

COMMUNIQUE ON THE CLOSURE OF THE DISPUTE RESOLUTION PROCESS AND ON THE COOPERATION AGREEMENT BETWEEN GiM AND INDORAMA.

In August 2022, as a result of the voluntary CAO Dispute Resolution Process (Complaint dated June 2016), Indorama Kokand LLC (“Indorama”) and the Group in Mediation (“GiM”) (hereinafter the “Parties”), signed an important SETTLEMENT AGREEMENT TO CLOSE THE DISPUTE RESOLUTION PROCESS.

THE SETTLEMENT AGREEMENT was preceded by an interim Agreement facilitated by CAO’s Dispute Resolution Process, according to which the Parties mutually agreed to close the process if systemic forced and child labor was not present during the 2021 cotton harvest in Indorama’s cotton supply chain fields (hereinafter “Indorama Fields”). According to a joint report produced by GiM and independent human rights activists upon monitoring Indorama Fields, there was no systemic forced and child labor in the 2021 cotton harvest season in Indorama Fields. Therefore, the dispute resolution process shall be closed.

Concomitantly with the signature of the SETTLEMENT AGREEMENT, the Parties - GiM (Shukhrat Ganiev, Elena Urlaeva, Uktam Pardaev, Gulnora Fayzieva, Arslanbay Oteпов, Zokhidzhon Zakirov, Mansurbek Yakubov) and Indorama Agro LLC (“IAL”), (a component of Indorama Fields) representatives - signed a COOPERATION AGREEMENT.

This Cooperation Agreement contains arrangements to work together on the establishment of a preventive mechanism to apply decent work practices, to prevent forced labor incidents and to ensure suitable labor conditions in accordance with industry practices in IAL agricultural activities. The implementation of the Cooperation Agreement will be monitored by CAO.

The Parties agreed on the following in the Cooperation Agreement: 1) conduct a survey and combined desk and field research through remote interviews, and in-person interviews, and 2) improve the feedback mechanism (FBM). The Parties, when working on the Cooperation Agreement, agreed to adhere to the principles of confidentiality, security, and business ethics.

The signing by the PARTIES of the SETTLEMENT AGREEMENT and COOPERATION AGREEMENT is an important basis for partnership and for mutual benefit in improving labor conditions in the cotton harvest in Uzbekistan.