

IPS

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SUSTAINABILITY

SHARING BEST PRACTICES



EDITORIAL NOTE

We do what we do to improve the quality of life of the communities in which we operate, to assist them achieve self-reliance and contribute to sustainable development. Continuing to promote employee wellbeing, protecting the environment, creating livelihoods, empowering communities are among the drivers of our sustainability initiatives across the group.

The success of these initiatives, apart from support from management, has truly been the engagement of many of our employees that possess a sense of goodwill and willingness to go above and beyond their call of duty. In recognition of such exceptional efforts we have introduced the Wellness Champion Award; a start of more to come.

IPS Sustainability Team

CONTENT

WELLNESS AT THE WORKPLACE	03
TREE PLANTING ACROSS THE GROUP	06
PFIL CLEANS UP GLUCOLA VILLAGE	08
LIK CREATES SHARED VALUE	09
ALLPACK HEALTH CAMP AT MLOLONGO SCHOOL	10
WPL PILOTS A NEW PROJECT	11
ACHIEVEMENTS AND AWARDS	12



HELA REVITALIZES WELLNESS

Almost 50% of medical costs are incurred due to illnesses that can be avoided with small lifestyle changes. With this in mind, Hela held a Wellness Champions Training for 15 employees, who volunteered to steer the Workplace Wellness programme, focusing on the physical health, psychosocial wellbeing and financial wellness of employees. The trained Champions will now implement the programme through peer education sessions and other on-site activities.

WORKPLACE Employee Wellness

Top Photo: Farmers Choice team triumphs over LIK with a score of 3-2; a highly anticipated re-match from the AKDN Sports Tournament

PROVIDING PSYCHOSOCIAL SUPPORT AT THE WORKPLACE

Most of us spend the bulk of our waking lives at work. So wouldn't it be great if we all work in an environment where we felt valued, acknowledged and supported? Frigoken (FKL) just went a step further in improving psychosocial support to their employees.

As part of their employee wellness programme, FKL have engaged a professional counsellor once a week to assist employees cope with any work or personal issues that may be affecting them hence impacting their productivity.

Addressing psychological health at the workplace creates greater job commitment, job satisfaction, work mood positivity, loyalty and enhances overall performance.



Anne, the counsellor, talks to Frigoken staff during their lunch break.



A member of the Marie Stopes team registers Hela employees for the screening.

TAKING A STEP FORWARD IN WOMEN'S WELLBEING

Cervical Cancer is the second most common cancer affecting women in Kenya. In 2016, it was reported that every week 15 new cases of women are diagnosed with cervical cancer. Creating awareness and accessing regular screening is crucial for early detection and for treatment to be most effective.

Bearing this in mind, Frigoken and Hela took a step forward in women's wellbeing, providing onsite cervical cancer screenings for the thousands of women they employ, catering for both night and day shifts. Bringing on health service providers, Hela partnered with Marie Stopes Clinic while Frigoken partnered with Jacaranda Health. The women who participated were not only tested for cervical cancer but also provided with informative consultations on other forms of cancer, family planning and overall women's wellbeing.

HELA'S CRECHE CARER GRADUATES IN ECD!

A child's brain is about one quarter the size of an adult's brain when born. Yet, by the time he/she is 5 years old, their brain will be about 90% fully grown. The child's experiences in these early years will shape their developing brain, impacting their lifelong health and well-being.

Lucy Nyambura Njue has been working and managing the crèche at Alltex/Hela for the past nine years. As the crèche changed from a baby care centre to an Early Childhood Development (ECD) centre, Lucy further developed her passion for childcare. In May 2015 she embarked on an intensive ECD course at the Wellset Institute in Kitengela. Early this year, Lucy graduated from this programme; congratulations to Lucy!

Today, the crèche cares for 59 children for both day and night shifts.



LUNG CANCER AWARENESS AT KAMYN

Do you know what the leading causes of Lung Cancer are? Is it smoking? Is it the air in your environment? Is it risks from your work place? How can you help prevent yourself and your loved ones from lung cancer?

All staff at Kamyn Industries participated in an interactive Lung Cancer Awareness session to help them find answers to these kind of questions! Enjoying the benefits of being part of a larger group of companies, Allpack's Wellness Champion, Emma Veronica, generously extended her support to Kamyn staff and conducted the session using the AKDN's Wellbeing.net online portal.

A WEEKEND FOR FINANCIAL WELLNESS

Saving money is ranked as one of those "wise" things that we should do. The motivation to save ranges from educating our children, buying a car, moving into a better house, retirement, investment for the future, among others. To this effect, LIK invited facilitators from Old Mutual and NIC Bank to train staff on saving, budgeting, investment and debt management. This is the start of a series of sessions to promote financial wellness.

"I would like to thank God for giving me this opportunity to be able to study an ECD course. I had wished to do it before and I could not have been able to without the help of the IPS, Hela Intimates and also Alltex for the great care they took in giving me time to study and go for exams. I made it to get a pass and a certificate and I just want to say thank you to all of you. Amen." - Lucy Nyambura Njue.



ALLPACK TREE PLANTING

Allpack held their annual tree planting at Ngwata Primary school in Mlolongo. 600 seedlings of various species, including some fruit trees, were planted. Allpack employees, the students and the school administration participated in the tree planting exercise and have all taken responsibility to ensure that the trees grow. Allpack fenced the perimeter of Ngwata Primary School using chain link fence purchased from Wire Products. The fencing was done to help secure the school as well as protect the trees planted from animals.

ENVIRONMENT INSPIRING YOUTH TO PLANT TREES



FKL's CONTINUING COMMITMENT

Frigoken this year held their annual tree planting at Kahithe Primary and Secondary Schools in Muranga County. The area chief, Frigoken staff, students and teachers of both schools participated in the exercise planting 2,315 seedlings of a diverse range of tree species. To date, FKL has planted over 3 million trees within its out grower areas.



"Until you dig a hole, you plant a tree, you water it and make it survive, you haven't done a thing. You are just talking."

– Professor Wangari Maathai

TREES FOR HEALTH

Bujagali donated over 1,500 medicinal tree to Buloba and Naminya resettlement villages located on the west bank of the river. The communities were excited about the idea of planting medicinal trees as most of the indigenous medicinal trees are disappearing within their localities.



LIK's TREE PLANTING

This year's tree growing activity was held at the Maria Magdalena home. LIK staff, joined by staff from FKL and IPS, worked with the members of the home, both children and adults, to plant the trees in the home's premises. 750 seedlings were planted, including gravellia robusta, orange, mango and avocado trees.





COMMUNITY

PFIL spearhead a clean-up at Glucola Village for World Malaria Day

Did you know that mosquitos breed in stagnant, standing fresh water often times around homes? Did you know they can also breed in tin cans, buckets, discarded tires and other artificial containers that hold stagnant water?

To commemorate World Malaria Day and in line with the WHO theme, 'A Push for Prevention', Premier Food Industries Limited (PFIL) planned and executed a clean-up of Glucola village in collaboration with the city council, the local authorities and the residents of Glucola village. Working together, they targeted all the blocked and polluted water ways and trenches in the area, in effort to reduce the chances of mosquitos breeding.



Creating shared value with leather off-cuts

Locally, people with disabilities often have limited opportunities to improve their quality of life and become independent and self-sufficient citizens. In some cases, due to a lack of social acceptance, many people with disabilities are hidden at home or sent out in the streets to beg for money and food.

Maria Magdalena Sheltered Home, established in 2009, has been a haven for youth with mental health challenges where they not only provide a safe living space but also empower the youth through vocational training. With the help of experts in various fields including: leather, woodwork, masonry and metal fabrication, the youth are able to harness their skills and talents which they then use to generate income.

During a recent visit to the home, we were fortunate to meet some of the talented youth like * Wanjiru, who was busy at the woodwork shop sanding the chopping boards to perfection. The items made by the youth are sold to the surrounding community and visitors, enabling the institution to become financially sustainable.

Leather Industries of Kenya for the past few years, has been supporting the school by providing them with leather offcuts that they use make various finished leather products.

Maria Magdalena shelter has received over 100kg of offcuts that they have turned into beautiful phone cases. To date over 150 phone cases have been sold to buyers locally and in England. Using a stitching machine provided by Safaricom Ltd., they are expanding their product range to include wallets, belts and other leather items.



A sample phone case made from the leather off cuts.



Allpack's 4th annual health camp at Mlolongo School

"There can be hope only for a society which acts as one big family, not as many separate ones." - Anwar el Sadat

There is no doubt that Mlolongo Primary and Secondary School are part of the Allpack family. The commitment to their adopted school gets stronger every year. This year, they held their 4th annual medical camp for students. In partnership with Shalom Hospital, all students in the primary and secondary schools had a free medical consultation with a doctor, had their vital medical statistics monitored and medication dispensed to them if necessary. The Allpack nurse took responsibility of ensuring that children with referrals sought follow-up medical expertise.



The Shalom team work with Allpack's nurse to dispense medication to students

KPI cleans up Naguru Hospital

KPI continues to support Naguru Hospital, a facility frequented by most of KPI staff. This year, KPI and the Hospital staff worked together to clean the children's and women's ward.

This event is part of KPI's commitment to community and health, and showcases how KPI staff are always ready to volunteer!



Staff all geared up to get the hospital sparkling clean!



Eitu Ma Mbaa Nzi Self Help Group in Kitui County

Scaling Up Inclusive Business: A Micro Distribution Project

Commonly referred to as the 'kadogo economy' in Kenya, micro-distribution is a strategy which has been gaining popularity amongst companies in recent years as a means of accessing markets which would otherwise be neglected due to difficulty of access. Wire Products Ltd. (WPL) aims to sell their products in the 'kadogo economy' while creating opportunities to improve livelihoods for the poor, through their micro-distribution project.



The current pilot phase of the project entails empowering a group of women from Miambani Location of Kitui Central. These women came together in 2013

and formed Eitu Ma Mbaa Nzi Women Group to address their challenges inflicted by poverty. The group currently has 60 members who mostly are widows. It is registered with Social Services department of the County Government of Kitui.

With the objective of alleviating poverty and supporting the local community whilst creating brand visibility and loyalty, few of WPL's selected products namely; galvanized nails, black binding wire and barbed wire will be packaged in smaller quantities for sale by the women's group.



The group underwent business skills training as part of their orientation to the project.

ACHIEVEMENTS & AWARDS



PFIL WINS SECOND AT EMA

The 13th Energy Management Awards (EMA), was held in March this year. Premier Food Industries Limited won the award for Fuel Savings – Small Business, while Wire Products Limited was nominated for the same category.



FRIGOKEN WINS THE IPS SUSTAINABILITY AWARD 2016

IPS awarded the 3rd Sustainability Award to Frigoken Limited. The award recognises companies that have strong management commitment, support and buy in for their sustainability agenda, innovative shared value projects, creating strategic partnerships for various projects and consistent and timely work plans and reporting.

In 2016, Frigoken expanded and improved their existing sustainability projects including their Workplace Wellness Programme, tree planting and water pan projects and introduced a new initiative, the Young Farmers Project.

Hongera, Frigoken!

Photo above: Mr. Galeb Gulam, COO IPS East Africa, awards Elizabeth Maina of Frigoken the 2016 Sustainability Award

ACHIEVEMENTS & AWARDS



IPS INTRODUCES NEW WELLNESS CHAMPION AWARD

The Wellness Champion Award recognises an individual's efforts towards Workplace Wellness. Emma Veronica, is our first winner for this award.

Emma, the company nurse at Allpack Industries Ltd., is the first recipient of this award. Championing the Wellness Programme for the past 6 years, she asserts that the Wellness Programme has been transformational for the company in several ways. For employees, she finds them more motivated, knowledgeable and proactive when it comes to their health and wellbeing. She says that the programme has created a sense of togetherness between management and employees. Her motivation is driven by the positive changes she has seen in the workplace and community resulting from the programme and the appreciation she has received for her volunteerism.

Photo above: Emma Veronica receives the Wellness Champion Award from Patricia Karau of the IPS Wellness Team



"Wellness is teamwork, it is not just you and me. The programme has helped reduce injuries in workplace and now everyone works with wisdom. The smile I get after an information session and when I see that we all discuss problems we thought we were all facing alone, it makes me happy and humbled. The programme helps to show the employees that management cares about us even out of the factory." - Emma Veronica

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