



SUSTAINABILITY:

Sharing Best Practices

Issue 7, June 2016



Editorial Note

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This edition celebrates the continued efforts of the sustainability teams across the IPS group. Since the creation of this newsletter our intention has not only been to share best practices but also to document the progress of various initiatives.

We are seeing more project companies scaling up pilot initiatives and reinforcing their efforts to enhance impact on targeted beneficiaries. Such is the case for our workplace wellness programmes, community based health outreaches and tree growing efforts.

In parallel, there is a continued effort to develop new innovative initiatives that create shared value and contribute towards sustainable development.

IPS Sustainability Team

Workplace

Wellness at the Workplace

Workplace wellness activities continue to be a cornerstone of many IPS group companies' sustainability activities. Since commencement project companies have adapted a more holistic and integrated approach, incorporating it as part and parcel of their weekly operations.

For instance, every Wednesday morning, outside the PFIL factory employees gather to listen to facilitators about various topics relating to physical wellbeing and financial literacy.

The sessions are interactive, uplifting and tend to prompt follow up one-on-one sessions and smaller group discussions with the peer educators.



PFIL employees gather to discuss stress management (above). Trained peer educators demonstrating the effects of stress and the importance of self-expression to avoid pent up emotions (left).

Moving beyond their place of work, some of the wellness champions extend their time and knowledge to other IPS companies. One such champion that consistently volunteers her time and going above and beyond is Veronica Emma, Allpack Company Nurse - a true leader in promoting health & wellbeing!



Allpack Nurse conducting a health session on stress management with Kamyn staff since their move to Nairobi.



AKDN Wellbeing Net

Keeping employees interested in the workplace wellness programme and reinforcing the key messages to trigger behaviour change is critical to its success. To enhance employee engagement, companies are gradually broadening their communication efforts beyond the traditional channels.

An innovative initiative that uses a multimedia platform to educate and empower employees is under development by the AKDN Workplace Wellness Programme.

This initiative, known as the 'WellbeingNet' is a convenient, universally accessible online library of high quality resources related to wellness, including short educational wellness videos tailored to the local context.

The tool is currently being piloted and aims to support the implementation of on going workplace wellness programmes.

Visit www.wellbeingnet.org and try out the videos. Remember to send us feedback about your experience so we can keep improving it.



Wellness Champions attending the 2nd annual AKDN Wellness Conference in Uganda. where a soft launch of the Wellbeing Net took place. Champions from Allpack, KPI, FCL, Smart and IPS were present.



FCL Reaches New Heights

Earlier in the year, some employees of Farmer's Choice Ltd. recently trekked up Mount Longonot as part of a team building exercise.

While it was a physically demanding experience, it's a fun way to get away from the work routine and build team spirit.... next stop Mt. Kenya?!



FCL Team once at the top of Mt. Longonot.

Achievements and Awards

Energy Management Award

Premier Foods Industries Limited (PFIL) was recently awarded the “**Best Energy Management Team Award**” for the 2nd year in a row, at the 2016 Energy Management Awards.



Mr. S. Dharmarajan, GM of PFIL, and the engineering team with the award.

Sustainability Award

Allpack Industries Ltd. won the 2nd annual IPS Sustainability Award (2015), which recognises excellence in Sustainability among the IPS group of companies.



Accepting the award on behalf of the Allpack team was Mr. B. Baskaran the GM, Allpack Industries Ltd.

Signing Up to the UNGC

Earlier in the year, Frigoken Ltd signed up to the UN Global Compact (UNGC).

The UNGC is a global platform that provides members with guidance and support to do business responsibly, aligning their strategies and operations within 10 key principles in the areas of human rights, labour, the environment and anti-corruption.

It also provides strategic actions to support businesses advance the UN Sustainable Development Goals (SDGs) providing opportunity for innovation and collaboration with likeminded stakeholders.

The SDGs are set of 17 goals aimed towards ending poverty, protecting the planet and ensuring prosperity for all by 2030.





Environment



LIU Sets a Precedent

This year Leather Industries of Uganda Ltd. (LIU) achieved a major milestone, becoming the first tannery in sub Saharan Africa outside of South Africa to attain the International Environmental Stewardship Certification of the Leather Working Group (LWG).

The Leather Working Group is an international multi-stakeholder group comprising of buyers, manufacturers, suppliers, NGOs and end users of leather products worldwide. LWG assesses the environmental compliance and performance capabilities of tanners and promotes sustainable and appropriate environmental business practices within the leather industry.

In March 2016, LIU underwent a comprehensive LWG audit, passing on its first attempt. Attaining this certification will allow LIU to expand its business, become part of a global value chain of only 300 other LWG certified companies worldwide. These companies include brands like Nike, Clarks, Timberland, Adidas, among others.

“Environmental sustainability is a key pillar of the leather tanning industry. The process of converting raw hides and skins to finished leather can potentially have a negative environmental impact considering the organic material and various chemicals used in the tanning process, putting the fragile ecosystem at risk. Over the years, LIU has minimized its water and effluent footprint by reducing water consumption and waste generation by over 50%. By optimizing on resources, it has reduced the amount of chemicals released into the effluent by 60%, us-

ing various recycling methods including chrome recovery and recycling.”

Mr. Niaz Hirani, Head of Leather Sector, IPS

Five years ago, LIU embarked on a journey to increase resource efficiency and productivity through substitution of old technology with new, clean and efficient technology for waste water handling, investing over USD 1.6 million in the project. Through the project, LIU also monitors water and air quality in its new state-of-the-art laboratory on a daily basis.



New tanning drums at LIU

This investment has been beneficial with LIU receiving due recognition from the Government of Uganda, the East African Community and international bodies such as the United Nations Industrial Development Organisation (UNIDO), for its waste water and water use management.

While this is a major achievement for the Company, it enhances opportunity to further develop the leather sector in Uganda, which has great potential to contribute to the local economy.



The LIU facility - setting a benchmark in the region

Tree Growing Activities Across the IPS Group

FKL conducted its annual tree growing activity at Githage Primary School, where **4,800 trees** were planted. The event was attended by the students, the school management, community chiefs as well as employees from FKL, FCL, WPL, PFIL and WPL - a great intercompany collaboration. These trees will be used to provide fuel wood as well as fruits to supplement the school feeding programme.



FC of FKL, Mr. Willy Kamau, kicks off the event with the planting of a ceremonial tree.



Mr. Bernard Kingoo, Head teacher of Kamenu Primary School, (left) and Mr. Raphael Maingi, HR manager of LIK (right), re-emphasise the importance of planting trees to the students (below) and describe the best practices to ensure that these seedlings grow into healthy trees. **Over 700 seedlings** were planted by the 200 students present.



LIU has planted **over 20,000 trees** on the Company premises in the past 5 years. Under the campaign 'Giving Back to the Earth' employees, individually, plant one tree every 3 months and monitor its growth.

Community

Allpack Health Camp Returns to Mlolongo Schools

Illness when neglected can impede on a child's ability to learn, even though treatments are available for many of the most common ailments access is often out of reach for many due to high costs. Consequently easily curable conditions can be unnecessarily exacerbated and in some cases lead to lifelong disabilities or worse.

In an attempt to address this concern, Allpack Industries Ltd. (Allpack) began a health outreach camp several years ago at Mlolongo Primary and Secondary Schools.

On the 24th of June, Allpack held their 3rd annual health camp at the schools in conjunction with Aga Khan University Hospital (AKUH). Students were given free health check-ups from well qualified medical staff and provided with free medicine for those who needed it.



Students waiting in line for their turn for screening



- *234 students attended the health camp
- *2 doctors, 7 nurses, 2 lab technicians and 1 pharmacist from AKUH were present.
- *Allpack purchased the prescription medicines for 19 cases.
- *Effective referrals made to the nearby community hospital; followed up by the Company Nurse.

"Working with together with Allpack has been more effective....We are able to pool our resources which makes it easier since what you may not be able to offer, maybe your partner can."

Mr. Moses Mugidingi, Phlebotomist,
AKUH

"I am grateful to AKUH for coming and partnering with us to take care of these children, because this is our society, they are the leaders of tomorrow. If we take care them, they will take care of others and that makes society very healthy."

Ms. Veronica Emma, Company Nurse,
Allpack Industries Ltd.



Representatives from AKUH, Allpack and Mlolongo School

"The sickness cases in the school have drastically reduced since Allpack started these health outreaches. Absenteeism significantly declined in the school. Initially we had 10 - 15 students missing school per day....in the past weeks, after the health camp, we only had 2 cases."

Mrs. Odemba, Biology Teacher,
Mlolongo Secondary School



Kusoma ni Poa, Reading is Cool



Literacy rates across Africa have been steadily declining since the 1990's. As of 2015 United Nations Educational, Scientific and Cultural Organisation (UNESCO) has estimated that current rates of illiteracy among youth in Kenya to be as high as 26%. UNESCO has stated that literacy is a key driver in societal transformation and a catalyst in individual development.

With this in mind Frigoken Ltd. partnered with Story Moja Publishers to embark on the journey of putting a book in every child's hand.



On the 11th May 2016, FKL and Story Moja Publishers officially opened the library at Nguthuru Primary school. The school neighbours one of Frigoken's oldest produce collection centres, Gatumbo and Nguthuru centre in Muranga County. To date, many FKL outgrower's children attend the school.

The library was created to help promote a reading culture at the school and to improve both written and spoken English and Kiswahili. This is the first time in its 50 year existence that the school has a functional library. Over 1000 books were purchased by Frigoken for the student population of 400.

As part of the ongoing campaign to increase interest in reading and literacy, the school will have a library lesson for each class from nursery upwards where they will all have the chance to use the library. The library will now be run collaboratively with Story Moja an organization dedicated to growing Kenya's reading culture. Story Moja will be assisting the students by showing them how to make good use of the library through trainings and follow-ups.

"Language is a big challenge here at Nguthuru Primary. And the fact that Frigoken chose this school to start a library, this is a big plus for us. We thank the team dearly."

Mrs. Margaret, Nguthuru Primary School, Headteacher

Shoe and Leather Workshop

With a growing middle class, the demand for local finished leather goods, including high quality leather footwear and accessories is gradually on the rise; although, this is often hindered by the difficulties competing with second hand imports.

Nonetheless, young budding entrepreneurs are actively carving their niche in the market, creating unique and attractive leather products for a diverse demographic.

In April 2016, Leather Industries of Kenya (LIK) and African Leather Industries Ltd. (ALL) in partnership with Creative Garage organised a leather workshop for a group of young upcoming entrepreneurs. Participants comprised of local product and fashion designers, many of whom have started up their own footwear and clothing businesses.

Participants were taken on an educational tour of both factories, exposing them to entire leather tanning and shoe manufacturing processes. Considering their creative talents, management conducted focus group discussion with participants to gain valuable market insight to inform the shoe designs for ALL's new collections.



Above and Right: Mr. Maingi explains the process of leather tanning to the participants.

Participants were also able to purchase leather from LIK at outlet prices that are far cheaper

than what is available in the local market.



"I have a new found appreciation for how leather is made." Felly OyugaAwiro, Creative Garage

"Ever since the workshop it is the only place I go to buy leather, LIK has the best quality goat skin in town". Jimreeves Kimathi, Owner of Qaribu Wallets

"It was especially informative because our artists don't go through nearly the same process while making their shoes... We hope to have more fruitful partnerships." Liz Kili

Considering the abundance of raw material, the economic benefits of value addition, the growing talent and creativity of local entrepreneurs, there is great potential to grow the leather industry, enhance competitiveness in leather and leather products and promote job creation.

Moving forward, management will continue to explore other avenues to partner with these young entrepreneurs and offer business support, technical assistance and purchase high quality leather at affordable prices and access market. In fact, LIK has recently opened a finished leather shop in industrial area (along Athi River Rd), increasing accessibility to its products.



Employee Engagement in Community Outreach

PFIL Clean Up



(Right) March 2016, employees from PFIL and other organisations operating within the Baba Dogo area such as the Nairobi County Council, 5 primary schools, 4 secondary schools, Ruaraka youth groups, Baba Dogo residents all came together and participated in a community clean up.

These clean ups not only make a positive impact on the environment but also assist in reducing the spread of diseases such as Malaria and Cholera, which have become very common in these communities.

PFIL provided Zuri juices to all participants thereafter (left).



KPI celebrates International Women's Day



(left) In celebration of International Women's Day employees from KPI returned to Naguru Hospital to dedicate a day cleaning the Women's ward.

The KPI team (right) continue to volunteer their time in these community activities.



Employee Donation Drive



Children from \merciful \Redeemer Childrens Home in Athi River received multiple items from the employees of Alltex and IPS.

Promoting Road Safety



Employee from KPI painted a vibrant pedestrian crossing in the local vicinity of the factory, in their efforts to promote road safety awareness

As always, we appreciate and value your feedback;
please send us your comments or suggestions to
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