

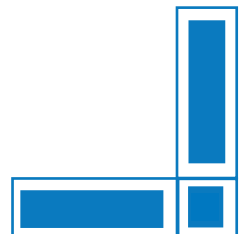
SUSTAINABILITY:

Sharing Best Practices

Issue 8, December 2016



IPS



Editorial Note

Inside this Issue:

Scholarship Programme.....	2
Workplace Wellness.....	3
Exercising for Health.....	5
Young Farmers Club.....	6
Tree growing.....	7
Allpack Industries Excel.....	8
Driving Transformation	8
Muranga Health Camp.....	9
Eye Screening Camp.....	10
Adopt a School	11
KNH Visit.....	11

Many of the ongoing projects undertaken in the second half of 2016 focused on enabling empowerment of various stakeholders - staff, students, parents, local communities. Companies continue to create opportunities for developing knowledge and skills so that beneficiaries can make informed decisions and take appropriate actions in overcoming challenges that they face. This may be in the form of proactively taking care of one's health, being economically self-sufficient, working hard to excel in school and actively promoting environmental sustainability.

Such projects contribute towards building self-reliant local communities and in doing so positively impact the environment in which our businesses operate.

IPS Sustainability Team

Workplace

Rewarding High Achievers

Allpack recognises that staff are a key component to an organization's success. In addition to the employee workplace wellness programme, the company recently launched the 'Allpack Industries Scholarship Programme'.

These merit and need based scholarships are awarded to students commencing secondary school, catering for tuition and boarding fees. The programme is currently open to all Allpack employees' children.

"When I saw the notice at the beginning of the year, I was a happy man... My son Kevin Mubuya had done really well and he had been called to

Teremi High School. I am grateful so much for the scholarship Allpack Industries has given; I am able to take care of other things in the family; thank you for taking care of my burden, God bless Allpack".

Ronald Mubuya – Allpack forklift driver.

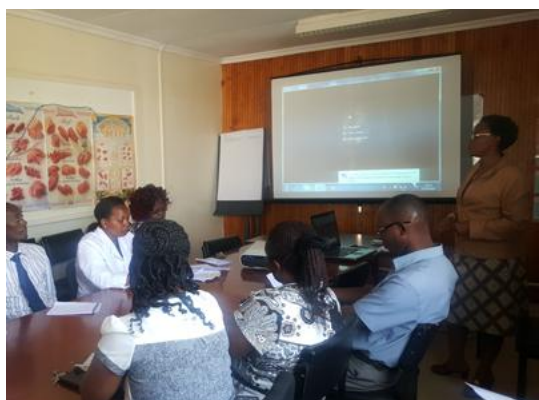


Allpack employee, Robert Mubuya, accepts the scholarship award on behalf of his son, Kevin.

Employee Workplace Wellness at a Glance



An epilepsy training session held at Allpack Industries, facilitated by the organisation Youth On The Move. First Aid-ers (left) demonstrate the recovery position as guided by Emma Veronica, Allpack Nurse. Robert (right) provides a testimonial on 'living with Epilepsy'.



Anne Kinyanjui, Senior Nurse at Farmer's Choice, facilitates a session on breast and lung cancer with wellness champions, using the videos developed by the AKDN Wellness Programme. These videos are available on the wellbeing.net - an accessible online library providing high quality resources related to wellness.



Frigoken regularly organises health screenings for its employees in collaboration with local health service providers. Below are testimonials from employees.

"I was so afraid of contracting or even testing for HIV and cancer for most of my life...However, in 2016, I gathered up courage and went for testing...now having a good understanding of the two diseases...I have passed on the knowledge to my two daughters. I felt and still feel that it is important that I tell them what I know because I will not always be with them. Through the training I received at Frigoken I am now able to open up to my two children and also let them open up to me; and make them feel free to always tell me everything as their mother and sister".

Scholastica Kanini

"I am a widower, and I have come to terms with it and even accepted it, and through these trainings and screenings, I know that knowing my HIV status by getting tested is key to my life. I have learnt that if I am HIV negative, and I want to engage in any sexual activity I can use protection; i.e. a condom or even choose to abstain for my sake and that of others. And if I am HIV positive; it is important that I get access to ARV drugs and keep a healthy diet."

Margaret Makhungu



Employee Workplace Wellness at a Glance (cont.)



Early in September, IPS staff went to Karura Forest for a morning of physical and mental group activities designed to energise dynamic team oriented thinking. After a highly amusing Afrobeat session where the staff demonstrated their ability (or lack thereof!) to follow choreographed dance routines, they participated in a series of team building activities focusing on problem-solving, communication and team work. Such activities can enhance leadership, improve goal oriented competitiveness, teamwork, boost morale and most importantly it is a lot fun.



Morris Maingi, WPL Wellness Champions, facilitated a session on 'introduction to communicable and non-communicable disease'. With over 100 staff in attendance, the discussions were interactive and enlightening for most present. With an overwhelming number of questions, Morris resorted to organising several more sessions during the course of the year.



UFM staff participated in the annual MTN Marathon, which aims to raise funds to support clean water supply throughout Kampala.



AAR service providers took UFM staff through a session on hepatitis - a disease that is of growing prevalence in Uganda.

Exercising for Health

On 3rd December 2016, the Aga Khan High School sports fields were filled with great excitement as teams from AKDN agencies participated in the first ever AKDN Sports Day. IPS companies were in high attendance, with teams from LIK, Allpack, FKL, FCL, WPL and PFIL, many of which brought home multiple trophies!

With a DJ on site and loud roaring cheers, the atmosphere was electric. Teams came to win; competitiveness was at its peak, particularly in the football tournament. In the finals, which ended up being the main attraction for the day, the Red Porkers (Farmer's Choice) took the trophy after edging out their worthy opponents, Frigoken FC, during a nail biting penalty shootout.

AKUH was also on site providing free wellness checks and nutritional advice to all participants.



Employees sprinting in the 100m race



Sack races are not only for children..



Frigoken - FC strikes for a win against AKUH



FKL team receives first prize in the Netball Tournament



FCL team receives first prize in the Volleyball Tournament

RESULTS AT A GLANCE



FOOTBALL:

Winners: Red Porkers – Farmer's Choice.
Runners up: Frigoken FC



VOLLEYBALL:

Winners: Farmer's Choice
Runners up: Leather Industries of Kenya



NETBALL

Winners: Frigoken
Runners up: Allpack Industries

Environment



Young Farmers Club

“Farming is boring, Farming is hard, Farming is dirty work, Farming has no money...”

These are just some of the responses we get from youth when we asked them about farming.

“I want to be a doctor... I want to be a lawyer; I want to be a teacher... I want to be a pilot...”

Despite agriculture being the backbone of Kenya’s economy, it is not a popular field pursued as a career path. Frigoken’s Young Farmers’ project is gradually trying to change these perceptions, particularly within the Company’s out grower areas.

With support from FKL’s extension team, students’ are taught about good agricultural practices through practical learning on school-based demonstration plots, growing common fruits and vegetables. New innovations in the farming that can increase efficiency and productivity are also introduced in order to show and inspire the students that, if done well, farming can be more lucrative and enjoyable to pursue.

During the launch of the project, FKL’s HR manager, Ms. Lorna Kwamboka, gave a motivational speech to the students on the importance of the young generation engaging in agriculture and doing so in a sustainable manner.



After a successful launch of the project at Kiandai Primary School, follow-up visits have shown positive results.

A functional Young Farmers Club has been formed, comprising of over 50 members. Facilitated by one of the teachers and an FKL extension officer, the club meets every Friday, discussing practical everyday farming problems and solutions in an interactive manner. The knowledge and skills gained is easily put to use at the students’ family farms. To sustain the demo farms, produce grown is sold to teachers and parents.

The project has received praise from the school administration; the head teacher highlighted noticeable improvements in club members’ educational performance. He



gave the example of Catherine (left), the Club’s Secretary, who is now is top of her class and is a role model among her peers. He explained that being part of the Club and taking on the

role of secretary has made her more responsible, organised and proactive in class.



Tree Growing Activities Across the IPS Group



KPI celebrates 20 years planting over 730 trees in schools in Jinja Municipality.

Together with the students, KPI staff planted Pines, Orange and Grevillea trees at two schools; hoping that in the next 20 years, these will grow into luscious woodlots. Students have adopted a tree that they will care for on a daily basis.



KPI team and students from Magwa Primary School (above) and Gonzaga Primary School (below)



WPL continued to scale its project of ‘one child, one tree’. In 2015, WPL established a tree nursery at the Lapca Children’s Home as potential source for income generation. The Home has successfully sold hundreds of tree seedlings to local organisations, including WPL, which recently purchased over 350 seedlings and planted these at the Machakos School for the Deaf.



Allpack Industries Excel



Mr. Alfred Ondiba receives the FSC Chain of Custody Certification from Sam Kimotho of Bureau Veritas on behalf of the Allpack team.

Allpack achieved a major milestone becoming the **first local company to be FSC certified**. The Forest Stewardship Council (FSC) is an international non-profit, multi-stakeholder organization, established in 1993, to promote responsible management of the world's forests. FSC certification ensures that products come from well managed forests that provide environmental, social and economic benefits.

Community

Driving Transformation Through Creative Contracting

IPS companies continue to strive to increase their socioeconomic impact, developing shared value initiatives that also positively impact the organization's core business. Most recently, PFIL applied this approach by contracting their



Handing over the transport contract

'adopted' children's home, Motherly Care in Ruai, to provide transport services.

After frequent visits to the home, PFIL Sustainability Champions noticed a truck laying idle.



It was donated a few years ago by a good samaritan.

After engaging the logistics and distribution team, they presented the home administration with a contract to transport PFIL goods.

Through this creative partnership, an example of creating shared value, the home is able to generate income from transport services rather than solely rely on charitable donations. The company on the other hand has access a credible transport provider to enhance distribution of its goods.



PFIL staff shared a meal with the children from the home



Muranga Health Camp



Resident of Maragua and her child during the free medical camp.

Since its founding 80 years ago, the PEPTANG brand has transcended multiple generations, becoming a local, iconic household name. As part of its celebrations of such brand longevity, PFIL ran a three-month campaign to raise funds to support paediatric treatment.

In a short time frame, PFIL raised approximately KES 1million, which was matched by the Aga Khan University Hospital (AKUH). Funds were used to support medical camps in rural areas in Kenya; the first being held at Kaharo Dispensary in Muranga County on October 29th 2016.



PFIL staff welcome the Maragua community to the medical camp.

With the community already mobilized by the local health officers prior to the camp, volunteers from AKUH and PFIL were met by hundreds of people of different ages waiting to be seen. Although the camp was planned to target mothers and children, the presence of a significant number of elderly community members triggered swift action by the healthcare professionals.

This highly experienced team of surgeons, doctors, clinical officers and nurses from AKUH and Muranga County offered a wide range of services, including: screenings for breast and cervical cancers, HIV, blood sugar as well as treatment of acute medical and surgical ailments and childhood illnesses, ear nose & throat services, nutritional advice and pain management (-a unique service rarely offered in such camps-). Pharmacy services were also provided through the state-of-the-art AKUH mobile clinic, and the PFIL staff supported the registration process.



Resident of Kaharo, Maragua, has her check up done.

With over 700 patients seen, presenting a variety of health problems, the camp ended in the late hours of the evening. Unfortunately, there were many patients that required further tests and medication that was unavailable, hence, were referred to either higher level county facilities or AKUH where more specialized care was needed.

The overwhelming turnout and the endless gratitude shown by the community was clear indication of the immense need for similar camps to serve in areas where access to quality healthcare is poor. These efforts can be coupled with health promotion and prevention initiatives.



Free Eye Screening Camps

At the FCL's clinic, Senior Nurse Anne Kinyanjui, noticed a rise in patients who were presenting minor eye diseases or complaining about undiagnosed problems with their vision.

"So many people coming into the clinic have issues and most people don't even know that they have a problem" stated Mrs. Kinyanjui.

In most developing countries, particularly in sub-Saharan Africa curable ailments such as cataracts and glaucoma are responsible for over half of all cases of avoidable blindness.

This inspired her decision to collaborate with the Lions Sight First Eye Hospital and organise a series of free eye screening clinic for members of staff, contractors and the local community in the month of August at FCL's facility in Kahawa West and Uplands.



Community waiting to be seen during the eye- clinic

In addition to the free eye check-ups and medicine, the team also negotiated a subsidized price for those who required glasses; these were sold at only Ksh 300, a 75% discount.

Over the 2 days 667 people were screened; of this number 10 were found to have untreated cataracts, 65 were given glasses and 220 received

free medicine for minor conditions.

Speaking on the importance of such events Dr. Nancy Gachonde from the Lion Sight First Eye Hospital said *"There are conditions such as cataracts, glaucoma, refractive error and keratoconus's, which some people may not be aware they have that can cause loss of vision but which are easily detected at such camps and the care needed is given before it is too late."*



Lions First Eye Hospital staff with a patient during the eye clinic

Anne and her team of proactive Sustainability Champions (pictured below) will continue to organise similar camps as well as create awareness among staff.



The team realised that many eye diseases have no early symptoms and therefore single best way to protect your vision is through regular professional eye examinations.

Adopt a School Programme

A recent World Bank report indicated that 1 in every 5 youth in Kenya are unemployed, and 20% of all girls between the ages of 15 and 19 are already mothers. Unemployment and teenage pregnancy along with substance abuse are key areas that the PFIL student mentorship programme aims to address.

PFIL sustainability champions facilitated their first mentorship sessions with Form 4 students at Baba Dogo Secondary School, focusing on coping with peer pressure, career advice and exam preparedness. These sessions aim to empower the students to take ownership of their

wellbeing and proactively address the issues they face.

Actively engaging with students from local schools is a great way to promote our social license to operate.



PFIL staff facilitate a mentorship session at Baba Dogo Secondary School.

Allpack Staff Visit KNH



Allpack staff during the visit to Kenyatta National Hospital.

In Kenya, cancer cases continue to rise at an alarming rate, including childhood cancers that accounted for 15% of cancer admissions at Kenyatta National Hospital (KNH) (1998 - 2008) - the largest referral hospital in East Africa.

With limited affordable hospitals that provide specialised treatment, the facility is often

strained for resources. Recognising this need after visiting the Paediatric Cancer Ward (1E) at KNH, the Allpack sustainability team raised funds from their fellow colleagues, which was then matched by the company. The team was thus able to buy a fridge, drip stands, tea urns and fruits for the patients of Ward 1E.

Upon their subsequent arrival at KNH, the Allpack team was greeted by over 20 smiling faces all waiting and ready to play with their new friends.

“We spent the day talking, singing, playing and praying with the children. It was an emotional but very gratifying day filled with fun and laughter.” Veronica Emma, Sustainability Champion.

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