



SAFETY LEADER

The In-house Periodical Magazine



OUR AIM IS TO ACHIEVE

ZERO

LOST TIME ACCIDENTS

ISSUE # 4

JULY – DECEMBER 2020

SAFETY LEADER

MESSAGE FROM THE DESK OF CEO



Dear Colleagues,

Greetings !!!

In these extremely challenging times, I would like to share our heartfelt support and solidarity with you and your families. The health and safety of our colleagues is our far most priority. Our legacy of responsibility is committed to doing all we can to keep everyone safe.

Our business is considered essential during times of crisis as we are part of the global food chain and as a critical player in Fertilizer Industry.

As the country has faced soaring numbers of Covid-19 cases, dramatic changes in our daily living, and mass economic hardship over the past few months, we've called upon our strengths as a mutual company to help us enhance our position, support our employees and customers.

When we finally emerge from this pandemic, we are determined to look back and say that we not only kept our commitments to our customers, but we also kept faith with our communities, with the people who keep us healthy and safe, and with our own purpose as a company.

Further, please accept my heartfelt congratulations for winning the prestigious **Industry Stewardship Champions** (ISC) award from International Fertilizer Association (IFA) for the leadership category in 2020 with **Gold Medal**.

With Warm Regards,

Abdel Wahab AlRowwad
CEO

SAFETY LEADER

MESSAGE FROM THE DESK OF GENERAL MANAGER



Dear Colleagues,

Greetings !!!

COVID-19 has created incredibly challenging economic conditions, including market uncertainty and the abrupt halt to our everyday routines that have had ripple effects in our economy. Despite this environment we remain as strong as ever. In the last quarter, we have improved our profit margins. Out of every challenge there are many opportunities arises.

We are extremely proud of and grateful to our employees who continued their work at the difficult situation to ensure business continuity during the crisis period. On top of our precautions, we have taken significant steps to safeguard and support them, from operating split shifts in plants to minimize exposure, to providing special arrangements for transportation and accommodation where necessary. Our measures are aligned with World Health Organization guidelines and local health officials, and we continue to adjust our approach as necessary.

It's empowering to turn edgy into positive. And it's consistent with the spirit of renewal that comes with spring. Let's persevere.

Congratulations..... And the appreciation goes to each and every employee for winning the prestigious **Industry Stewardship Champions** (ISC) award for the leadership category in 2020 with **Gold Medal** from International Fertilizer Association (IFA) where we are active member for many years.

Extremely gorgeous to looking forward for the successful year with many milestones to achieve with all your support and hard work.

Best Wishes....

Ali Ababneh
General Manager

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MANAGER PARTICIPATION
ENG. QAIS HADDAD – MANAGER MECHANICAL

Negotiation Skills

Negotiation is a type of discussion used to settle disputes and reach agreements between two or more parties. Generally, a negotiation results in a **COMPROMISE** where each party makes a concession for the benefit of everyone involved.

Negotiations occur frequently within the workplace and may occur between **coworkers**, **departments** or **between an employee and employer**. Professionals may negotiate **contract terms**, **project timelines**, **compensation and more**.

Negotiation skills are qualities that allow two or more parties to reach a compromise. These are often soft skills and include abilities such as :

- **Listening Skills:** Listen carefully and observe the others behavior. Poor listeners miss opportunities.
- **Analytical Skills:** Analytical skills are required for problem- solving situation.
- **Control Emotion Skills:** Loss of control could cause you to think irrationally, and lead to unfavorable result.
- **Communication Skills:** Communicate clearly and effectively.
- **Persuasive Skills:** Use verbal and non-verbal persuasion and influencing skills.
- **Planning Skills:** Consider how the consequences will impact everyone in the long-term.
- **Strategizing Skills:** The best negotiators enter a discussion with at least one backup plan, but often more.

Negotiation Stages:

1. **Preparation:** Decisions need to be taken as to when and where a meeting will take place to discuss the problem and who will attend.
2. **Discussion:** Members of each side put forward the case as they see it.
3. **Clarifying Goals:** The goals and viewpoints of both sides of the disagreement need to be clarified.
4. **Negotiate Toward Win-Win Outcome:** This stage focuses on what is termed a 'win-win' outcome where both sides feel they have gained something positive through the process of negotiation and both sides feel their point of view has been taken into consideration.
5. **Agreement:** Agreement can be achieved once understanding of both sides' viewpoints and interests have been considered.
6. **Implementing a Course of Action:** A course of action has to be implemented to carry through the decision.

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INDUSTRY STEWARDSHIP CHAMPIONS (ISC) AWARD BY IFA



IJC WON THE PRESTIGIOUS INDUSTRY STEWARDSHIP CHAMPIONS (ISC) AWARD FROM INTERNATIONAL FERTILIZER ASSOCIATION (IFA) FOR THE LEADERSHIP CATEGORY IN 2020 WITH GOLD MEDAL.

The **Industry Stewardship Champions** medal is awarded to IFA members who have been certified under Protect and Sustain or equivalent ISO 9001/14001/45001 (or OSHAS 18001) and have participated to IFA's Employee Safety Performance, Environmental Performance, Energy Efficiency & CO2 Emissions Benchmarks and have valid IFA Protect & Sustain certifications.

This reflects IJC's continuous active participation in IFA's benchmarks and certification under ISO's 14001 & 9001 management systems industry's Safety, Health and Environmental (SHE) management.

IFA's Chairman, Dr. Mostafa Terrab (CEO of OCP, Morocco), presented the award **Industry Stewardship Champions** 2020 with symbolic gold medal at IFA Annual General Meeting due to the current circumstances as the ISC ceremony took place virtually on Thursday 19th November 2020.

2020 IFA
SAFETY
BENCHMARK



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EMPLOYEE PARTICIPATION

ANIL BALAN – TECHNICAL OFFICER GM OFFICE

In the life safety is paramount importance.... Whether in workplace or outside.... If basic safety rules are not followed... the risk increases... As an employee in the Company everyone must adhere to the basic safety rules of the Industry to take care the daily routine work... Keeping employees safe is paramount to creating a healthy workplace environment that they will enjoy working in.

Aside from complying with legal requirements, workplace safety is also critical for the **long-term success of any business**.

Workplace Safety Tips Every Employee Should follow

- #1 Be Aware of Your Surroundings. ...
- #2 Keep Correct Posture. ...
- #3 Take Regular Breaks. ...
- #4 Never Take Shortcuts on Procedures. ...
- #5 Be Aware of New Safety Procedures. ...
- #6 Keep Emergency Exits Clear. ...
- #7 Report Unsafe Conditions. ...
- #8 Always Wear Personal Protective Equipment.

The start point is an agreed statement - We want to keep everybody safe every day. We should realize that **Safety Ownership and Safety Leadership** are the foundation to build a solid safety culture which is the best investment for safety performance.



***Safety Starts
With YOU!***

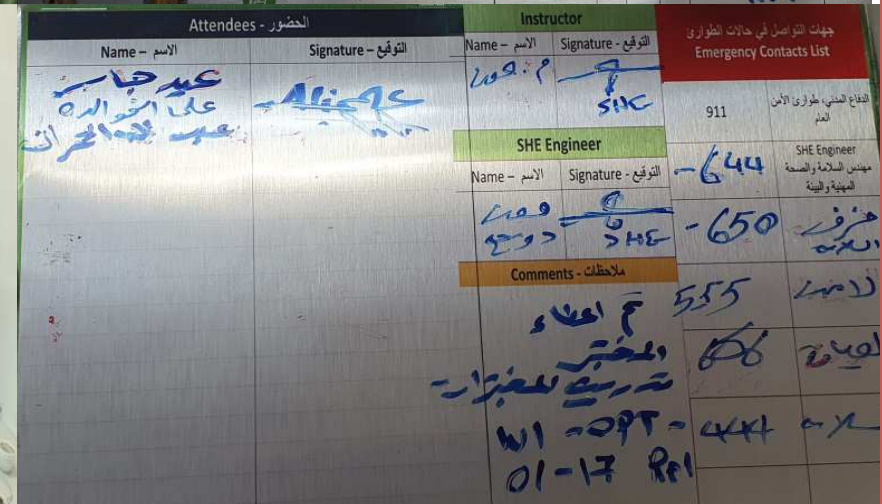
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TRAINING & DEVELOPMENT

#	Training Topic	# of Attendees	Training Location	Lecturer Name
1	Tools talk box – Filter 3	24	Filter 3 area	SHE/Safety Engineer
2	OS&H / Environmental risk assessment for Stores	10	HK – Plant area	SHE/Safety Engineer
3	Tools talk box & risk assessment (OSH & Env. CWS)	5	Flash cooler area	SHE/Safety Engineer
4	Smoking Policy	12	SA & PA Plant Areas	M(ES/TS) SHE Engineer
5	Tools talk box – Waste management – Civil	6	PA - Flash cooler area	SHE/Safety Engineer
6	Tool box – filter lab	3	Lab room - filter floor	SHE/Safety Engineer
7	DCS front area Tool box	13	DCS front area Tool box	SHE/Safety Engineer
8	Tools talk box – CWS	11	CWS house	Mechanical /Safety Engineer
9	Tools talk box – Scaffolding	8	Scaffolding area	Mechanical /Safety Engineer

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TRAINING & DEVELOPMENT



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NEW FIRE TRUCK IN THE FLEET

New Fire Truck Inauguration..... New High-tech Mercedes Fire Truck has been positioned as a part of continuous strengthens of Safety measures at plant premises.

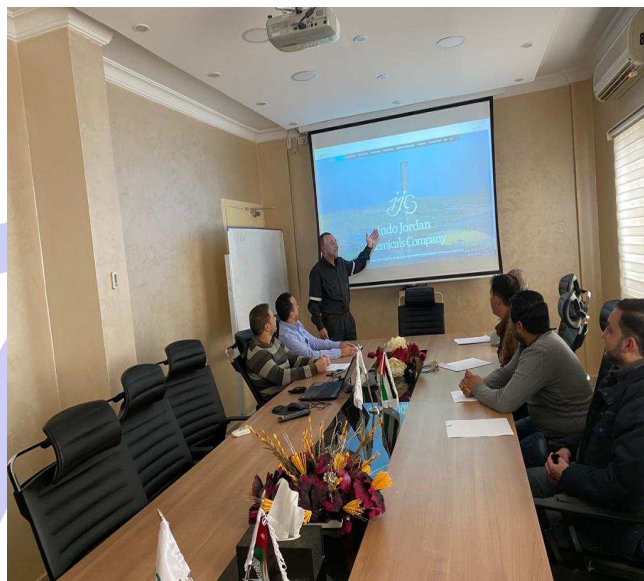
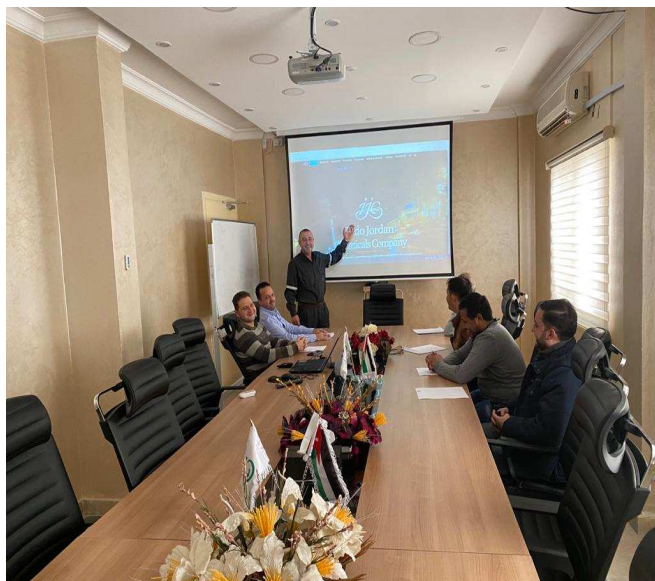


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UPDATED COMPANY OFFICIAL WEBSITE

IJC new website www.ijcltd.com goes live..... updated and modified Company official website with more integrated information was inaugurated by CEO on 16th November 2020. For more information please go through the website.

We have many dedicated pages for Safety importance in our working culture which reflects in our official website.....



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COVID-19 UPDATE

Corona Covid-19 awareness meeting, training and meeting with all employees, contractors to take care and inform all how to deal with this situation by using mask, cleaning of hands and safe practices to be follow up

Done more Covid-19 TR-PCR precautionary tests in the factory premises.

Procurement of required N95, Uvex & surgical masks to all employees to meet Covid-19 precautions.



Disinfect surfaces around
your home and work.



Wash your hands for at
least 20 seconds.



Sneeze or cough?
Cover your mouth.

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Basic Industry Safety Rules....

- Keep work areas clean. ...
- Use the proper tool for the job. ...
- Always wear the proper PPE for the work task. ...
- Never work on live **equipment**. ...
- Make sure chemicals are properly labeled and stored.
- Communicate hazards to other personnel. ...
- Stop work when needed to address hazards.



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***Make Safety
A Team Goal!***