock-out tag-out systems, confined space entry permits, and work at height permits. These are known to minimise workplace injuries, illnesses, and fatalities.



Human Rights and Labor

Respect for human rights, ethical and environmentally responsible business practices, and fair and safe working conditions are integral to our culture and identity. We emphasise the inclusion of human rights in our policies, procedures, and ethics training to promote awareness among employees and prevent violations.

At the core of our HR strategies is our 'People First' philosophy, placing paramount importance on diversity, equity, inclusion, employee well-being, and constructive labor relations. We comply with local regulations and ensure a vigilant stance against child labour and modern-day slavery across all our facilities. Our dedication extends to upholding essential human rights and championing equitable labor practices.

- Human rights clauses have been integrated into service/manpower contracts, coupled with human rights training for security personnel at our Baddi operation, resulting in heightened contractor human rights awareness, and improved sensitivity to workers' rights by security personnel.
- A risk-based labor assessment was conducted at our Uzbekistan fabrics business, including management and worker interviews and worksite inspections, with a Corrective Action Plan developed to address identified issues including short and long-term commitments.

Zero
NON-COMPLIANCE

6.85
TOTAL AVERAGE TRAINING HOURS

0.98
TOTAL LOSS TIME INJURY
FREQUENCY RATE (LTIFR)

2,381
SAFETY TRAINING PROGRAMS
CONDUCTED



Human Capital and Diversity

We foster a secure and inclusive work environment to acknowledge the valuable contributions of all our employees. Through various initiatives and programs, we enhance individual capabilities and expertise and support their personal and professional growth.

Supported by digitization, we aim to launch a Learning Management System for employees in 2023 to cultivate a world-class learning environment and nurture talent.

Diversity and inclusion are the fundamental values that drive our success. We are committed to establishing a diverse and inclusive workplace and have implemented initiatives to promote equity, a sense of belonging, and celebrate the unique perspectives and talents of our people.

In 2022, we introduced Vibe, our in-house social media platform on Darwin Box. The response was enthusiastic, updating awards, recognition, employee participation, and celebratory moments from OpCos worldwide thanks to our engaged colleagues. Moving forward, we are prioritizing engagement activities, anticipating enhanced collaboration, knowledge exchange, and interaction. In 2022, we introduced an upgraded Compass and Competency Framework for all group employees. Through targeted training sessions at multiple locations we facilitated framework adoption, reaching over 13,000 employees via online and offline sessions.

- At our Nigerian petrochemical business a project targeting



gender-based violence and harassment led to much broader outcomes including people development, performance management, employee engagement, grievance/discipline processes, diversity and inclusion, and industrial psychology, all relevant to Nigeria's working environment.

- In Uzbekistan, 3,220 hours of training in 54 sessions with Cotton Season Leaders covered the topics of human rights, disciplinary measures,

recruitment, performance evaluation, anti-corruption and bribery, contractual issues, and other concerns.

- At our Indian Baddi business, behavioural training sessions for non-management employees reduced attrition by 11%.
- Our new Compass and Competency Framework was socialised with employees, with training materials including animated videos, presentations, and a multilingual handbook.

Engagement Survey

In 2022, Indorama prioritized employee well-being by conducting a comprehensive engagement survey in seven languages with an 89% response rate. The survey covered objectives and aspirations, accountabilities and collaboration, performance management and recognition, and people manager capabilities and interactions.

Additionally, it gauged employee likelihood to recommend the organization, recording a 74% positive response – a demonstration of our commitment to achieving workforce satisfaction.



Indorama Officer Trainee Program

Indorama's campus recruitment program infuses fresh talent into the system without demotivating existing employees. The initiative aims to motivate and engage campus recruits for long-term

careers. Launched in January 2012, 2022 saw the participation of 9 employees. The program's main objectives are hiring bright talent, grooming them for future responsibilities, fostering new ideas, and creating a talent pool to address employee turnover while being cost-effective.

The selection process involves a written test, group discussion, and panel interview. A selection panel has been formed for each institute, and monthly, half-yearly, and annual reviews including presentations and panel interviews assess trainee progress.





Community Development

We actively engage with the communities in which we operate to promote their holistic development. With a broader aim of community development, we focus on facilitating growth in the areas of education, healthcare, infrastructure, drinking water and sanitation, and income generation.

Education

Our primary focus in the area of education is on initiatives that revolve around constructing and providing appropriate infrastructure for students, thereby enriching their quality of education. Across the countries and regions we are present in, we have been

assisting communities to build and upgrade education facilities, creating a safe, inclusive, and effective learning environment.

The classrooms that we have constructed or refurbished have made the teaching-learning experience more comfortable and attentive. Auditoriums have been built for multiple purposes and extracurricular activities, delivering a holistic experience. This helps students exhibit their complete all-round potential. Besides improved academic performance, we have witnessed reduced absenteeism in the schools that we support.



→ F.E.Indorama Kokand Textile JSC, Uzbekistan

Healthcare

We are deeply committed to improving healthcare access for vulnerable individuals and for those at risk of disease, with a special emphasis on infants, mothers, children, and adolescents. Our primary objective is to improve healthcare infrastructure. Working diligently to achieve this goal, we collaborate with local communities and governments to establish and equip primary healthcare facilities, ensuring they have the necessary resources to treat those in need. We have also ensured the supply of critical medicines to a few facilities. As a result, the overall well-being of the community has improved significantly. People can now address their critical illnesses promptly, leading to the preservation of lives.

Infrastructure

We focus on improving and building infrastructure in remote regions across the world. Bridging the gap between urban and rural areas, we ensure that individuals in remote locations have access to essential services and resources. This stimulates economic prosperity, enhances connectivity and accessibility, promotes social well-being, and contributes to sustainable development. We constructed new roads and repaired old ones to improve connectivity between regions and enable commerce to prosper. We also installed solar streetlights to improve commuting in villages after sunset.

Additionally, we set up power stations and transformers to ensure the communities had access to uninterrupted power supply.

Drinking Water and Sanitation

We understand the importance of providing clean and safe water to our communities. This way, we aim to eradicate waterborne diseases and improve the overall well-being of individuals and societies. We undertook the initiative of constructing borewells for local communities and provided generators that would pump water to storage tanks. Piped drinking water was also supplied to the neighbouring community in some regions throughout the year.



Livelihood Generation

We actively invest in livelihood programs that equip individuals and communities with the skills, knowledge, and resources necessary to navigate challenging circumstances. Through vocational training, entrepreneurship support, and access to financial services, we empower communities to adapt, recover, and thrive in the face of adversity. Principally, we provided skills training to enable youths to become self-employed and provided startup kits. We also encouraged landless and marginal farmers to pick up

activities like poultry that would lead to significant earnings.

Over the past few years, multiple events such as the pandemic and natural disasters reaffirmed the value of community spirit. Our dedication to cultivating resilient community bonds is seen in the diverse welfare initiatives we implement. Our goal is to consistently create a positive impact and contribute to the betterment of people's lives. We will drive our efforts towards improving community well-being and creating a better world founded on trust, respect, and humility.

Empowering the Okerewa Community Through Accessible Healthcare

In response to the lack of primary healthcare facilities in Okerewa, Nigeria, we constructed a modern healthcare centre with separate wards and staff quarters. The center's presence has reduced healthcare costs and led to decreased morbidity and mortality rates, thereby improving the well-being of the community and demonstrating the effectiveness of our proactive measures.

Building a Market Place of Opportunity

We recognized the lack of a suitable marketplace for women traders in the Omuawa community. In response to this, we constructed a market complex with independent water supply provision. This initiative fulfilled their dream of having a convenient space to display and sell their products. The market complex not only empowered the traders but also bridged the gap between buyers and sellers, creating a thriving hub of economic activity and improving the overall livelihoods of the community.



The Foundation of Trust



Material Issues Impacted

- Risk Management
- Ethics and Integrity
- Product Stewardship
- Digitalization and Cybersecurity

Adhering to strong governance practices is at the core of Indorama's values. It is about reaching our goals while complying with the rules and meeting stakeholder expectations. We firmly believe that a solid governance model drives growth and success in every aspect of our business.

Governance Structure

We have crafted our governance framework to ensure efficient and clear business operations. With our guiding principles, we create enduring value for shareholders, employees, partners, and stakeholders alike.



The Board's Role

The Board decides on the Company's strategy and exercises control over its affairs. Our long-term performance is dependent on the effectiveness with which the Board sets this strategic direction; reviews and assesses the initiatives taken in pursuance of this strategy; and assesses and understands issues and risks that determine the Company's performance.

	ROLE	PURPOSE
Indorama Corporation Board	Overall governance	Overall review of ESG activities
ESG Council	Direct and oversee	To direct the development and implementation of a holistic ESG program across the group and provide oversight on behalf of the Board
ESG Advisory Panel–EAP	Prioritize and align implementation	To engage with the ESG Council on strategic matters and decisions
ESG Committee	Develop and communicate	To develop and implement ESG strategies and communication across the group
ESG Team	Execute and improve	To execute ESG programs and priorities at the company and asset level in alignment with corporate directives, including programs for continuous improvement

Enterprise Risk Management

ESG impacts operational requirements and governance aspects across a broad range of topics to help deliver the Company's vision. One of the important topics identified in our 2021 foundation report was developing a business-wide approach to Enterprise Risk Management (ERM).

An ERM framework was developed comprising 69 risk topics, with 50 of these being core ESG areas and 19 covering governance aspects that may also have ESG influence, such as asset management. The risk topics were prioritised to form the basis of the current work program, specifically, decarbonization; circular economy;

sustainable development goals; management system standards; safety performance standards; and management of potential major risk events. The roll-out of these elements commenced in 2022 and will continue over coming reporting periods.



→ Major Risk Event Workshop, Haldia, India



Ethics and Integrity

Ethics and anti-bribery policies are implemented at the group level. Additionally, we are strongly against any form of anti-competitiveness. These principles underline our dedication for a transparent, fair, and competitive business environment, ensuring our operations are conducted with the utmost integrity and compliance.

- Within the IRS unit, new hires receive an ethics handbook, and code of conduct training is integrated into the HR orientation to instil employee discipline, policy adherence, and respect for cultural values.
- At IAL, we have a Grievance Redressal Mechanism (GRM)

that involved hiring and training 2 Community Liaison Officers (CLO) and 2 Grievance Redressal Officers (GRO) in 2022 to manage both internal and external grievances. The call center operator is also trained to address stakeholder grievances 24/7. By the end of 2022, 95% of 315 grievances were resolved effectively, preventing escalations. We conducted 40 awareness sessions on the GRM policy and procedures throughout the year.

40 AWARENESS SESSIONS ON GRM POLICY

Empowering Employee Feedback

In 2017, PT. Medisafe Technologies introduced a grievance mechanism that allowed employees to provide feedback and suggestions. In 2022, we upgraded this system with digital innovation. The online grievance system was launched, simplifying the process for employees to submit grievances alongside existing methods like manual forms, union channels, and supervisor interactions. Employees were provided comprehensive training to confidently navigate the new platform, offering them diverse avenues to voice concerns, share ideas, and contribute to the Company's improvement.

Product Stewardship

Our product stewardship efforts emphasise safety, well-being, and ecological ramifications of our products, from creation to disposal. Our approach encompasses risk assessments, adherence to regulatory mandates, and ongoing scrutiny of product efficacy.

- In Senegal, a project was initiated to improve solids control in phosphoric acid, ensuring the delivery of high quality products. The project enhanced product quality, including acid and fertilizers, and resulted in a gradual rise in customer satisfaction.

Advancing Sustainable Cotton Practices

In 2022, FE Indorama Agro LLC became a Producer Organization and Implementing Partner (IP) with the Better Cotton Initiative (BCI) in Uzbekistan's cotton sector. Their operations span 4,700 to 6,200 hectares, contributing to a total cotton planting area of about 21,300 hectares for the April 2022 season.

As a Producer Organization Member, we actively represent and support cotton farmers



and workers, strictly adhering to the Better Cotton Standard. This involves integrated pest management, soil health preservation, responsible water usage, biodiversity enrichment, fibre quality upkeep, and promoting fair labor practices. We initiated a 3-year Continuous Improvement Plan based on these principles. Training sessions have been conducted ensuring seamless execution of the plan. This approach covers managers across all areas, agronomist experts, and maintenance teams.

Digitization and Cybersecurity

Technology is a driving force for our business. Our commitment to innovation is evident in our continuous enhancement of processes, products, and services. By staying updated with technological advancements, we position ourselves at the forefront of the industry. This empowers us to operate more efficiently and offer state-of-the-art solutions to our customers.

- At our Nigerian fertilizer business, we initiated a digital transformation project to digitize Health Maintenance Organization (HMO) services, which improved remote healthcare access and streamlined approvals.
- We also implemented Ag Data Integrator (AGDI) cloud-based platform, at our Agro unit in Uzbekistan that enhances our

understanding of farm conditions for sustainable decisions. Additionally, we strengthened network security through ISO/IEC External Vulnerability Assessment & Penetration Testing, implementing recommended actions for servers, firewalls, and switches.

- At IRS, server optimization through virtualization maximized

physical server utilization through the deployment of multiple virtual Windows and Linux servers for streamlined central management. To ensure data privacy, we followed IT policies for data prevention and cybersecurity. Additionally, we transitioned from manual data recording to real-time data capturing using data loggers.



Enhancing Packaging Accuracy

Our Synthetics Polyester division in Indonesia manufactures high-quality products, such as Draw Textured Yarn (DTY), which is wound onto bobbins and packaged for delivery. However, packaging errors occur, mixing bobbins of different grades and resulting in complaints. Tracking yarn issues proves challenging due to inadequate bobbin specifics in box details, leading customers to rely on box numbers for reference.

In response, we implemented a QR code system featuring distinct bobbin identification. Each QR code encompasses essential

product information, merging data, machine identification, and creation date. Scanning a bobbin inserts its merge information, and subsequent scans cross-reference the data. An alert is triggered if a different merge is detected, preventing the use of incorrect bobbins. Data is retained until a merge discrepancy arises. This approach effectively

integrates box and bobbin particulars to enhance traceability. The QR code provides comprehensive bobbin details within each box, facilitating complaint resolution, traceability improvement, and preventive measures. This system led to a significant reduction in complaints regarding mixed-item packaging errors.



Policies and Standards

Our businesses develop policies in consideration of our group policies, values and principles. We empower our employees to learn, understand and apply improvement techniques to reach industry best standards.

Our policies offer guidance, accountability, and clarity in relation to several areas that are important to our organization. Additionally, it ensures that our activities are efficient, adhere to all necessary regulations, and ultimately fulfil their objectives. The policies listed provide a concise approach towards key areas that Indorama has identified. We have also developed Standards in the form of performance expectations of businesses, with implementation audited independently.

Policies		
Code of Conduct policy	Environment and Climate change policy	Community and Stakeholder policy
Social media policy	Health and safety policy	Product Stewardship and treatment of customers policy
Human rights and labour policy	Responsible business policy	Intellectual property policy
Standards		
Impact on communities	Air emissions	Employee safety
Modern slavery/ Child labor	Water management	Employee health
	Hazardous materials	Working at height
	Carbon	Isolation
		Confined space entry
		Machine guarding

(For more information on policy, visit <https://www.indorama.com/policies>)

Assurance Statement

TUV India provided a statement of limited assurance on disclosures, made with reference to the GRI Sustainability Reporting Standards, over this report and over the non-financial information published in our online Fact Book 2022. TUV stated that in their opinion and based on the scope of the assurance engagement described within their statement, that the disclosures on Sustainability performance reported in this report along with the referenced information provide a fair representation of the material topics, related strategies, and performance disclosures and meets the general content and quality requirements of the GRI Standards.

TUV gave a Limited Assurance Conclusion that based on the procedures performed, nothing came to their attention that caused them to believe that the information subject to the limited assurance engagement was not prepared in all material respects. TUV also found the sustainability information to be reliable in all material respects, with regard to the reporting criteria of the GRI Standards.

TUV concluded that the assurance statement was prepared in accordance with the terms of their engagement and in accordance with the ISAE 3000 (revised) requirements. The assurance statement is included in the Fact Book 2022.

→ Nigerian Manufacturing Site



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