



SUSTAINABILITY:

Sharing Best Practices

Issue 6, December 2015



Editorial Note

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Yet another year has gone by, and we find ourselves sitting back and reflecting as to whether or not we accomplished what we had originally set out to do in the year. Starting the year re-energised after the annual sustainability workshop and award, we embarked on a journey to scale up our sustainability efforts and enhance our overall impact.

2015 has been a challenging year for businesses across East Africa. But, we had some successes, with companies strengthening their efforts in spite of difficult of times. As you read this issue, you'll notice that the focus is largely on promoting the wellbeing of our stakeholders – our employees, customers and the local community.

As we moved forward, we have learnt from the year gone by that we need to worker harder to integrate our activities as part of core business operations and identify projects that will impact the business directly so that during challenging times sustainability efforts are not scaled down.

Well done to all involved!....and Happy Holidays!

IPS Sustainability Team

Workplace

“Giving Something to Cheer About”

We continue to support our employees achieve a healthier lifestyle through various wellness activities, including promoting exercise. We are now seeing a growing active community among the project companies, with football and volleyball teams emerging at Alltex, LIK, FKL, FCL, KPI, PFIL and WPL.

Our teams are proactively organizing their own in-house competitions. For instance, a volleyball tournament at FKL is ongoing and has reached the finals. We await the winners!



Leather Industries of Kenya Football Team



“Giving something to cheer about” (cont.)

Participation in external events such as the local community leagues is also becoming more popular among our staff! Our KPI goal keeper, for instance, earlier on in the year was awarded for his exceptional skills in Nakawa Zone.

We have seen that supporting our employee sports teams encourages better collaboration within the workplace, boosting morale and fostering company pride.



KPI football team

But it's not just about winning!.....Our FKL football team, “Frigoken Jua Kali Rangers”, recently received widespread recognition for their involve-

ment within the community. The team has taken their love for football off the pitch and into the streets where they use the universal love of ‘the beautiful game’ to reach out to at risk youth within the local community, encouraging them to channel their energy into positive past times. The team also takes the time to educate the youth on the dangers of substance abuse and crime present in their environment.

For taking this initiative and giving something back to the community the Juakali rangers were recognised with an article in the Mwanaspoti (- a Nation Media Group publication, as shown below.)



“Volleyball through my eyes”

“Frigoken Limited established a volleyball team early in the year that I became part of and have been the coach since its establishment. Life has its challenges, its ups and downs, and with no way to let out what you go through and what you feel from the challenges in life then stress and health issues tend to affect you.

As a person I do have my own stresses, but getting into that pitch and playing gives me a moment to forget all my struggles. I grow into a moment where nothing matters anymore, but just that play moment. It is at this pitch that I release all my stresses through play.

Through this sport I have also been able to improve on my health. A few months ago I had gained so much weight that had an effect on my health. Playing volleyball has greatly helped lose weight and this slowly improv-

ing on my health. It has therefore been a factor that has helped promote good health for me.

Volleyball team has been a blessing in disguise for me. It has helped me improve on my lifestyle, helped avoid idleness and activity that feels wrong especially alcohol. I heart fully say thank you to Frigoken for the support the company gives to the team. I feel appreciated, recognized and accepted as it's a chance to mingle with our management and get to create connection out of work with them through play, to bring out talent and help deal with stress

May God bless Frigoken and the CSR team.”

Steve Mutungi, FKL Volleyball Coach

Commemorating World Aids Day

In collaboration with Eastern Deanery, FKL facilitated a HIV/AIDS drive for employees held on the 1st December 2015 in recognition of the World Aids Day. The awareness and testing services were provided for by staff from Eastern Deanery, with the guidance and assistance of the FKL peer educators who helped mobilize the employees without disrupting factory operations.

71 employees from the different departments received both counselling and testing. The employees who required further check-ups were referred accordingly.



Voluntary testing and counselling provided to FKL staff



In addition, we piloted a new and innovative way of awareness creation through the use of an animated video clip to relay information.

A total of 15 staff from FKL and PFIL participated in the session.

This is part of an AKDN Wellness Online Resource Centre aimed at providing access to convenient high quality resources related to wellness. This will support ongoing company workplace wellness activities in an innovative and cost effective manner. If successful the online resource centre will be further developed and accessible to all companies.



Participants watching the health video at the FKL creche learning room



KAM Exchange Visit

With the aim of sharing best practices, KAM (Kenya Association of Manufacturers) organized an exchange visit for its members to Brookside Dairy Ltd.

The visit showcased the company's contribution to the green growth agenda, particularly focusing on projects that enhance their energy efficiency. Participants, including representatives from PFIL and IPS, were taken through the factory and shown how natural lighting is used, the application of air curtains in cold rooms, high efficiency motors, steam and compressed air systems, amongst many other projects.



We encourage other companies in the group to participate in such events. Not only is a great way to learn from others, but also an opportunity to network with likeminded organisations and identify potential areas for partnership. Additionally, we too have made significant strides in greening our factories, many of which can be ideal hosts for such visits. Together, as a larger community of businesses, we can make a much more positive impact on the natural environment.



Environment

Tree Growing Activities Across the Companies

PFIL tree growing at Syunguni Primary School, Wote, Makueni County



Mr. Dharmarajan, MD of PFIL, and students digging holes for the trees



Students posing with their "Zuri" juices after the event

TLLPPL tree growing activities is ongoing in 5 primary & 5 secondary schools in Dar-es-Salaam



Students receiving and planting trees



All companies promote the planting of primarily fruit trees in the school compounds, and have adopted the "one child one tree" approach. This involves a student adopting one tree and is responsible for nurturing it in the future. TLLPPL, in fact, has an ongoing competition, to award the school with the highest tree survival rate – a great way to encourage and motivate the students!

WPL tree growing activities at Ofafa Jericho Primary School



Students and WPL staff planting trees



FCL tree growing activities at Mahiga Primary School



Students and FCL staff planting trees



Total Eco- Challenge

Frigoken Ltd., yet again, won the Outstanding Achievement Award in Central, Western and Coast in 2015 Award, at the Total Eco Challenge gala awards held this year. This award recognised FKL's enduring commitment and concerted efforts towards tree growing activities across the nation.

Congratulations to the FKL team!



HR Manager, Lorna Kwamboka, and CSR officer, Elizabeth Maina, pose with other winners and the Total M.D. Ade Eze

Responsible Waste Management

Responsible waste management is one of the tenets of our mandate to account for environmental concerns within our overall business strategies. Not only does this assist in preserving the surrounding ecosystems in which we operate but we believe it is genuinely good for business as it often leads to reduction of operating costs.

In an effort to mitigate the negative impact that their tanneries can have on the environment, Leather Industries of Uganda (LIU) has invested heavily in responsible waste management initiatives. This year saw them upgrade their effluent management system in an effort to reduce the level of turbidity in the water being released back into the environment.

Additionally the company installed pressure sand filters to enable the recovery 50% of our effluent for re-use in the tanneries beam house.



LIU effluent treatment plant



LIU tree growing initiatives



Upcycling Waste

Founded in 2013 Sondeka is a platform for artists to showcase East Africa's creative industry through music, dance, fashion and art.



Every year IPS group companies donate waste materials to the festival which is upcycled by local artists into works of art. This year Allpack, Alltex, Kamyn Industries, FKL, WPL and LIK donated their waste in the form of leather offcuts, fabric offcuts, sock rings

and wooden pallets inspiring hundreds of local artists.

These young artists/ entrepreneurs were able to sell their goods and services during the festival in order to attract investment and develop new markets.



Wooden pallets in the process of being upcycled into unique pieces of furniture

Community

KPI Health Outreaches

Keeping true to its mandate to improve the quality of lives of local communities, KPI continues to undertake much needed health outreaches across the country. Responding to a local typhoid outbreak, KPI and representative from other AKDN agencies set up makeshift treatment centres offering relevant health services as well as conducted health awareness sessions within Naguru community – a heavily populated low income settlement ac-

commodating hundreds of families, including some of our staff.



Health outreach at th Naguru Community - Uganda

“We have also come for treatment”

“On Saturday 27 June 2015 at about 4:00pm as I was going round checking the progress of the clinic, I felt some one pull the hem of my skirt when I turned back to look a little boy said to me ‘we have also come for treatment’ I asked them who told them we were treating people and one of them answered ‘my mother’. I decided to sit my friends down and ask them a few details. So I discovered that my friend who pulled my skirt is called Mwesigwa Jolly a 6-7 year old of St Jude primary school and resident in Kasenke.



Our dear friends Jolly and Marvin

His mother sells matooke and the father works within Kasenke but was not sure of what his father does. He learnt about the clinic from his mum who had already got the treatment and advised him too to come because he had a running nose. He came with his friend Marvin Kaija a neighbour who is in Baby Class at Noble Junior School who looked 4 years but claimed he was 2 years old!

Jolly said he had a cold and he brought his friend because he had a wound on the nose, but they did not inform the friend’s mother they were coming. I took my friends to the prescribing Nurse for examination since’ they also came for treatment’! During the examination I saw Jolly trying to count his fingers then he left the nurse, rushed

back and whispered to me that he made a mistake he is actually 7 years old, I assured him it was ok he can tell the nurse so, my friend Marvin maintained he was 2 years old which set the nurses laughing, because for sure he was much older!



Jolly and Marvin talking with a health worker

From there we went to the dispensary as advised but we were too short to reach the window so I took my friends inside the dispensing unit, they met the General Manager who also took interest in them and got for them their medicine. We de-wormed them and advised them to take the medicine home to their mothers, before handing them over to the VHT leader, they left very happy because they too had got treatment.”

Consolate Ademson, HR Manager



Jolly and Marvin receiving medication from the KPI team

Celebrating a Milestone

Founded in 1935, PEPTANG brand is celebrating its 80th anniversary. As a way to commemorate this milestone, PFIL has partnered with the Aga Khan University Hospital.

Under the hospital's patient welfare programme, PFIL will donate 1 shilling for every PEPTANG sauce product purchased. The AKUH will thereafter match the funds on a 1 shilling to 1 shilling basis.

Funds raised from the campaign will support pediatric patients.



Changing Learning Environments

Earlier in the year, WPL adopted Kaloleni Primary School, which is in close proximity to the company.

Recognising that a clean and safe environment is not only important but imperative for our children to do their best and succeed in their education, WPL decided to renovate the dilapidated classrooms.

WPL staff and the schools administration worked diligently to ensure that they provided the best possible learning environment for the students.

As the pictures demonstrate the transformation was quite spectacular. After several weeks of hard work, on the 31st of August, the WPL team handed the re-vamped classroom back to the staff and students of Kaloleni primary school.



Classroom before renovations



Classroom after renovations



Telling stories through photos (especially “before” and “after” photos), helps the readers experience the lives and space of the project beneficiaries. Keep taking photos at all phases of your projects.

Promoting a Healthy Lifestyle Through Sports

Encouraging youth to become more active and move away from the emerging sedentary lifestyle is becoming more crucial for their healthy growth and development. Thus, creating new or building one existing opportunities for youth to engage in enjoyable physical activity and become physically and emotionally fit is an area that the PFIL team care for!

Hence, PFIL has recently commenced a partnership with the Aga Khan School across the country to sponsor their sports days and swimming galas to support our young athletes.



Decking out the sports fields with colourful branded banners and hats, the PFIL team works closely with school management to make it an enjoyable day for the children. In addition to covering various expenses, PFIL supports the provision of trophies and

medals to those that excel. And of course, not to be forgotten provides all those present on the day with its delicious “Zuri” and “Orchid Valley” juices.



It is hoped that these young athletes will become our future champions!

As showcased in one of our earlier issues, PFIL continues to support the Kasarani Youth Sports Academy (KYSA) with branded kits and training equipment.

PFIL wellness champions also take admirable steps towards facilitating candid discussions on common health related issues affecting these youth, giving them a safe environment to open up, discuss and learn.



PFIL staff presenting kits to the KYSA team

Giving a Helping Hand

We embrace our employees' enthusiasm to give back to the local communities, offering them meaningful opportunities to volunteer their time and talent to various organisations.

As such, many of the companies have taken to supporting local childrens homes. While we try will to support their immediate needs, our intention is to also identify more sustainable long term projects that can help these organisations become somewhat self-sufficient.

Promoting such acts of kindness and generosity by our staff will continue to be high on our agenda!



WPL staff constructing an agro shed at LAPCA Childrens Home in Kibera as part of the urban farm. The purpose of this project is to facilitate the home to grow its own vegetables and establish a tree nursery. Tree seedlings will then be sold to as an income generating activity.



Before



After

Allpack staff renovated the washroom facilities at Liberty Childrens Home in Mlolongo. The team also interacted with the children and shared a meal together.



Alltex staff visited Pillers Childrens Home in Kitengela, spent time with the children and donated food stuff.



Through this newsletter we aim to highlight the projects we undertake as a group and share best practices. We request our readers to provide us with feedback so that we can continuously improve the content of this newsletter and add value.

If you do have any comments, kindly send them to:
communications@ipskenya.com