

SUSTAINABILITY:

Sharing Best Practices

Issue 2, December 2013



IPS





Editorial Note

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Since the launch of the first newsletter, significant progress has been made in driving Sustainability (CSR) within the IPS group of companies. Companies are becoming more interested and proactive in implementing activities beyond compliance, going the extra mile to influence their social, environmental and economic impact amongst their stakeholders.

While we continue to address internal stakeholder needs, we need to address external stakeholder needs as well... What are the local community needs where your company operates? How can we address these in a manner that enhances value and allows for sustainability of the initiative?

To keep up the momentum, as we get ready for 2014, let us work towards having concrete work plans ready for implementation in the New Year!



Documenting our Activities

Often, a lot of effort is placed during the conceptualization, planning and implementation of our activities, and these stages are certainly crucial to success. However, minimal emphasis is being placed on the documentation of these activities; resulting in either insufficient records or the absence of any records. Remember, if there is no evidence to show that the event took place... then it never did.

Documenting activities is not just about building all the information and putting it together for retrieval purposes. It allows others to learn and benefit from past knowledge and experiences to enhance future activities as well as facilitates communication to all our stakeholders.

An effective communication tool is the 'Bangers and Mash' Newsletter produced by Farmer's Choice Ltd. This is largely a pictorial depiction of the company's activities packaged into an easy to read, engaging and concise tool!





Workplace

Health & Safety

IPS group companies have made tremendous progress in reducing accident frequency (and severity) rates. This has been achieved through the introduction of good work practices, safety induction and training (tailored to job specificity), workplace inspection, improvement in PPE use as well as marking of all potential hazard areas with proper signage.

The induction programme, in particular, covers basic topics like ergonomics, use of machines and nature of work, emergency evacuation and response plans, sanitation procedures and basic first aid, in addition to safe machine operation, chemical handling and use of safety equipment.

It is worth noting that the implementation of a permit to work system has enhanced safety within the company. Support from management and the making of induction mandatory for all new employees is bearing fruits.



Running for a Cause

Employees from Leather Industries of Kenya (LIK), Wire Products Ltd. (WPL), Frigoken Ltd. (FKL) and Premier Food Industries Ltd. (PFIL) participated in the Standard Chartered Marathon; Kenya's largest athletic event that brings together thousands of people from all walks of life to have fun, get fit and support a cause! This year, the aim was to raise money to support the 'Seeing is Believing' initiative, which aims to combat preventable blindness across the country.

Well done to all who participated! ... This is a great way to encourage wellness through team work and fun!



FKL employees at the finish line

“Fun may just be what the doctor ordered”

Promoting good health remains a key focus area as our Workplace Wellness Programmes continue to grow and become more comprehensive.

Farmer’s Choice Ltd. (FCL), for example, organizes annual wellness days inviting local health-care service providers to offer diverse health screenings on site (at both their Kahawa West and Uplands sites) to employees, their families and contractor employees. Services provided include: VCT, Family Planning, Breast, Cervical and Prostate Cancer Screenings, Lifestyle Disease Screenings (Blood Pressure, Diabetes and Body Mass Index) as well as Optical Check-ups.

In an effort to continue to maintain the high interest from their employees, this year, apart from the inclusion of a blood donation drive FCL incorporated elements of fun through different forms of entertainment.



Local community groups performed dramas (that passed on key health messages), dances and acrobatics. In addition to the vibrant DJ and MC, FCL also invited the Africa Yoga Project to demonstrate simple stretches that employees can perform to avoid musculoskeletal problems. Child centered screening and fun was, also, availed at the Uplands farm.

Using this creative approach, FCL recorded its highest participation, with over 1700 people in attendance at both sites!



💡 Sometimes people need a little encouragement to be more proactive about their health and there is no harm in having fun while doing it.... Remember ‘Fun may just be what the Doctor ordered’!

Crèche Graduation



Graduating class of 2013

As we continue to care for our young children, the FKL crèche hosted an annual graduation party for the children that are ready to join Nursery School. Since this event coincided with World AIDS Day, the occasion which brought together over 50 parents and other staff members incorporated aspects of HIV prevention and education.

Environment

Enhancing Water Management

Recognizing that the long term success of our companies greatly depends on the availability and accessibility to water resources, efficient water conservation and management programmes need to be of importance within business operations and supply chains.

Frigoken Ltd. (FKL), for example, has embarked on implementing multiple water initiatives to assist small scale farmers access sufficient water for efficient and effective farming thereby maximizing yields. Examples include: piloting rain water harvesting units; setting up water pans – currently 1250 farmers have been supplied with material to construct such mini-reservoirs; and development or repair of water furrows to ensure consistent water flow for irrigation.

Apart from ensuring use of the right technique and material, the success of these activities is at-

tributed to the farmers' ownership of the project and the support gained from the local authorities. As a result of these activities loyalty and goodwill is enhanced, productivity is expected to increase and more sustainable farming practices have become possible in areas susceptible to dry spells.



Water pan



Remember to work closely with the community to identify ways to effectively commence or scale up these type of initiatives that will result in a mutual benefit.

Ruaraka Clean Up Day

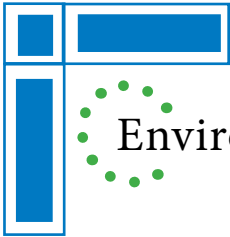
United under the theme “One Community Our Environment”, PFIL and FKL joined the Ruaraka Business Community and Civil Society Organisations in an environmental clean up and tree planting exercise within Ruaraka. This successful event aimed at raising environmental awareness and enhancing better relations with businesses and the local community as well as promoting collective responsibility in order to achieve a cleaner and healthier environment.



Whilst this one day activity demonstrates environmental stewardship, certain

measures need to be put in place with the local government authorities and community to ensure that the work undertaken during this day is maintained and avenues for appropriate waste disposal and recycling are regularly available.





Environmental Awards

Energy Management Awards, hosted by Kenya Association of Manufacturers (KAM), recognizes and celebrates the various innovations/initiatives undertaken to conserve energy and further add value.

The applications are assessed based on: general information on operations; energy policy; planning and implementation of energy management activities; aggregate energy performance; achievements in energy management; innovations and best practises.

2013 saw the highest number of applicants, including Frigoken Ltd. , which was recognised for two awards, namely, 1st Runner up in the large companies 'Fuel Savings' category and the winner of the 'Best New Entrants' award.



Senior Management of FKL receiving the Best New Entrant award

The Resource Efficient and Cleaner Production (RECP) awards are annually organised by the Uganda Cleaner Production Centre (- a joint project of the Government of Uganda and United Nations Industrial Development Organization (UNIDO). Leather Industries of Uganda (LIU) has participated in the programme since 2011.

In the course of the past two years, LIU was found to have drastically reduced the pollution load by 80% and, as a result of adopting various water saving schemes, has reduced water consumption by 60%.

In recognition of these significant efforts, LIU was the winner in the 'Waste Water Management' category and second runner up in the 'Water Use Management' category for the year 2013.

LIU is now is a benchmark for other tanneries in the region



 CONGRATULATIONS FKL and LIU!

Community



Working with communities to improve health outcomes

Kampala Pharmaceutical Industries Ltd. (KPI) is one of the largest manufacturers of quality and affordable essential medicines in the East African region. The Company has a range of over 60 products with several brand leaders such as Kamadol, Flucap and MCG. KPI products are used throughout the East African Community and in South Sudan.

KPI believes in the notion “a healthy public means a healthy nation” and therefore invest a lot of resources on disadvantaged communities around the country in order to improve their quality of life. In return, the communities support KPI products and programmes thus creating a mutual benefit.

KPI, often working with different partners, is aggressively involved in community outreach programmes;

- Running malaria clinics for less privileged communities in rural area
- Sensitising schools on strategies for the prevention of malaria
- Offering medical care to areas that have suffered natural disasters
- Donating essential medicine to many good causes.

The spirit of participating in medical outreaches and donating of medicines is a fundamental part of KPI’s work ethos and in line with its promise of “a commitment to good health.”



Donations of drugs to Mulago Referral Hospital



KPI working with community health staff to give back to the community



Key achievements

1. KPI’s anti-malarials (Kamsidar, Quinine, ACT’s) have treated approx. 3.5 million episodes of malaria during 2013.
2. KPI’s anti-malarial Neosidar has treated approx. 300,000 pregnant women.
3. Formin , KPI diabetes product, has treated 13,000 type 2 diabetic patients for a year (or 13,000 patient years of treatment).
4. Cardipac, KPI’s blood pressure product, has treated 2,000 patients for a year (or 2,000 patient years treatment).

Supporting the local football team

Opportunities to volunteer in community projects and 'give back to society' is often embraced by employees.

For instance, a team of dedicated FKL employees volunteered regularly to train local youth in football during their own time in an effort to nurture talent as well as prevent idleness and avoid High Risk Behaviours.

This small and informal initiative that stemmed originally from personal interest, soon gained support from other external partners resulting in the establishment of a Kasarani Youth Soccer Academy (KYSA) based at the Safaricom Kasarani Stadium targeting children aged 6-23years.



Kasarani Football Youth Team (KFYT)

Of late, the neighbouring companies have provided support; FKL donated training equipment and PFIL donated branded t-shirts and shorts. This provides a mutually beneficial opportunity such that the grassroots team gains new football kits and PFIL builds community relations while promoting its brands, gaining nationwide exposure via league games as well as obtaining publicity through different media.



GM of PFIL donates branded Peptang kits to KYSA



Encouraging employees to provide input on types of activities as well participate in these community activities (in a consistent manner) will improve employees' perceptions of the company, resulting in improved motivation, loyalty and commitment to the company.

Enhancing Learning Opportunities

Leather industries of Kenya (a leather tannery) and African Leather Industries Ltd. (manufacturer of finished leather products) hosted several groups of primary and secondary school students from across the county.

Maintaining stringent health and safety regulations, staff provided a brief overview of the companies and the processes as the students

toured both the factories.

The visits aim to showcase the leather value chain in a fun and interactive manner. Students acquire firsthand experience and appreciation of the manufacturing process involved in the production of shoes as well as the requirements and demands of working in an industrial environment.

Enhancing Learning Opportunities (cont.)

The visit also provided students with opportunities to practice skills enquiry, stimulate interest in the sector as well as demonstrate potential career opportunities.

The staff also created awareness about the good livestock keeping and flaying practices, which the students can use in their family owned farms.



When organising such visits ensure that they are carefully planned, have a clear focus and link the visit to the school curriculum. Students appreciate the opportunity to see the operations for themselves as well as interact with employees. If possible, plan activities for them to engage in. This is a good initiative to assist build links with the school and community and enhance the profile of the organisation.

Extending wellness trainings beyond the workplace

Allpack Industries Limited (AIL) Workplace Wellness programme seeks to improve the holistic wellness of employees and the surrounding community.

In a recent effort to respond to community needs, the company was approached to support a particular health promotion need at Mlolongo Primary School, which many employees' children attend.

With the rising prevalence of teenage pregnancies, Sexually Transmitted Illnesses and drug abuse amongst the youth in the area, the school administration requested AIL wellness champions to support Sexual Reproductive Health education and awareness sessions.

Led by the company nurse, informal education sessions were held with class eight pupils to discuss the challenges they face with regards to the

identified areas and jointly explored ways with the students and school administration to consistently engage the students in various activities to avoid such high risk behaviour and seek help when needed.

The company will work with the school administration as well as other external partners to ensure that the messages disseminated during this session and the positive behaviour adopted by the students will be reinforced and rewarded to maintain behaviour change.



AIL Nurse facilitates health session

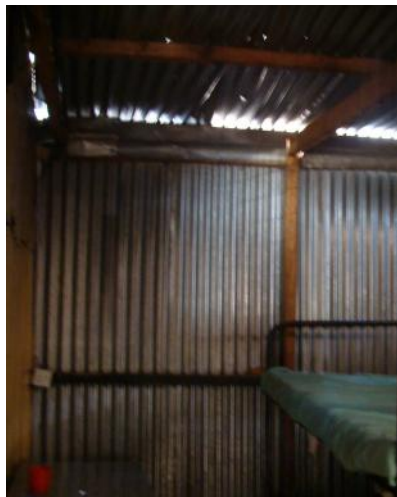
Innovative Bottle Project

It takes centuries for bottles to disintegrate and even then, they do not biodegrade and only break down into small fragments over time. We often see the eye sores of littered plastic bottles almost everywhere; along the roads, landfills water ways, gutters, rivers and oceans.

There is an ever growing need to recycle and reuse plastic bottles so as to reduce our impact on the environment. In an effort to address this need, FCL partnered with one of its suppliers (Sealed Air) to carry out two innovative projects using PET bottles at Christ Church Children's Home. Employees, including senior management, from both companies (and WPL) came out in large numbers committed, driven and enthused to work together to contribute towards enhancing the quality of lives of the children at the home.

The first project involved installation of day lights. Initially, the label on 1.5L PET bottles was removed and the empty bottle filled with water and some bleach. The water inside refracts the sunlight (creating, in testing, the light of a 50 watt light bulb) and the bleach prevents algae from growing ensuring clear water for longer. The filled bottles were pushed halfway through cut out holes 2ft by 1ft steel sheets and silicon was placed around the edges. These were later placed through holes in the corrugated roofs, ensuring half the bottle was left outside and the other half protruded into the house.

The difference in before and after the light features were placed was simply amazing!



Before daylights were installed



After daylights were installed



Making of the daylights

Innovative Bottle Project (cont.)

The second project involved commencing the building of a structure for the washroom facility. The plastic bottles were filled with a simple mortar (of soil and cement) and substituted for bricks. The filled bottles were stacked together using the same mortar and wire to hold them in place. This is indeed a very cost effective and long lasting way of construction!

To add to these affordable and environmentally friendly long term initiatives, an expert in permaculture

was present to assist with the planting of trees in the compound and will work closely with the staff and children to grow vegetables in the small compound for daily use.



The bottle project is a great example of the benefits associated with harnessing the potential of partnership between corporations and civil society to find innovative and practical solutions to social and environmental challenges.



Laying bottles to form the wall



Feel free provide us with any feedback on the Newsletter. Was the content beneficial? Do you have any suggestions for improvements and content for future issues?

Kindly send your comments to: nushin.ghassmi@ipskenya.com.