

IPS

ISSUE 10, DECEMBER 2017

SUSTAINABILITY

SHARING BEST PRACTICES



EDITORIAL NOTE

Despite a challenging business environment in 2017, where resources were at times constrained, IPS group companies continue to be committed to promoting environmental sustainability and social responsibility while operating ethically with integrity and compassion. This newsletter reflects our journey in building a multifaceted portfolio of social and environmental initiatives that target a diverse group of stakeholders and are in line with each of the companies' business purpose, values and needs of the local communities in which the companies operate.

This issue also highlights key achievements made by the IPS team in advocating for good governance and anti-corruption, contributing to development and pioneering leadership. Well done to all!

We look forward to scaling our existing projects and commencing new ones in 2018.

IPS Sustainability Team

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RUNNING FOR A CAUSE

Supporting a good cause through physical fitness can only be a win-win. IPS companies participated in the Standard Chartered Marathon and this year, over 250 participants from the IPS group of companies took part. The marathon supports the 'Seeing is Believing' initiative; a commitment to tackling avoidable blindness and vision impairment. The initiative has grown from screening and surgeries to include building capacity of local health care providers.

WORKPLACE Employee Wellness

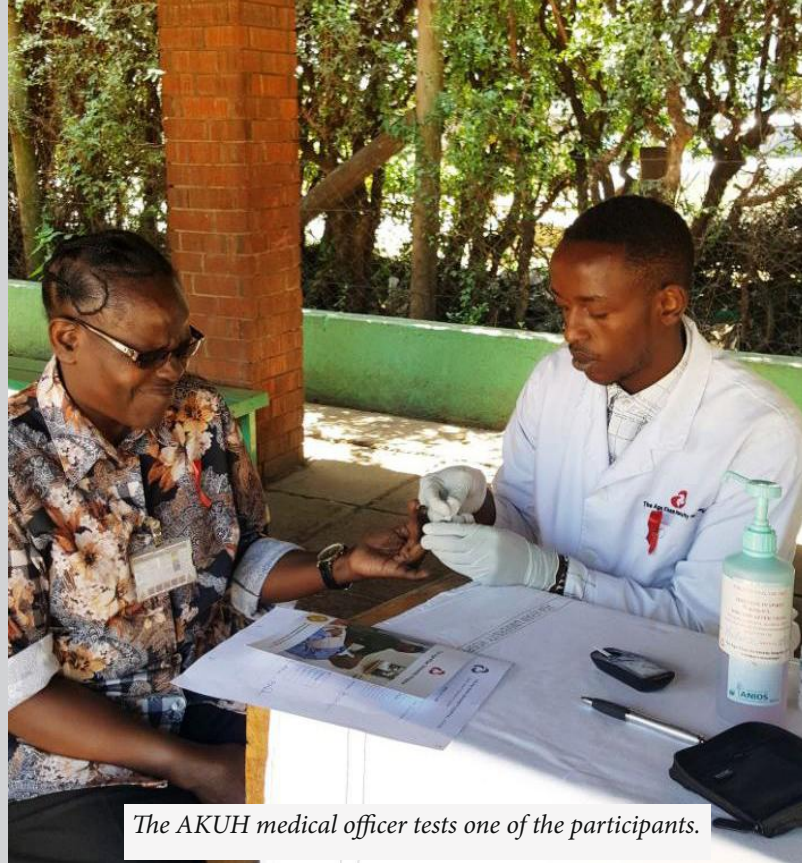
Photos above: Staff from Premier Foods Industries Ltd. and Frigoken Ltd. celebrate after completing the Stanchart marathon.

FUTURE LEADERS GRADUATE FROM THE CRÈCHE

Frigoken Ltd. (FKL) held its annual crèche graduation where 15 three year old children graduated and spent the day celebrating with their parents, crèche carers, fellow crèche students and FKL employees. The graduates were cared for and taught in line with Early Childhood Development (ECD) principles and will now move on to baby class in mainstream schools. ECD programmes benefit a child's development in to adulthood; improving their academic achievements, social and cognitive skills and quality of relationships built. We wish this group of graduates all the best with their future endeavours!



The graduates participate in a sack race as parents cheer on!



The AKUH medical officer tests one of the participants.

WORLD AIDS DAY: EVERYBODY COUNTS

HIV/AIDS continues to be a major global health concern and has claimed more than 35 million lives so far. Through our Workplace Wellness Programme, the IPS companies work to create awareness and access to VCT, health care and treatment and counselling for all employees. This year, the IPS group joined hands with other AKDN agencies to celebrate our achievements as well as inspire the Workplace Wellness Champions to continue with their efforts. Employees from various AKDN agencies gathered at the Aga Khan Primary School for health check-ups, informational sessions and edutainment, led by the very talented youth group, Creative Thespians! Allpack Industries Ltd. (Allpack) and FKL also commemorated the day by partnering with local health care providers to have mini, onsite medical camps for employees to check their status.

HELA FRESHI - ACCESS TO CLEAN, FRESH WATER

The impact of the drought that faced Kenya this year has been detrimental, particularly in Athi River and Kitengela, areas which are already quite dry. Fresh water supply ran low and water became even more expensive; access to safe and clean water was getting harder day by day.

Hela management recognized the effects this had on their employees that reside in Athi River and Kitengela and gave them the opportunity to take water from the factory. However, soon after, management noted the poor unhygienic condition of the containers being used; GM of HR highlighted that their concern was "the hygienic conditions of the Jericans - either they were dirty, and due to the colour of the Jericans one could not easily tell if it is clean or not."

As a result, 'Hela Freshi' was set up, an initiative that provided employees with clean and transparent 20L Hela Branded containers that they could use to collect water!



WORKPLACE WELLNESS CONTINUES ON STRONG

Wellness sessions and health screenings have continued to take place at the companies!



Nairobi West Hospital ran a health screening at the IPS Offices.



Consulate, Head of HR for KPI, hands over a Wellbeing.net certificate to one of the participants. The training was held in Kenya and Uganda as the Wellbeing.net platform was launched.



Penda Health services provided health screening services at Frigoken Ltd.



ENVIRONMENT

REUSE, REDUCE & RECYCLE

PET BOTTLE CLEAN UP

Premier Food Industries Ltd. (PFIL) staff participated in a bottle clean up at Uhuru Park where they collected and recycled PET bottles. The activity was spearheaded by the Kenya Association of Manufacturers (KAM), who have recently established the PET sub-sector, bringing together manufacturers who are involved in the production, use, labelling and recycling of PET materials. Aside from cleaning up waste, PFIL has engaged in various activities to reuse and recycle PET bottles, collaborating with local artists to upcycle the bottles as well as using them as bricks (filled with sand) to build walls in schools and children's homes. PFIL is committed to enhancing consumer knowledge on proper waste disposal of bottles. So, the next time you drink your Zuri juice or finish your bottle of PEPTANG tomato sauce, reuse your bottle or recycle it!



ALLPACK DOES IT AGAIN

Allpack's commitment to their adopted school, Mlolongo Primary School, never ceases. This year during the short rains, the employees planted over 600 seedlings including fruit trees, which will supplement the school feeding programme.



LIK'S TREE PLANTING

LIK, this year, held their second tree planting exercise in Maria Magdalena Sheltered workshop and Gachagi grounds in Kiambu County. This exercise involved the community, pupils and staff who planted a total of 2400 trees.

"It's the little things that citizens do. That's what will make the difference. My little thing is planting trees"
– Professor Wangari Maathai

PARTNERING WITH THE COMMUNITY

WENRECo partnered with the surrounding community to plant 3,000 hybrid eucalyptus seedlings. Both the company and the community have taken responsibility for the survival of the seedlings. This exercise was aimed at protecting the dam site to reduce soil erosion and the silt from going into the dam.



LIU LEADS BY EXAMPLE

Across the globe, the environmental impact of the leather sector, particularly leather tanneries, is often a concern. At IPS, the leather industries across the region strive to operate in ways that promote environmental sustainability. Leather Industries of Uganda (LIU) is leading the journey as it is the first tannery in sub-Saharan Africa (outside of South Africa) to be LWG certified. Among its many initiatives to protect the environment, LIU partners with the local Environmental Police to regularly monitor the quality of water in Lake Victora, ensuring that it is free of industrial pollution. Samples of water are collected by LIU and tested across multiple parameters in a government-owned laboratory. If any issues are identified, the appropriate measures are promptly undertaken to improve the quality of the water; thus, protecting the biological ecosystem as well as safeguarding the health and source of livelihood of the local community.



COMMUNITY NAMINYA COMMUNITY RECEIVES COFFEE ARABICA SEEDLINGS

One of Bujagali Energy Ltd.'s (BEL) key objectives for their community based projects is to support local communities build self-reliance so that they can create and manage their own sustainable livelihoods and wellbeing. To this effect, the BEL team undertakes several projects including: a merit based scholarship programme for youth in need, partnering with local health care providers for health outreaches and camps as well as supporting women's groups through various agriculture focused initiatives.

This year, BEL distributed over 1250 coffee seedlings to 25 households in Naminya Village. Each household received 100 Arabica lowland improved coffee seedlings that they can grow and sell to key buyers, creating a supplementary income for the rural small-scale farmers. Arabica coffee is a popular cash crop in Uganda for the local and export markets. Assisting increase household income is a long-term solution to improving their quality of life, enabling them to afford education, health care and other services and goods they need.



SMALL-SCALE FARMER REWARDS

Frigoken held its second Farmer Rewards Programme, rewarding farmers for high yields, loyalty, frequency of farming as well as complying to Frigoken's high quality standards. Events were held in Meru, Kirinyaga and Muranga, where 65 farmers were rewarded in the presence of over 500 farmers. The events were an opportunity to bring together Frigoken's team and the community, including local chiefs and leaders. Frigoken also ran a three day VCT camp during the Muranga events.

"I would like to tell my fellow farmers that these beans we grow are for our benefit and it is important that we listen to the extension officers to we can achieve good yield. I am a happy farmer and I am grateful to Frigoken!"

Evans Mwangi Mariitha, a farmer who won the 4th best farmer award in Kirinyaga region, believes that when farmers embrace the good agricultural practices disseminated by Frigoken's extension team, they can achieve high yields; his performance in the past three years has proved that!

Farmers were rewarded with prizes that would assist improve their farming activities, resulting in higher yields and consequently higher household income, not only from the beans they grow for Frigoken, but also from other cash and subsistence crops. These prizes included water tanks, water pans, water pumps, among others.



Mr. Samuel Magaju; One of the loyal farmers in Meru region is given his reward by Mr. Kahara, Head of Agro at FKL.

"May God sustain Frigoken and its management, and also the people who came up with this vision of growing French beans. We are small scale farmers and if it is not for companies like FKL putting us to thought then I don't know who will put us to thought"
Catherine Nduta, 2nd best farmer, Lower Muranga region



A farmer goes through HIV counselling before being tested.



A MORNING WITH MOTHERS AT ROSEMARK FARM

"The first five years have so much to do with how the next 80 turn out" - Bill Gates.

Early childhood years are the most crucial to our cognitive, physical social and emotional development. A parent is a child's first teacher and should remain their best teacher throughout the child's life.

An introductory session on Early Childhood Development (ECD) was held for mothers at Farmer's Choice's Rosemark farm. The mothers are either employees who work at Rosemark or the spouses of employees who reside at Rosemark. The interactive session helped assess the parent's knowledge on ECD as well as their daily activities in order to design ECD focused care for their children.

Additionally, educating the communities in which we operate on ECD is just as important as educating our employees. Through partnership with AKF's baby care project, FKL also supported local baby cares in close proximity to its factory with a refresher course on ECD.

MAKING SCHOOLS A HAPPIER PLACE

While Mlolongo Primary School has a beautiful compound, the students had limited areas to sit and socialize within the school grounds. This year, Allpack set up branded benches at school, creating a more comfortable studying and socializing area for the students and staff of the school! Mr. Mutungi, the school's principle, was extremely grateful,

"I would like to thank the Allpack team for adopting our school and helping us in our areas of needs. These benches will be serve us for a long time and we thank God and thank Allpack!"





TASO, BEL & O&M held a health camp held for the Budondo community.

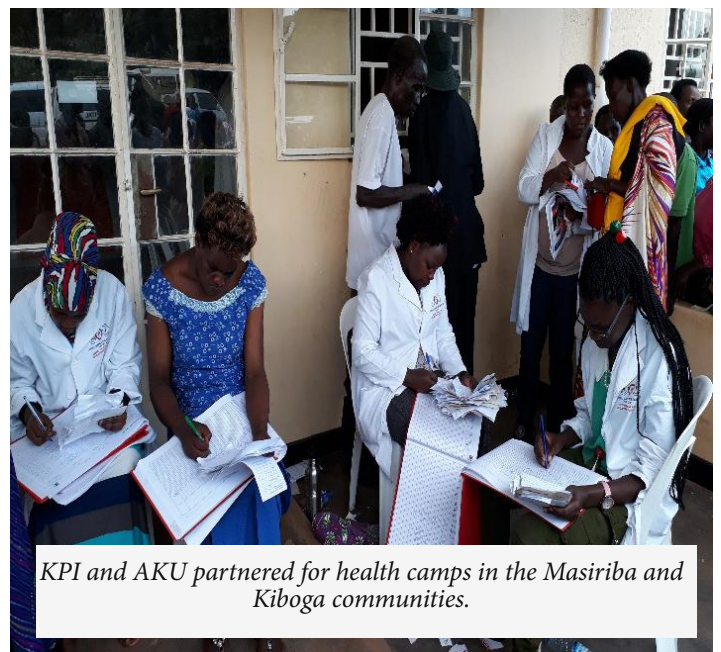
A HEALTHY NATION MAKES A HAPPY NATION!

Great things happen when we all work together! Employees from BEL joined hands with O&M Energy Limited and The AIDS Support Organization (TASO) to organize a three-day medical camp for the Budondo community.

With the main objective of improving health standards of people living in the surrounding villages, the company is committed to creating awareness on HIV/AIDS and related stigma and discrimination, maternal and childcare as well as other communicable and non-communicable diseases.



The holistic health camp addressed diverse health needs of all those that attended. Health professionals facilitated health education sessions, a Well Child Clinic was available along with, screening for cervical cancer and prostate cancer, family planning counselling, screening and counselling for Sexually Transmitted Infections and HIV/AIDS, dental care and eye care. The local community also joined in support for this event by using local radio stations and local leaders to mobilize as many community members to attend. This was a successful event with over 1600 participants!



KPI and AKU partnered for health camps in the Masiriba and Kiboga communities.

ACHIEVEMENTS & AWARDS



IPS GOES BLUE!

IPS companies signed up to be part of the Blue Company Project this year. The project, spearheaded by Jubilee Insurance, is an initiative of volunteer corporations and institutions who have the public interest at heart with the objective of encouraging companies to fight corruption in all its forms. The private sector has recently sponsored the Bribery Bill in parliament whose objectives include extension of the fight against corruption and provision of specific requirements for private entities to adopt bribery prevention procedures. Being a member of this initiative is reflective of IPS and the group companies' commitment to operating with integrity, maintaining the highest ethical standards.

Photo above: Photo above: SD, GM Premier Foods Industries Ltd. poses with staff from various departments after receiving their Blue Company Certificate.



Jim Taylor, MD Farmer's Choice Ltd. and Choice Meats Ltd., accepts the Blue Company Certificate from Judy Njino, the UN Global Compact Network Coordinator for Kenya.

ACHIEVEMENTS & AWARDS



TITANS OF THE CORPORATE WORLD FOR BUILDING NATIONS AWARD

Nazeem Mohammed, CEO of KPI, was recognized by the CEO Global Magazine, as a Country and Regional winner among the Titans of the Corporate World for Building Nations award for 2017.

The recognition was in respect to his efforts in increasing synergies between the public and private sectors to increase access to essential medicines in Africa and contribution to the development of the Pharmaceutical Sector in East Africa. We congratulate Nazeem and his team for a job well done for this nation, and the East African Region as a whole.



Congratulations to Felisters Gitau – Mutugu, Head of Sales Operations at FCL, for being in the Top 40 under 40 women 2017. In picking this year's TOP 40 women, the Business Daily has stayed with the goal of making it more than a list of the best known, most prominent or most influential women in Kenya today.

As always, we appreciate and value your feedback; please send us your comments or suggestions to communications@ipskenya.com