

Note by IPAM

The Requesters have asked for confidentiality due to the high risk of retaliation that they allege facing. As a consequence, the original Request cannot be disclosed and IPAM has produced this summary for public disclosure. It should be noted that in summarising the information, IPAM has sought to maintain the original text as much as possible, with due regard for security concerns.

Case 2026/02 Indorama Agro Capex Loan**Request Summary**

On 2 January 2026, IPAM received a complaint regarding the [Indorama Agro LLC \(Op ID 50879\)](#) and [Indorama Agro Working Capital Loan \(Op ID 51011\)](#) projects in Uzbekistan. The Request was submitted by five former employees of the Client. The Requesters have asked for confidentiality of their identities.

The following allegations of harm have been raised in the Request.

- (i) **violation of labour rights.** The Client unlawfully dismissed hundreds of IAL workers including the Requesters, resorting to threat, harassment, and intimidation. Despite several court-ordered reinstatements, harassment of previously dismissed workers continued. The Request includes allegations of falsified signatures and abuse of authority and coercion in employment relations, including threats of dismissal and retaliation for non-compliance without basis.
The Client altered and/or used fixed-term contracts inconsistently with national labour law in order to justify dismissals, prevented workers from accessing effective remedies or obtaining documents necessary to challenge employment decisions, and exerted external pressure resulting in the trade union refusing to intervene in disciplinary and dismissal-related matters
- (ii) **Negligence of health and safety procedures.** The Client has neglected worker safety by not providing protective gear, and appropriate equipment.
- (iii) **Retaliation and threat of reprisals.** The Client has retaliated against the Requesters following resistance to unlawful instructions; subjected workers to intimidation and psychological pressure by security personnel, including blackmail and coercion related to employment decisions; and engaged in a broader pattern of intimidation against workers who seek remedies or challenge management actions.
- (iv) **Environmental pollution.** Local residents living near the Indorama Agro cotton processing plant in Kasbi District allegedly experience severe air pollution due to the absence or malfunction of dust filtration systems. Dust emissions are alleged to affect several neighbourhoods and pose health risks.

Alleged Policy violations

The EBRD has failed to ensure compliance of its client, IAL, with the following performance requirements:

PR 1: Assessment and management of social and environmental risks and impacts.

PR 2: Labour and working conditions.

PR 3: Resource efficiency and pollution prevention and control

PR 4: Health, safety and security.