

The Beacon

INDORAMA
VENTURES



January-July 2015

Vol.12

IVL 25 years 25

IVL Sustainability

RECO Competition 2014

International Plastics Showcase
NPE2015 and The Apparel Show
of the Techtextil



H. M. Queen Sirikit's Bangsai Arts and Crafts Centre

H. M. Queen Sirikit's Bangsai Arts and Crafts Centre was founded on December 3, 1980 at Bangsai, Ayutthaya, Thailand. Her Majesty had visited rural areas in the country and had seen first-hand the poverty of her people. She became determined to help them earn supplementary incomes. The first step was to identify experts in arts and crafts to teach people in rural areas how to make handicrafts and art. Her Majesty would buy those products with her own money. Later, Her Majesty decided to establish the Foundation for the Promotion for Supplementary Occupations and Related Techniques (SUPPORT) and set up many arts and crafts centers all over the country.

The land where Bangsai Arts and Crafts Centre stands originally belonged to the Crown Property Bureau. It was given to the Government by H. M. King Bhumibol to be used to help people. Her Majesty decided to establish Bangsai Arts and Crafts Centre there and assigned responsibility to the Agricultural Land Reform Office, Ministry of Agriculture and Cooperatives for it. The centre originally used 300 acres but was expanded later to 400 acres.

Bangsai Arts and Crafts Centre organized its first training course on

May 1, 1981. Experts on different arts and crafts were invited as trainers. Once trainees create new products, the centre buys them to sell either at the center itself, or at Chitlada shops around the country or in other shops overseas. There are up to 30 training courses, divided into seven categories: fine arts, folk crafts, arts and crafts, industrial techniques, food and nutrition, agriculture and dressmaking. Each training course takes around six to eight months to finish. During the course, the center provides accommodation, meals and pocket money to the trainees as it is supported by the Government and private organizations. Cheap tools and equipments are sold at the centers to trainees who finish the courses in order to support them in using their skills and building careers in their hometowns.

Bangsai Arts and Crafts Centre is divided into many different beautiful and interesting zones, such as the Royal Villa, the Arts and Craft Village, Arts and Craft Training Center, Bird Garden, Fish Farm and Phra Ming Kwan Pavilion, a souvenir shop and an exhibition center. Bangsai Arts and Crafts Centre is now one of the most popular tourist attractions of Ayutthaya Province.

Editor's Note

We live in exciting times, as they say, and for IVL, things get more exciting as the year goes on. With new acquisitions mounting and in a year that celebrates the first 25 years of our founding business in Thailand, there is a packed Beacon to read commencing with the story of our 25th year celebrations.

We have started to focus more on our journey to sustainability and this issue has an interesting article on corporate governance to help explain our position on corruption (we don't like it). With our RECO Young Designers competition over for another year, we look at the winners and hope to surprise you with their talent as they chat about their motivation to produce arts and crafts. The second part of our talent management article makes for interesting reading but is easy to understand. There is a small article on teaching yourself to speak in public and another on the surrounding area of our new acquisition in Adana, Turkey.

We are moving more towards online and emailed copies of the Beacon in future as the modern reader prefers electronic books and magazines – we think. If you have any opinion on whether you would prefer to receive hard copies and soft copies, please do let us know by emailing ir@indorama.net.

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Sustainability and Indorama Ventures' Journey ...

The word 'Sustainability' has been defined in an previous article in the previous volume of the Beacon. To add further to the explanation, Sustainability is:

- Value creation (operational & supply chain cost savings by operational efficiency)
- Value protection by effective risk management (operational risk, regulatory compliance, reputational risk)
- Opportunity grabbing by strategic planning (Product/process innovation, market share increasing)
- Reputation and brand value enhancement
- Environment protection through GHG emissions' monitoring
- Becoming a 'most admired company,' in accordance with the company's vision statement, for our customers, suppliers and other stakeholders

Our founder, Mr. Alope Lohia, in his Sustainability Report 2014 statement, mentioned that sustainability encompasses every aspect of how we do business. Sustainable Development is a 'vision', a 'way of thinking' and 'acting' for securing the resources and protecting the environment now and for future generations by maintaining the equilibrium between economic growth, environmental protection and social equity.

From our perspective, sustainability means business growth with positive environmental and societal continuity'; managing the Triple P of Profits, Planet and People. This includes economic, environmental and social risks, obligations and opportunities.

A brief introduction to sustainability has also been given in the previous article, 'The Road to Sustainability' in volume 11 of the Beacon. In this article we drive you through IVL journey in sustainability, covering how Indorama Ventures commenced its journey along the road to sustainability.

Over the last six to nine months we focused mainly on the following three activities:

- Preparation of the Sustainability Report in accordance with GRI-G4 Guidelines, and
- Preparation and completion of the Dow Jones Sustainability Index (DJSI) assessment application. This meant arranging to fulfill the requirements, including fixing some gaps,
- Sustainability Excellence programme

A. Sustainability Report as per GRI G4 Guidelines:

The concept of Sustainability Reporting is gaining momentum as financial reporting alone no longer satisfies the needs of the stakeholders as it is only one dimension of a business. To cover overall performance of the organization, including nonfinancial performance, the concept of Sustainability Reporting is introduced. Sustainability Reporting is a structured way of reporting economic, environmental and social performance and how these factors can ultimately drive the company's values.

IVL has been producing a Sustainability Report for the last five years. This year the Sustainability Report was prepared according to Global Reporting Initiative Guidelines 4 (i.e. GRI G4 Guidelines). The Report is available on our website, http://www.indoramaventures.com/EN/CSRresponsibility/CSR_SustainabilityReport.php.

This Report covers broad information, including the requirements of the DJSI, with more emphasis on Product Stewardship, Innovation Management, Climate Change in addition to environment, operational efficiency, etc.

Materiality Analysis & Identification of Key Material Aspects:

The GRI G4 Guidelines requires the Company to identify 'Key Material Aspects' through a Materiality Analysis. This Materiality Analysis is the process of identifying the key material aspects having economic, environmental and social impact on the organization and its stakeholders. To identify materiality, a statement with 28 example material aspects were circulated to all IVL entities across the globe, functional heads, business heads etc., for their consideration of such material issues. Based on everyone's rating, EIGHT key material aspects were identified. More details about Materiality Analysis and Key Material Issues are given on page 43 and 44 of our Sustainability Report 2014.

B. Dow Jones Sustainability Index (DJSI):

Many of us have been hearing the word 'DJSI' quite frequently in the recent past. What is it, what is its importance and how is it connected to IVL?

The DJSI is a family of indices, launched in 1999 in cooperation with S&P Dow Jones Indices and performs an integrated assessment of economic, environmental and social criteria with a strong focus on long-term shareholder value to track financial performance of the leading sustainability-driven companies in the world. The indices serve as a key benchmark to investors who consider sustainability as part of their portfolio risk assessments.

RobecoSAM, a JV partner of DJSI invites every year approximately 3,000 listed companies in the world based on their market value for their corporate sustainability assessment and lists approximately 10% of the total companies invited for corporate sustainability assessment. The listing is not permanent. The companies have to participate in the corporate sustainability assessment every year and compete with other best-in-class companies every year.

RobecoSAM corporate sustainability assessment covers 3 dimensions (Economic, Environment and Social) and 20 criteria:

Economic Dimension

- Corporate Governance
- Risk & Crisis Management
- Code of Conduct / Compliance / Corruption & Bribery
- Antitrust Policy
- Customer Relationship Management
- Innovation Management
- Supply Chain Management
- Tax Strategy

Environment Dimension

- Environmental Reporting
- Environmental Policy / Management System
- Operational Eco-Efficiency
- Product Stewardship
- Climate Strategy
- GMO

Social Dimension

- Social Reporting
- Labour Practice Indicators and Human Rights
- Human Capital Development
- Talent Attraction and Retention
- Corp. Citizenship and Philanthropy
- Occupational Health and Safety

We are pleased to inform that IVL participated in the DJSI corporate sustainability assessment this year for the first time. We recognise and acknowledge the support of several colleagues who helped us in completing the assessment questionnaire.

Following submission of the application for assessment, we are now in the process of analyzing the gaps in line with industry best practice and the DJSI guidelines and will work to address the gaps going forward.

C. Sustainability Excellence Program:

Our aim is to be a leader in the petrochemical industry delivering superior, sustainable shareholder value. To achieve this goal, we need to commit to, and deliver, sustainable operational excellence in everything we do and in all parts of our organisation. I have no doubt in saying that we are committed to achieving and sustaining the highest levels of operational performance in our industry.

The Sustainability Excellence Program (SusEx) is a one-to-three-years-long project aimed to address the company's greatest environmental, social and governance challenges in order to achieve sustainable excellence in business performance. This SusEx framework defines a set of requirements that, when fully implemented, will deliver the sustained operational performance that we seek. The SOE requirements applies across our entire value chain and apply to all levels of our organisation (e.g. corporate office, business lines and sites). The first step of the program is the development of the SusEx framework and deployment plan, which is underway, and is intended to be implemented in a phased manner. SusEx also aims at filling the gaps identified in our DJSI and GRI implementation.

We will come up with some other articles on sustainability in the next Beacon.

25 years of success

2015 marks the 25th anniversary of the foundation by the Lohia family of a small chemical company, originally called Indorama Chemicals (Thailand) Co. Ltd., and now called Aurus Speciality Co. Ltd., in 1990. To mark the occasion, Indorama Ventures organized a gala dinner on January 30 2015 for stakeholders such as bankers, suppliers and customers as well as those who had supported the company over the years and, of course, company executives. A gala dinner was held at the Shangri-La Hotel, next to the Chao Phraya River (known as the River of Kings) and was attended by approximately 650 people. Guests of honor included the Minister of Industry as well as the permanent secretary of the Ministry of Industry.

The Minister commenced the dinner with a speech congratulating the company followed by some words from our chairman, Mr. S. P. Lohia., and the Group CEO Mr. Alope Lohia. Entertainment included a fantastic 3D light show and dance performance.

Strategy Meeting

The gala dinner was a welcome finale to the week of strategy meetings held in January 2015. Senior executives from around the world flew into Bangkok to hold meetings to finalize the annual budget then get on with discussions on strategy. We decided to extend this year from a couple of days to a week so that those new to the company could take advantage of the opportunity to get to know others in the group and to allow the more senior executives to discuss longer term plans.

The company hired well-known research consultant McKinsey & company to survey senior executives in advance about the health of the company and discuss this in the strategy meeting. The response showed that the company was doing better than anyone had expected. Other professional speakers enabled executives to get a real feel for important strategic topics and led to deep discussion into the key issues faced in planning a strategy.

As in the previous year, the investor relations department arranged for a 'capital markets' day to which investors and shareholders were invited to attend. Senior executives from around the world were joined by a guest speaker from IHS, a global consultant on the petrochemical industry. One of the main topics was the outlook of the industry followed by a management discussion on the company's plans and direction. The audience comprised fund managers, securities analysts and some large individual shareholders.

Management stressed that the strategies employed to date had proven themselves successful and that the company would continue to grow via geographical penetration, vertical integration and portfolio enhancement.



Congratulatory Comments by Guests at the Gala Dinner



Akihiko Ito
Toyoshima & Co.
General Manager

I've been watching Indorama Ventures grow during past years and I'd love to see the company grow further in the future.



Frederik Spiekermann
Klockner Pentaplast
Commodity Manager

It has been a strong business in Europe and as strong in the U.S. and we hope to grow the business together.



Mark Fuchs
Fuchs Capital
CEO

Happy 25th Anniversary to Indorama Ventures. The testament of the growth of the company has always been an excellent execution.



Mark Kent
British Embassy
Ambassador

Congratulations for the first 25 years and good luck for the next 25



Supattanapong Punmeechaow
PTTGC
President & CEO

Congratulations for the 25th year of Indorama Ventures. We'd like to continue to support and be a good partner.



Siew Meng Tan
HSBC Mauritius
CEO

Congratulations Suchitra and Alope. I look forward to our continuing relationship for the next 25 years and more. And I hope to be back again when you celebrate your 50th anniversary.



Nigel Pritchard
PETainer Limited
CEO

I'm looking forward to the next 25 years to continue the relationship in other parts of the world where we are expanding to.



Lyn Kok
Standard Chartered (Thailand)
CEO

I wish Indorama Ventures Group the very best, not only for this 25th year, but for many, many years to come. Congratulations.



Srettha & Pakpilai Thavisin
Sansiri
President

I'd like to congratulate Mr. Alope on this auspicious occasion and hopefully we'll see more of the company's success in the future.



Petra Kotte
DEG
Senior Director

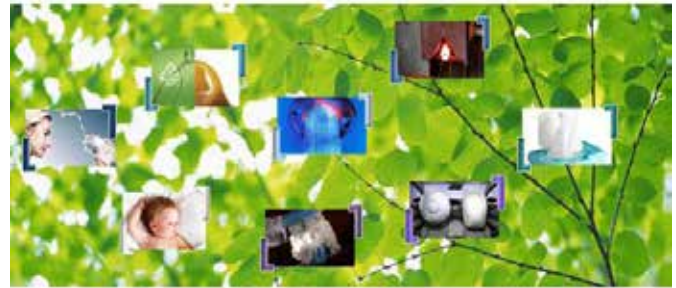
We are very proud that we have been able to support the company for over 25 years now. We wish all the best for the future development.

► **Indorama Ventures wins Thailand’s Best Deal 2014**

Indorama Ventures has been awarded Thailand’s Best Deal 2014 in Global Capital Asia/ AsiaMoney Awards 2014 for its THB 15 billion perpetual debentures, the largest ever Corporate Perpetual Debentures in Thailand. The perpetual debentures (sometimes referred to as a hybrid bond) will be used for the purpose of refinancing and expanding of business operations, which will allow the Company to lower its cost of capital through debt funding while strengthening its capital structure. Although the perpetual debentures or a hybrid bond is a new financial product in the Thai debt capital market, the transaction attracted robust participation from investors, which reflects their confidence in our business and financial stability.



► The Packaging group of Indorama Ventures registered its new company in Myanmar on January 1, 2015 with the name Indorama Ventures Packaging (Myanmar) Limited. A Groundbreaking ceremony to kick off construction of this new PET Preform manufacturing plant in Yangon, Myanmar was held on February 25, 2015. The facility is being set up in Thilawa Special Economic Zone which is 23 Kms south east of Yangon. The ceremony was attended by several local guests which included bankers, lawyers, customers and other key stake holders. The occasion involved carrying out Puja and other rituals on the land where construction was to begin followed by lunch.



Full Year 2014 Results



► **Indorama Ventures Strategy and Core Earnings Deliver Strong 2014 Results**

Indorama Ventures reported full year core earnings of THB 5.1 billion, an increase of 146% over 2013 and after extraordinary and non-cash items, reported earnings were THB 1.48 billion, an increase of 12% over 2013. Core EBITDA grew 30% over 2013, to THB 19.5 billion in 2014. Cash from Operations in 2014 was THB 22.4 billion, an increase of 114% over 2013.

The company’s strategic focus on developing a high value-added (HVA) portfolio has started to bring in rewards. We are developing a portfolio that has multiple assets in complementary operations within the hygiene fibers space and are developing further into automotive and industrial fibers and yarns, especially where they pertain to health and safety such as tires, safety belts and airbags. The higher profits were enjoyed by the Fibers and Yarns business and ongoing cost savings through operational excellence projects globally. While we have seen the impact of crude oil prices falling leading to inventory write-downs in the fourth quarter, the benefit has been improvements to our cash flow from operations as we use less working capital on lower prices.

► **Acquisition of Bangkok Polyester Completed**

Indorama Ventures is pleased to announce that it has successfully concluded the acquisition of Bangkok Polyester in Rayong, Thailand, which raises our capacity share in Thailand from 43% to 58%. Bangkok Polyester is a significant exporter of PET to Japan, which is currently the world’s largest importer of PET and enjoys zero import duties from Thailand. The acquisition is in line with the Company’s strategy of vertical integration as it is located close to the Company’s PTA facilities in Rayong. It also improves the overall cost synergies and supply chain of the Company and allows us to work even more closely with customers in Thailand and in Japan.



▶ **Indorama Ventures Completes Acquisition of Canada PTA Plant**

Indorama Ventures has closed the deal that it had announced on March 23 2015 to acquire 100% shareholding in the PTA business of CEPSA Chimie Montréal in Montreal, Canada from Cepsa Quimica. The 600,000 tonnes PTA plant will provide Indorama Ventures with feedstock security and a firm foothold in the North American feedstock market. There are currently only three PTA players on the continent and this is therefore an excellent addition to our North American portfolio, providing us with vertical integration with our North American PET assets along the Eastern Seaboard of the USA. The PTA business in North America is very robust and the timing of this acquisition comes with firm spreads that will strengthen our bottom line in North America. We can now assure the security of our feedstock supply with our own PTA and MEG assets in the region, which is part of our risk management planning.

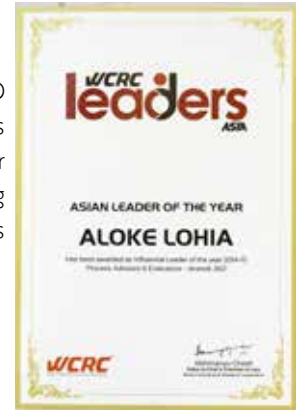


▶ On March 23 the main air compressor and the Siemens turbine for the PTA expansion project arrived at Indorama Ventures Europe in Rotterdam. Receiving the Main Air Compressor (MAC) and the Turbine in Rotterdam is a big milestone in the path forward of the PTA expansion project. Both items arrived by special transport in our Tennessee Harbor. Special equipment was necessary to unload the MAC and install it on the concrete foundation of MAC building near the PTA plant. A unique item joined our equipment. A Heinkel HE-111 bomber from World War 2. We are commemorating the attack on Rotterdam May 14 1940, 75 years ago.



▶ Mr. Alope Lohia, Group CEO of Indorama Ventures, has been ranked one of ICIS Top 40 Power Players 2014 by the world's largest petrochemical market information provider, ICIS (Independent Chemical Information Services).

▶ Mr. Alope Lohia, GCEO of Indorama Ventures PCL, was named the Asian Business Leader of the Year by World Consulting and Research Corporations (WCRC).



▶ Indorama Ventures PCL, received the Asia's Most Admired Brand 2014 – 2015 from World Consulting and Research Corporations (WCRC) at the Hotel Mandarin Orchard, Singapore, on May 21, 2015.



▶ Indorama Ventures, together with Bangkok Bank, The Electricity Generating Authority of Thailand, IRPC, Kasikorn Bank, PTT and Thai Beverage, arranged cocktails and dinner for the Thai business community attending the World Economic Forum at Hotel Grischa, Davos, Switzerland.



Indorama Ventures Mexico welcomed H.E. Surasak Chuasukonhthip, the Thai Ambassador to Mexico, during his visit to the Company. The visit aimed to strengthen the relationship between Mexico and Thailand.



Executives from Indorama Ventures Mexico participated in the business forum and conferences organized by Vision Empresarial and the Thai Embassy in Mexico.



Indorama Ventures Mexico arranged the celebration of the 40th year of the site to thank its employees for their effort, loyalty and commitment at Queretaro, Mexico.



Wellman International organized an exhibition at Heimtextil, one of the biggest home textiles trade shows, in Frankfurt, Germany.

PLN organised a “Malam Apresiasi 50 Pelanggan Terbesar” and PT Indorama Petrochemicals is one of them. On this occasion PLN has awarded a “Certificate of Appreciation to PT Indorama Petrochemicals as Top 50 PLN Customers”.



Indorama Petrochem receives the Environmental Governance Award 2014 (Green Star Project) from Dr. Verapong Chaiperm, Governor of the Industrial Estate Authority of Thailand (IEAT), at IEAT Map Ta Phut Office. Indorama Petrochem received this award for excellent performance on environmental management, safety, and social responsibility. It has won this award for three years.

Indorama Ventures Public Company Limited (IVL), received the ESG100 Certificate from ThaiPat Institute. The ESG100 Certificate has been given to the top 100 out of 576 public listed companies that have outstanding sustainability performance on the basis of Environmental, Social and Governance (ESG).



Indorama Ventures Public Company Limited received the “ICT Excellence Award 2014” in the category of “Business Enabler” for its Simplified Business Management and IT Resource Management Systems for IVL Global Business.

The award given to honor the organizations that have achieved excellence in management, information technology, and communications was co-organized by Thailand Management Association (TMA) in association with National Electronics and Computer Technology Center (NECTEC), Thailand’s software industry (Software Park Thailand) and the College of Innovation, Thammasat University (CITU).

Representatives from Indorama Ventures PCL presented H.E. Mr. Khaga Nath Adhikari, the ambassador of Nepal to Thailand, with a donation of one million five hundred thousand Baht for Nepal to use in aiding earthquake victims.





■ PT Indorama Ventures Indonesia received a Zero Accident award for operating 2,000,000 man hours without an accident.



■ Indorama Polyester Industry (Rayong) achieved 1 million hours without lost time accidents and the next target is 2 million hours for the next six months.



■ PT Indorama Ventures Indonesia arranged a seminar on the introduction of the Corporate Governance Policy Awareness Campaign (CGPAC) for its employees at the plant in Tangerang, Indonesia.



■ Indorama Ventures Mexico arranged training on leadership and teamwork for its employees in the plant and corporate offices.



■ Students from the Faculty of Engineering, Queretaro University, visited Indorama Ventures Mexico to learn about the company, the business and manufacturing process at Queretaro, Mexico



■ Mr. Mark Holden, representative of Auriga Polymers, presented to prospective Chemical Engineering students at Clemson University, South Carolina, the United States, for its Major Discovery Night.



■ Indorama Ventures Europe B.V. Netherlands participated in “the Week of the Process Technique” organized by schools and petrochemical companies. We arranged for a site tour at the company for students. This activity aimed to educate students about jobs and tasks in the petrochemical industry.



■ Students from the Faculty of Science, Mahasarakham University, Thailand, visited TPT Petrochemicals to learn about the work at the plant for further development in their education



■ Mr. Roeland Giebel, an operations coordinator of Indorama Ventures Europe, Netherlands, assisted as a lecturer in a school project “How plastics are produced” at a primary school in the South of Holland. During the project, Mr. Roeland gave a presentation about the production of PET, waste water treatment installation and products made from PET and recycled PET.



■ TPT Petrochemicals donated to Rayong Wittayakom School to support the construction of computer rooms and an electronic library. The company also donated to Takaun-Aowpradoo community to support the renovation of a local temple.



■ Management and employees of Indorama Holdings, Lopburi, Thailand, donated money to Suwatthanabodee School, Lopburi, as a fund to construct and renovate student dormitories.



■ TPT Petrochemicals (Rayong) arranged a Yoga Club and Bike to Plant Project at the company and Takuan-Aowpradoo Community, Rayong, Thailand, to promote good health for employees and increased the green area of the community.



■ Lopburi's Volunteer group "Smile Help" initiated the project "Keep Smiling for Children by raising funds to buy education and sports equipment and basic items. They donated money to Bann Hin Ngong, Petchaburi province.



■ TPT Petrochemicals and Wat Krokyacha School, Rayong, Thailand, welcomed a delegation of teachers and students from Wat Prachum Mit Bamrung School, Rayong, and representatives from Thai Ethoxylate. The delegation paid a visit to observe our "Recycle Bank Project", which will guide them to develop the same activity at Wat Prachum Mit Bamrung School



■ Indorama Ventures' subsidiaries in Lopburi, Thailand, arranged an "Open House" and invited representatives from the government and the community to visit the factory and learn about the business, the operations, safety management and environmental management. The visit was held at our factory complex in Lopburi.



■ Mr. Aaron Guillory, Lean Six Sigma Master Black Belt from FiberVisions arranged Lean Six Sigma Champion training at AlphaPet Inc.



■ Lean Six Sigma was given to Mr. Huadong Mo (left) who let a project to increase throughput on Nonwoven line #2 at the FiberVisions Suzhou, China plant. His team reduced slow-running losses by approximately 76%.



■ Indorama Polyester (Rayong) arranged a Lean Six Sigma Competition for Green Belts in 10 projects were presented.



■ IVL Steering Committee congratulated Thaioil on being recognized as the Energy Group Leader from Dow Jones Sustainability Indices and held a knowledge sharing meeting about the DJSI.



■ Indorama Polyester Industries Nakhorn Pathom CSR Committee arranged a DIY training session on how to use post-consumer PET to make earrings for Bang Khun Kaw community to help them to earn extra revenue.



■ Indorama Ventures Europe initiated a Workshop on Recycling Rigid PET Thermoforms in Brussels. Industry, Collection Agencies and Recyclers worked together to make PET thermoforms the best recyclable thermoformed packaging in its category.



■ Indorama Ventures Poland donated to the Foundation To Assist Disabled People "SUNSHINE". The main aim of the foundation is to help disabled people in collecting funds for rehabilitation, treatment and orthopedic and rehabilitation devices. Indorama Ventures supported three children.

■ Employees of Indorama Ventures Poland celebrated International Mother Earth Day on 22nd April Green color clothing dominated and staff cleaned the factory together and planted 26 trees.



■ On the occasion of World Environment Day Indorama Ventures Poland invited a group of students from Plock to the facility in Wloclawek and announced the winners of the ecological contest 'The most original money box from a plastic bottle'. The winning money boxes were selected from 257 entries.



■ Indorama Polyester (Rayong) participated in QCC presentation was held by The Association of QC Thailand The "7 Karat" team was selected as one of the representatives of Thailand to present their project at QCC International.



■ Indorama Ventures Corlu PET Sanayi organized a Ramadan dinner for employee on 1 and 8 July at Yali Restaurant.



■ Indorama Ventures with Nestle Thailand to initiate CSR project "I am doing it" to create awareness for students to separate bottle, label and closure for recycling.



■ TPT Petrochemicals Pcl. and Indorama Polyester (Rayong) arranged a Yoga class after work to support employee health.



■ Indorama Ventures PCL sponsored the first International Yoga Day in Bangkok, Thailand. All the yoga mats were provided to participants for free. The event was arranged by the Indian Embassy at Chulalongkorn University. Over 7,000 participants attended a yoga session in the morning of June 21, 2015.



Teach Yourself to Speak in Public

A lot of people in business are asked to give presentations or speak on a topic at some time and it seems the higher you are in the corporate structure the more you will be asked to speak. For many people, this is sheer torture and it is clearly obvious when you see them that they would rather jump into a tank of killer sharks than be on stage. Yet, if you have ever watched any of the TED Talks (<http://www.ted.com/>) you will be amazed that librarians, scientists and ordinary people from many walks of life are able to stand for 18 minutes and talk on something that potentially could put people to sleep but usually ends with an ovation.

People have commented that I appear to have no problem standing up in front of hundreds and don't appear worried at all. This is not true – I am extremely nervous before speaking but have a few tricks that calm me down and that many people who are forced to talk against their better judgement could use to great effect.

The first trick is to talk on a subject you know very well. Sounds obvious, but sometimes an executive who isn't involved in, say, making policy may be asked to speak on creating policies. How difficult can that be? Look at the company policies online, note some of the key phrases and it looks easy. However, the audience is there because they are interested in policies and have probably written a few. Some may already be experts but waiting for some new insight. When the audience knows more than the speaker, this is a recipe for disaster. Better to politely decline the invitation.

As a shy person in my youth,

I have learned some facts about audiences that assist me to get up there and talk. I have spoken with and without a presentation and I find not having a presentation is actually easier. I use a page of key notes in large font as a reminder but turn one point into a paragraph or two when speaking. I use a lot of real world examples and true-life cases that help explain what I am talking about. Therefore, lots of homework is required. If I have a presentation then I prefer to make the presentation myself so the act of creating it helps me think about what I want to say. Getting someone else to make the notes or the presentation means they learn it but I don't.

A common mistake is to make the presentation with small fonts that cannot be read from any distance. Always make a different presentation for projection from what you would read in your hand. The common rule is not more than 7 lines of bullet points at large font sizes. The best charts don't need lots of numbers but show trends and direction that are easy to understand at a distance. Squeezing loads of numbers in frustrates the audience and makes what you say forgettable because they can't follow what you can see on your screen or notes.

Next, practice: people say they don't have time to practice and even feel shy to practice in front of colleagues but every year I persuade colleagues to present on stage for retail investors and we practice three times, sometimes spread over a week or two, providing feedback each time. Miraculously, everyone who practiced has made a terrific job of it. They were much more confident after the

feedback and adjustments.

If you are a very senior person, this may be more sensitive. Perhaps you feel uncomfortable if a more junior person is commenting on your posture or ability to project your voice? However, there are people you trust and who are sympathetic – your wife, husband or your best friend for instance, or a particular executive you trust. Do it in private, but practice.

Next, when the day comes the really important thing to remember is that the audience wants to hear you – I mean, they really want to hear you say something interesting. They are on your side before you start.

Try to meet people who will be in the audience before speaking, shake a few hands, chat, exchange name cards and try to get a feeling about why they are there. The trick I use mostly is to identify someone who is really interested in the subject and shows it with a slight nod of the head as you speak. Sometimes you can do this in advance but generally I start talking and look around for the person who nods slightly while listening. This is the person who is focusing on me and I focus on him or her. If I can find two on different sides of the room I can move my focus between them. They are listening to me, they agree with me; I am explaining everything to them. It's like a conversation. I don't notice anyone else in the room.

Here is another trick that will put you and the audience at ease. Insert some humor into your talk. This doesn't mean tell a lame joke that is completely out of context. For instance, when I lecture on Investor Relations, or IR, I have started by informing the audience

that the first thing I will discuss about IR is that the term is wrong grammatically. Everyone knows it should be I am, not IR. This always gets a giggle from someone and relaxes me and the audience. Even when I speak Thai on stage I apologize first that my tones (Thai is a tonal language) tend to be flat because my wife is from Suphanburi (a part of Thailand where people speak with flat tones). For some reason, Thais think this is hilarious coming from a Westerner. Then I can relax.

Watching TED Talks brings this clearly into focus. The best speakers are the ones able to bring a light touch to a serious subject. Someone I learned from in 2006 was Sir Ken Robinson talking about education and schools. Should be boring but take a look at the video first: http://www.ted.com/talks/ken_robinson_says_schools_kill_creativity

Then read the transcript and see how he crafted a talk of 18 minutes where the humor is used to make points about schools and education killing creativity:

http://www.ted.com/talks/ken_robinson_says_schools_kill_creativity/transcript

Sir Ken isn't a comedian, he is an educator discussing a serious subject but the audience is brought into the discussion because he makes it sound fluent (he must have practiced a lot), easy to understand and humorous. You can see him visibly relaxing after the first laugh. You are not by nature a comedian out for laughs, but we are talking professionalism, and humor is a professional tool. It is important to choose what you say and when you will say it. Plan it all and practice. Your husband or wife may stop laughing after the first practice but try it on friends too. Also, don't overdo it. Some people don't use humor much at all because they can talk about technical issues to a technical audience that is amazed rather than amused. Think Steve Jobs.

Some of you may have a more basic issue, such as a lack of confidence that you can use high language appropriate to a well-educated audience. The truth is, most audiences aren't that bothered by vocabulary and more focused on the content. No one likes someone who sounds stilted and fake, using language that is obviously not their own. Sincerity, not vocabulary, is the key to

a good presentation.

What to avoid? The temptation is to focus on our notes or the laptop screen and not look up. This gives a poor impression of an ostrich and looks like you don't know the presentation (of course you do!). Learn your presentation and look at the projection screen behind you sometimes if you have a wireless mic. Don't do this if you are using a fixed microphone at a podium because your voice will suddenly go quiet.

Losing your place in the slide is always a problem. Should we bend over and stare at our notes while the audience awaits our pleasure? The trick I use is to walk over to the projection screen with the wireless microphone, or clip-on mic, and look like I am studying what I have just said then physically point to the next line on the screen. This looks highly professional from the audience viewpoint and is a great way to move around to stop your legs from wobbling with nervousness.

Looking nervous is always a difficult issue but people say I don't look nervous even when I am. Slide the right hand into your pocket, gesture with the left and keep looking for a focal point on two sides of the audience. Ladies without pockets can hold the pointer or slide changer and make small, circular gestures – without pressing a laser pointer at someone's face though.

Don't talk without pausing sometimes. For instance, you have just made an important point. Pause to let the information sink in. When pausing, close your mouth, or smile, and then carry on. Sometimes we get excited when talking about our company. My voice rises in pitch when I get excited (sounds like Mickey Mouse). Try to be self-aware, then pause, take a sip of water, and start again.

Finally, I have never met anyone who couldn't do a good presentation with practice and some advice, but too many people think they don't need it or don't have time. Make time, because the difference (to the audience) will be noticeable.



IVL Mexico's Innovative Projects: FuTuRePET® and Sello Rojo®



IVL Mexico (IVL) announced last year the approval of project FuTuRePET®, the production of PET bottle grade resin using Post-Consumer Recycled (PCR) content, at Queretaro Complex in Mexico.

IVL uses the most advanced equipment and technology available in the industry to offer a bottle-grade PET resin with post-consumer recycled content. The new process will allow the recycling of an equivalent of 900 million bottles per year or 25 million tons of PET bottle flakes, transforming PET flakes in a clean and efficient manner into food-grade PET resin.

Our recycling process, known as Glycolysis, adds recycled PET flakes to one of the initial stages in the polymerization process. The condition in the polymerization allows the removal of impurities and enables the production of PET with up to 25% of recycled bottle flakes. The FuTuRePET® resin, produced by this process, offers equivalent properties to virgin resin and has no limitations in its use.

In addition to PET bottle grade resin FuTuRePET®, IVL Mexico also worked on another project in cooperation with its customer, Lechera Guadalajara, the third largest pasteurized milk producer in Mexico with the production of approximately 1.2 million liters of milk per day.

Lechera Guadalajara launched its new UHT (ultra-high-temperature) milk with four months shelf-life in a PET bottle under the “Sello Rojo®” brand. The one liter bottle is made out of a 28 grams preform, which is produced in an overmolding process with necessary barrier properties, using Netstal’s PRElactia® technology, to protect light-sensitive beverages, such as milk and dairy products.

IVL Mexico was invited to participate in this project through Tecnipet, the Mexican company representing technology from Netstal in Mexico. The role of IVL in this project was to carry out all necessary activities and trials. Lechera Guadalajara uses our Polyclear® Preserve PET 2201 resin based on its excellent performance in the overmolding process.

IVL has entered into these two innovative projects since they reinforce our strategic position as a leader in innovation and sustainability. We will continue to strive to answer our customer requests for a sustainable solution as the world’s leading PET producer.





Summary Report:

RECO Young Designer Competition 2014

RECO Young Designer Competition 2014 was again a great success in its fourth year. This competition is a part of the corporate social responsibility of Indorama Ventures, which offers the opportunity for students and young designers to show their creativity by using more than 60% of recycled PET and polyester as the major materials used in their designs. These materials comprise the core businesses of the Company as well as provide the unique quality of the competition. Competitors designed their work under the concept Back to the Future, which combined inspirations from the past with contemporary designs suitable for the modern life.

The first step of RECO Young Designer Competition 2014 was a press conference held on October 28, 2014 at CentralWorld, Bangkok, Thailand. Representatives of the Company: Mrs. Aradhana Lohia Sharma and Mr. Richard Jones, along with the judges of product and fashion design, discussed the objectives, design concept and trends. Roadshows were arranged in many universities to encourage students to participate in the competition. The last day to submit work was December 19, 2014.

The Company arranged a selection process at Head Office and invited judges from both design categories to select work based on design concept, sketches, inspirations and techniques. More than 100 items were submitted by students and young designers from all over the country. The judges selected 10 designs from each category for the next round.

Competitors whose work was selected in both design categories participated in the workshop held on January 24, 2015 at Thailand Creative and Design Center (TCDC), Bangkok, Thailand. The workshop started by introducing the competition and providing knowledge session arranged by experts on PET

and polyester from Indorama Ventures. Special techniques for each category were taught later. Competitors in the product design category learned how to sort, cut and drill the materials while also working in groups to create new designs and present their ideas. Competitors in the fashion design category learned how to design fabrics and experimented with various types. This was the first time that the workshop had been arranged specifically for selected competitors, which encouraged them to use the techniques they had learned in their designs. The outcome was satisfying as there were many stunning designs.

Each team had to present their designs twice in February 2015. The Company provided a budget of 12,000 THB for each team to purchase materials. In the first presentation, competitors showed material examples of their work to the judges. They took advice from the judges on materials, design and function to develop their work and show the progress in the next presentation. For the fashion design, judges selected fashion models who suited the design of each team. Competitors adjusted their designs in accordance with models' measurement and attended the fitting session.

The final round and the award ceremony of the competition were held on March 28, 2015 at CentralWorld, Bangkok, Thailand. The representatives of the Company, Mrs. Suchitra Lohia, Mrs. Aradhana Sharma Lohia and Mr. Richard Jones, presented the prizes to the winners. Product designs from 10 teams were displayed at the event along with a fashion show. The winner of the product design category was Mr. Jakkapong Jumnil, the creator of "Creative Yourself", from Rajamangala University of Technology Krungthep. The winner of the fashion design category was Ms. Thanyarat Baromwongpaisarn, the creator of "The Beauty of Imperfection" from Rajabhat Suan Sunandha. Awards, shields and cash prizes of 100,000 THB, 30,000 THB and 20,000 THB were given to the winners, first runner-up and the second runner-up respectively. More information on the competition and the work of the final round competitors can be seen at www.facebook.com/recoyoungdesigner.

Talent Management (3)

In our previous article, we introduced you to the meaning of Talent Management or high potential employees. To conclude this series of how to search for people with high potential to improve their skills for further high responsibility we will discuss competency first.

Competency Gap Analysis

After we have selected the talent, we move on to the development step that is at the core of succession planning for every organization. The first is an employee analysis and competency gap assessment to plan for development in the direction that the company sees as being the most appropriate.

1. Core Competency - top management needs to be oriented towards the strategic use of human resources to successful achieve of company's goals. Competency Mapping is a process of identifying key competencies required by a company and the jobs and functions that must be set up within it.

2. Competency Gap Analysis – there can be a comparison between the areas of competency that the company expects from employees. This can be divided into three levels: Mastery, Applicable Skill, and Unsatisfactory.

- Group A: consists of employees who exceed the company's expectation.
- Group B: consists of employees who moderately meet the company's expectation.
- Group C: consists of employees who fall below the company's expectation.

Development toward Professionalism

Arrange employees first from group A to group C in order to benchmark and then improve their competency in line with company's expectation. If competency models are defined properly and are built within the context of an organization's vision and values, they can be leveraged into meeting your human capital goals and objectives – and thus your business objectives.

- Group A: Training and development must be continuous to maintain quality and achieve best practice.
- Group B: Training and development should aim to upgrade the quality of the individual continuously to meet the company's expectations.
- Group C: Training and development needs to be urgently and continuously implemented to improve the quality of the individual.

In today's competitive business environment, companies need to accurately grasp the competency of their human resources in order to be successful. Pinpointing a skill gap can be complex. Organizations need to establish first which skills are necessary at each level of position—and then rank each skill as being needed on an expert level, proficient level, or "knowledge of" level.



Tools for Talent Development





How to Make a Walnut Pencil Holder

In this Green Corner, we show you how to make a Walnut Pencil Holder, a design from the final round competitor of our RECO Young Designer Competition 2014 in the category of Product Design. The inspiration for this work came from the shape of walnuts and the idea to turn waste PET bottles into a useful item. The design is beautiful, simple and can be made at home.

Materials / Tools

1. One PET bottle (1.5 L)
2. One semicircular plastic coffee cup lid
3. One fluted board cut into 12 x 12 centimeters
4. Spray paint in your favorite color
5. A pair of compasses
6. A pen
7. Glue
8. Scissors or a box cutter
9. A ruler

Instruction

1. Take the label off a PET bottle. Clean the bottle and leave it to dry.
2. Measure 10 centimeters down from the bottleneck. Use a pen to mark a point or draw a line around the bottle. Then use scissors or a box cutter to cut the top of the bottle off along the line you have drawn. Now you get the top part of the pencil holder.
3. Clean the plastic coffee cup lid and leave it to dry. Color with spray paint twice and dry it. You will have the middle part of the pencil holder.
4. Cut the 12x12 centimeters fluted board into a 11 centimeters diameter circle. Use the pair of compasses to draw the circle and cut it out. Cut the rim smoothly with the scissors. You will now have the base of the pencil holder.
5. Attach all parts of the pencil holder. Apply glue at the rim of the coffee cup lid and attach it to the base of the pencil holder. Leave it to dry before attaching the bottle to the top. Your walnut pencil holder is now ready!



In the Vicinity of Montreal

Indorama Ventures Public Company Limited acquired Cepsa Quimica, the only PTA facility of Canada and one of only three PTA suppliers in North America. The facility is based in Montreal and has a capacity of 600,000 tonnes of PTA per annum. This acquisition allows the Company to expand its PTA business footprint into Canada. Montreal is a city in Quebec province. It is the largest city of the province and the second largest in the country after Toronto with a population of 4.2 million

Montreal was originally called Ville-Marie. It is named after Mount Royal, which is located in the heart of the city. It was founded as Ville-Marie in 1642 on the southern shore of Montreal Island. In 1685, the city became a center of the fur trade and a base of French exploration. The term Montreal appeared as the city's name for the first time in official documents in 1705. It was ruled as a French colony until it surrendered to Great Britain in 1760.



Montreal was incorporated as a city in 1832 and became a major railway hub with the construction of Victoria Bridge. After World War I, many Americans moved to the city as there was a prohibition movement in the United States. The population of Montreal reached one million by 1951 with continued growth of the subway system called the Montreal Metro. It was merged with 27 surrounding municipalities on Montreal Island in 2002. Montreal remains a center of commerce, technology, tourism and design.

Montreal is located in the southwest of Quebec Province on Montreal Island at the confluence of Saint Lawrence and Ottawa Rivers. It has a humid continental climate with warm summer, snowy winter and mild spring and fall. It is usually snow free during mid-April to mid-November. The annual average temperature is 6 degrees Celsius while the annual average rainfall is 1,017 mm.



Montreal was named a UNESCO City of Design and North America's leading host city for international association events. Its famous attractions include Old Montreal, Notre-Dame Basilica, Saint Joseph's Oratory, the Museum of Fine Arts and Mount Royal Park. Popular festivals in Montreal are Montreal International Jazz Festival, Montreal Fireworks Festival and Just for Laughs Festival, which is the largest comedy festival in the world.

Montreal is a hometown of the former Prime Ministers of Canada Pierre Trudeau, Brian Mulroney and Paul Martin. Nobel laureate in Physiology and Medicine Ralph M. Steinman, Nobel laureate in Chemistry Sidney Altman and many famous sports players, actors, actresses, politicians and novelists were also born there.





Employee Engagement: International Plastics Showcase NPE 2015

AlphaPet Inc, Auriga Polymers Inc, StarPet Inc, and Indorama Ventures Polymers Mexico jointly organized a booth at the International Plastics Showcase NPE2015, which took place March 23-27 in Orlando, Florida. NPE2015 attracted a record-breaking 2,029 exhibitors and 65,810 visitors in an exhibition that covered 1,128,200 square feet. International participation also set new NPE records, with nearly 44% of exhibiting companies and 26% of registrants coming from outside the United States. Nearly 5,000 registrants were from Latin America alone.

The Indorama Ventures Booth showcased the full PET product portfolio, including commodity PET for bottles and packaging applications and our High Value Add specialty PET products, such as our branded OxyClear™ Barrier PET, Polyclear® EBM resins and FuTuRe-PET resins. In addition, FuTuRe-PET N2(R)A and Polyclear® Preserve PET 2201 were processed flawlessly on newest-generation, full-scale injection molding machines brought in by our partner companies, Husky and Milacron, for the duration of the show.

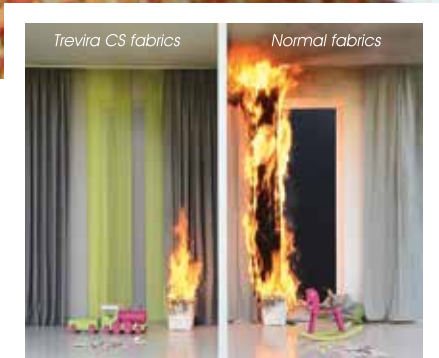
Visitors to the Indorama Ventures booth left highly impressed by the broad range of innovative applications for PET resins; the sustainability of PET and Indorama Ventures' own global footprint and product portfolio.

Auriga Polymers VP for Polymer and Fibers, Tom Brekovsky, lauded Indorama Ventures' presence at NPE2015 as one of its most successful by any measure. "What made NPE2015 a tremendous success for us was not only the booth presence and the superior performance of our PET resins on our machinery partners' equipment, but also the richness of Indorama Ventures' offerings to customers.

"Indorama Ventures is a truly Global Polyester Chain Company, setting new standards in the industry. Not only do we offer our customers a complete global PET and Fibers portfolio, but we can also provide technology and know-how to make PET even more attractive to new markets and applications," said Mr. Brekovsky.

PHP Fibers took part in the Apparel Show of the Techtextil/ Techprocess in Frankfurt 2015 joining with Professor Ellen Bendt of the Applied Sciences' Faculty of Textile and Clothing Technology, Munich, to exhibit fashions made from Diolen 150 BT, the first biodegradable high-tenacity yarn. Students created some wonderful fashions using this material, which is made from PLA or polylactic acid, which decomposes naturally over time. A variety of techniques and technologies was used by the student designers, such as knitting and ultrasonic welding. As one of the designers notes, she can build a bridge between the two different sides of textile industry (technology and fashion) and demonstrate that the both sides do not exclude each other





Flame Retardant Fibers and Yarns

Our brand for materials made from flame retardant Trevira fibers and yarns has become a synonym for high-value safety textiles. Globally, more than 1,000 collections offer interior designers a wide choice of home textiles which are not only flame retardant, but also offer a large variety of exquisite designs in all possible fabric constructions.

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