

# SUSTAINABILITY:

Sharing Best Practices

Issue 5, June 2015



# IPS



## Editorial Note

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As we continue to bring Sustainability (CSR) into the mainstream and not simply view it as an afterthought, we need to ensure that we follow through on our commitments and reflect on whether or not the intended impact has been delivered.

We are gradually seeing the benefits of the activities we engage in and the recognition of such benefits is being felt among both internal and external stakeholders. We can take pride in these achievements and go on to reinforce our efforts to make a greater and more sustainable impact.

In this issue we have introduced the sharing stories from our beneficiaries so that you can hear it in their words whether or not our activities are in fact of value to them.

## Workplace

### Celebrating Birthdays

Celebrations in a workplace often bring staff together enabling them to socialise, build and strengthen relations as well as acknowledge personal and company achievements. Recognising staff on their ‘special day’ is a great form of motivation and celebrations can be done in a multitude of ways.

At KPI, for instance, the employees with birthdays in February had the opportunity for a free and interactive session to share experiences at the workplace as well as daily life situations among others. These particularly gave the staff members a sense of how their roles interweave with the larger goals of the company in order to take pride in the importance of their work

and to be the best that they can be. By sharing this experience, the staff were empowered and geared towards working together to make the vision of KPI into a reality.



*KPI employees celebrate their birthday*

## Sustainability (CSR) Workshop

A first for IPS, and soon to be a regular event, a CSR workshop was held in March 2015. The activity brought together IPS project companies from both the industrial and infrastructure sectors across East Africa, and saw a brilliant exchange and sharing of ideas and best practices among the participants. The workshop facilitated sharing within the IPS group as well as learning from CSR leaders in the region including: Sealed Air, Serena Hotels, KCB Foundation, and Coca Cola among others.



*2015 IPS CSR Workshop participants.*

The workshop concluded with the presentation of the first IPS Sustainability (CSR) award, which recognizes excellence in Sustainability (CSR) among the IPS group companies. Performance was judged on the basis of: management commitment to the CSR; activities implemented that are beyond compliance—particularly those that are sustainable and address a need; a consistent committed and functioning CSR committee; demonstration of promoting employee volunteerism; involvement of strategic partners (internal and external) and consistent and timely work plans and reports.

The 2014 winner was Kampala Pharmaceutical Industries Ltd - **Congratulations to the entire KPI team!**



*Ms. Ademnson receives award on behalf of KPI from Mr Gulam, COO, IPS*

## AKDN Wellness Champions

Mr. Raphael Maingi of Leather Industries of Kenya Ltd. and Ms. Consolate Ademson of KPI were recognized as the AKDN Wellness Driver of the Year, 2014 for the Kenya and Uganda Chapter. AKDN received many submissions but these two drivers stood out for their remarkable efforts and energy in leading the wellness agenda at the workplace. They have organised several wellness activities including sensitisation workshops, health screenings and community outreach activities.

The workplace wellness programme is entirely volunteer-managed and executed. The main motive for these enthusiastic volunteers, who truly own the programme, is to contribute towards enhancing employee wellbeing by empowering employees to make their own wellness decisions and creating a supportive environment for them to do so.

As we applaud Mr. Maingi and Ms. Ademnson for a job well done, we extend praise and congratulations to the respective wellness members as well as LIK and KPI management for their support in this programme!

## “An Hour That Changed My Life”



*Allpack employees attending a health talk*

“Allpack Industries Ltd. held a health talk focusing on stress management in February this year that changed my life for better. No one knew what I was going through in the beginning of the year but I kept thinking of which way to take in life since it seemed and felt so tough on me like never before, but when I saw a memo for stress management I thought this might be my chance to see a light at the end of a tunnel.

Apparently I was surprised God had just led me to the right forum. I was so devastated, with my life challenges on my shoulder I just needed to talk to someone, but I feared to share....When the speaker started talking I felt like I needed to hear and slowly

I was getting solutions to my problems, I did not have money....my children were being sent home for (lack of) fees, my wife and I were expecting our fourth child, and we had not bought few essentials....When the speaker touched on “sometimes you need side hustles just relive stress and get something more” I thought that was what I needed to hear. I immediately started selling food stuffs to my friends.....and though I have not been getting much I feel relieved of so many things I used to lack. With our baby coming up we ready for him/her. My children are going to government school, and life seems better, thanks to the one hour session I attended.

Thank you Allpack Industries management and the Company Nurse for organizing such a talk..... keep on you don’t know how many lives you change by these simple talks.

God bless Allpack industries management and CSR team.”

*Anonymous (employee of Allpack Industries)*

## Fresh Vegetables for Our Creche

While parents are hard at work, the staff at the Alltex Crèche look after employees’ children of early years, providing them with a supportive environment for their development.

Recently, the crèche staff and parents put up a kitchen garden besides the crèche to supply fresh and nutritious vegetables including spring onions, tomatoes, sukuma wiki and spinach for the preparation of healthy meals for the children. In doing so, this initia-

tive has also helped reduce the operational costs of the facility.



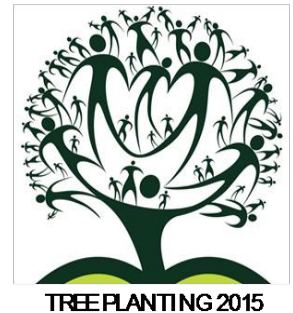
*Alltex kitchen garden*



# Environment

## Tree Planting Activities Across The Companies

With the Slogan: “Seven Billion Dreams. One Planet. Consume with care” World environment day was celebrated on 5th June to raise global awareness to take positive environmental action to protect nature and the planet Earth. IPS companies were not left out commemorating this day.



## “One Child One Tree”

Wire Products Ltd staff joined the students and teachers of both Ofafa Jericho Primary School in the morning and St. Michael Primary School in the afternoon to plant trees.



*Students planting trees in their school compound*

A total 1020 seedlings including fruit and indigenous trees were planted in the school compound.

Using the “One Child One Tree” approach, each student will take care of a tree planted.

In October, WPL will follow up to assess the survival rate and award the school with the highest tree seedling survival rate.



*Tree seedlings offloaded by WPL staff at the schools*

## TLL Printing & Packaging Tree Planting

TLL Printing & Packaging Ltd. also held their tree planting exercises at Keko, Chan’gombe Demonstration Secondary School, Wailesi and Miburani Secondary Schools.

A total of 690 fruit and indigenous trees were planted between the period of January and May 2015.

## Rehabilitating Muvaa River

Frigoken Limited held their annual tree planting exercise on 25th April 2015 in Machakos along the Muvaa River as part of a larger project that aims to rehabilitate the Muvaa River.



*Section of the Muvaa River*

Frigoken worked in conjunction with an active CBO, the Kithima-Muvaa Green Basin Group. With the combined effort from staff of FKL, LIK, PFIL as well as the community members and representatives from WARMA and RUA; 10,000 seedlings were given directly to this project.

An additional 10,000 seedlings were given to FKL out growers and other beneficiaries within the larger area.



*Staff and community members planting trees*



## PFIL Tree Planting

Premier Foods Industries Limited commemorated World Earth day by planting mainly mango and native trees in Makueni County at Syunguni Primary School; involving both teachers and students



*Students from Syunguni Primary School planting trees*

PFIL involved the Makueni GK Prison and the Allfruit (yellow passion fruit) farmers in separate tree planting exercises.



*Tree planting at GK Prisons*



# Community

## Rehabilitation of Community Water Points

The burden of fetching water by the women of Gira Village in Nyapea Sub- County has now been washed away thanks to WENRECo. Women and children endured the trip of over 2kms daily with heavy loads of water on their heads.

In the past few months, WENRECo embarked on a project to protect of three spring wells and rehabilitate one borehole in the village. On identifying the sites with the help of the district water office, WENRECo engaged the three communities in the locality to sensitize them on health benefits of clean water and set up rules for using

the different water points. Through this project the community now have easy access to water, improved sanitation facilities and availability of water for irrigation of their farms.



## Frigoken Furrow Repairs

Frigoken with the support of the communities in Nyeri, Kirinyaga, Embu and Muranga regions participated in well deepening, furrow and water drainage repairs due to the recent heavy rains experienced in the regions. The water project will directly impact over 700 Frigoken out-growers.



*Farmers and staff repairing drainage in the farms*

Applying a cost share model to enhance community ownership of the projects, Frigoken

provides support by supplying items like PVC pipes, sand, gunny bags, among others while the farmers and the community in turn provide labour and follow up on maintenance.

In an effort to synergise with other IPS companies, Allpack Industries also donated 2,000 polypropylene sacks for these water projects.



*Farmer deepening furrows*



## Health Outreach

In collaboration with the Athi River Shalom Community Hospital, Allpack Industries held a free medical camp for the students of both Mlolongo Primary and Secondary Schools - these are community run schools with students from low income families.



*Health Professionals attend to the students*

A total of 225 students benefited from the exercise with 2 emergency cases being rushed to the hospital for specialized care and 13 referrals given to the students needing further medical attention. The Allpack CSR committee will ensure that the referrals are used and further treatment is received.



*Allpack staff assisting with registration of the students*



## Community Clean Up

On April 25th people across the globe take part in a wide range of activities to mark World Malaria Day. The PFIL Sustainability team took to Kasabuni Slum in Ruaraka to create awareness about malaria prevention and cure.

The PFIL CSR committee members mobilized the community, who were represented by the County Council, Kariobangi waste management alliance and the local neighbourhood members. Together they cleaned the environment by clearing polythene bags and empty bottles in the aim of unblocking the drainages. The community was also advised on the importance of maintaining a clean environment to avoid harboring mosquitoes.

The PFIL team also donated mosquito nets to the community.



When conducting outreaches, include other partners and leverage on their expertise to ensure a successful activity.



*PFIL staff and the local community participate in a clean up event, working closely with the local authority*



## A Little Kindness Can Change a Man's Destiny



A little kindness can change a man's destiny. I am a true testament of the phrase thanks to the wonderful people at Farmer's Choice Ltd. The year 2004 was especially special to me for I moved from a near academic catastrophe to a journey that would make me look back and marvel at how a chance meeting can change a person's course of life forever.

I had endured a tough life in Form two at Kagumo High School and almost dropped out of school owing to not only lack of school fees but also bus fare and money for basic toiletries. This got to a point where the school administration could not even send me home for school fare, as this would force them to lend me the fare required. During this time, my siblings and I were staying at Christ our Refuge Children's Home in Kahawa Sukari following the passing on of our single mother. I never contemplated dropping out of school even as the future became bleak with each passing day. I knew my moment will come. I somehow believed my brighter days lay ahead. All this changed one December afternoon thanks to Farmer's Choice Ltd. The company through Yvonne Mbairi Munge, Catherine Kamau and a battery of other staff members visited us at Christ Our Refuge Children's Home as part of the company's Corporate Social Responsibility on 7th December 2004. This day will remain engraved in my heart for as long as I live. Apart from being the day I ate my first sausage, it was my day with destiny.

What transpired that day changed my life forever. I woke up on 7th December a desolate young man with no purpose in life but slept a blissful, focused and

energized man who wanted to be a doctor even more. I slept assured that my dreams were now valid. The company had decided to pay my Form 2 fees arrears and the whole of Form 3 school fees! I was the happiest man alive. I was literally over the moon. I remember unable to control my emotions when being interviewed by Catherine. I purposed from that day on to turn my life around and make the sponsorship worthwhile.

With my school fees assured, I was now capable of concentrating in school and I improved instantly from an average student to a top-performer. Thanks to the sponsorship, I was ranked as the best student from our school after 2006 KCSE (Mean Grade A 83 points) which earned me a place at Kenyatta University's School of Medicine where I enrolled in 2008 for a Bachelor's degree in Medicine and Surgery (MBChB). Prior to my admission in 2008, Farmer's Choice Ltd once again came to my rescue and made my medicine dream blossom by offering me a scholarship to cover my entire 6-year medical course. During the entire period, I have enjoyed the love, wise counsel, encouragement and genuine concern from the entire Farmer's Choice Ltd fraternity. Special appreciation to Farmer's Choice Ltd management past and present who made it possible for the ten (10) years that Farmer's Choice Ltd has been supporting me. I am indebted to wonderful people like Jim Taylor, Yvonne Munge and Mike Anderson just to name a few.

There are no enough words to express my gratitude for how you transformed my life. I wonder how I would have ended up if 7th December 2004 did not happen. I am indebted to you. You inspired me to help others by giving back to the community in the small way that I can. In campus, I was heavily involved in Rotary International activities. I purpose to help continually other needy students get a chance to transform their life just as you have done for me.

I will graduate with a Bachelor's degree in Medicine and Surgery (MBChB) on 19th December 2014.

I believe we will accomplish much together.

God bless Farmer's Choice!

*Dr. Simon Mugi*

## Farmer Awards

Employing an inclusive business model, Frigoken Ltd. engages over 70,000 small scale farmers in its supply chain. Annually, the company recognises and awards the top 3 farmers from across the 7 regions that FKL out growers are based. Farmers are selected as per their performance in terms of yield and frequency of plantings and are awarded with water pumps and water storage tanks.



*Frigoken CEO, Mr. Dostmohamed, presents a certificate to farmer and family*

“We are grateful to be working with Frigoken. They are always here for us not like other companies who come and go.”

“From the beginning to the end of our crop, the Frigoken staff are very supportive and even help us beyond the beans we grow for Frigoken.”

*Farmer award beneficiaries*



*Frigoken staff and farmers during the award ceremony*

## Donation of Pipes

Access of clean piped water to the Viwanda Street Community is now a reality thanks to Moshi Leather Industries Ltd. The pipes donated by the tannery will assist over 1,300 residents who have had trouble accessing clean piped water.



*MLI staff offload the pipes for the local community*



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