

JADE ISSUE | NOVEMBER 2023

CORE

CUT AT THE TRIM MARKS

COVER TO BE SHORTER AS SHOWN ON PROOF AND PDF

Note from Amit, Group CEO

As we step into the final quarter of a year that's proven to be demanding and full of challenges, I want to take a moment to speak from the heart. This year, we've seen our economy grapple with the rising cost of living, a weakening currency, and a scarcity of dollars. It's a challenging landscape, no doubt, but it's in times like these that we truly discover our mettle.

Our company's foundation goes back to the 1940s, and while that history is something to be proud of, it's not an excuse for complacency. In fact, it's quite the opposite. It's a reminder that we've weathered storms before and come out stronger. In these trying times, we can't afford to be lethargic. We need to be persistent, resilient, and more committed than ever to staying relevant in our market.

So, what's the way forward? I firmly believe it's through innovation and collaboration. We must be flexible and innovative in our approach to work. Remember, every challenge also presents new opportunities. Let's think as one and devise creative solutions to better serve our customers.

Efficiency and cost control are more critical now than ever. We need to be diligent in managing our resources, optimizing processes, and finding ways to reduce

costs wherever possible. This will not only secure our financial stability but also open up new avenues for growth.

Our customers have always been at the heart of what we do. Their needs are changing, and we must respond in kind. Let's redouble our efforts to understand them better and continue providing exceptional value.

We're a team, and we're in this together. Support your colleagues, share your knowledge, and collaborate. Together, we are a force to be reckoned with, far stronger than any individual effort.

Yes, there will be tough moments that unsettle us, but remember, challenges are temporary. We'll endure and emerge even more resilient on the other side. However, it's not just about enduring; it's about doing things differently, with the energy and will to adapt and thrive.

I have unwavering faith, belief and trust in our abilities. Together, through collaboration, strong leadership, and an unyielding determination to succeed, we shall achieve our mission.

Thank you and God Bless.



A handwritten signature in black ink, which appears to read 'Amit'.



CONTENTS

Our Philosophy

'WE ENCOURAGE. WE SUPPORT. WE GROW BY POWERING EACH OTHER'S STRENGTHS.'

Ramco Group is a family of passionate and diverse people who work together to achieve excellence in all that we do. We empower each other to pursue our passions, to learn new skills, and to grow as individuals and as a team.

We support each other through challenges, celebrate achievements, and share a common vision. We grow by powering each other's strength, by collaborating across diverse sectors, and by creating value for our customers and communities.

As a Ramco Group employee, you can work with some of the best minds in your industry, learn from their experiences, and to contribute your own ideas. You also have access to world-class facilities, resources, and training programs that will help you develop your career and achieve your goals.

We appreciate your hard work and dedication. We are here for you.

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For any feedback on this publication, or if you want to join our editorial team, email us at connect@ramco.co.ke

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RAMCO GROUP



Note from Hasit, Group COO

A Resilient Quarter In Review: Steering Through Challenging Waters

In times of economic uncertainty and mounting challenges, resilience and ingenuity are our greatest assets. As we close this quarter, it is crucial to address the hardships we are facing—currency depreciation, rising costs, and market instability—while shedding light on the steps we are taking to navigate this turbulence.

The Challenges We Face

Our currency is losing its footing, and operational costs are spiraling. The market is fraught with uncertainty, making it imperative for us to optimize every dimension of our business. The need to become lean, reduce inventory, and work smarter has never been more critical.

Empowering Leaders Through Systems

To better equip our leaders in these trying times, we are enhancing our internal systems, creating a robust framework that will give us a competitive advantage. A shining example is the loyalty program that was recently launched at ASL Trading. This initiative not only boosts customer retention but also contributes to better profit margins, proving that focused strategies can indeed create enhanced value propositions.

A Triumph Over Adversity: PPL's Comeback

We are thrilled to announce that PPL will resume full operations at its brand new facility by October.

After suffering significant losses in June 2022, the company is back with better machinery and a compelling value proposition for 2023. This resurgence is a testament to our collective resilience and commitment to excellence.

CSR Initiatives: Making a Difference

Kudos to our CSR team led by Diana for the successful charity drive at Liberty Children's Home. With donations of computers and various essential items from companies across the group, we have taken another step towards fulfilling our social responsibilities and impacting lives.

Looking Forward: Closing 2023 Strongly

As the year draws to a close, let us remember that the best preparation for a prosperous 2024 is to finish 2023 on a strong note. We have shown that we can adapt, innovate, and overcome. Let's carry that spirit into the final quarter and set the stage for a successful new year.

Challenges and uncertainties are a part of any business landscape, but it is how we respond that defines us. With rigorous cost optimization, smart systems, a dedication to social responsibility, and a focus on finishing the year strongly, we are not just weathering the storm; we are learning how to dance in the rain.



A handwritten signature in blue ink, appearing to read 'Hasit', located below the portrait.

platinum packaging Rebuilds its premises

Platinum Packaging has bounced back from a devastating fire that destroyed its facility in Mlolongo, Machakos County, in June 2022.

The company has rebuilt its premises and installed new and advanced equipment that will provide better quality and innovative solutions to its customers. The new equipment includes a high-speed gravure printing machine, a solventless laminator, a slitter rewinder, a pouch making machine, a label printing machine and a recycling machine.

The company's CEO, Mr. Rafael Pires, said that the fire was a setback but has created an opportunity to upgrade and modernize the company's operations, "We are grateful to our customers, suppliers, partners and staff for their support and patience during this difficult time. We are proud to announce that we have resumed our production and we are ready to serve our customers with more efficiency and excellence. Our new equipment will enable us to produce higher quality packaging and labels, as well as reduce our environmental impact by recycling

our waste materials." Mr. Pires added that the company has also enhanced its safety measures and protocols to prevent any future incidents. Platinum Packaging Ltd provides tailor-made solutions for all flexible packaging and labelling requirements, such as pouches, labels, recycling plastics and short run digital printing. It also helps clients to gain significant advantages by guiding them through the whole process of innovation from design, concepts, packaging materials, printing and converting.

Their products serve various industries such as food and beverage, personal care, home care, pharmaceuticals, agrochemicals and industrial sectors.





Livens up its livery and branding

Ramco Printing, a leading printing company in Kenya has recently updated its physical branding to reflect its four divisions: UNO, DUO, HEX and IX.

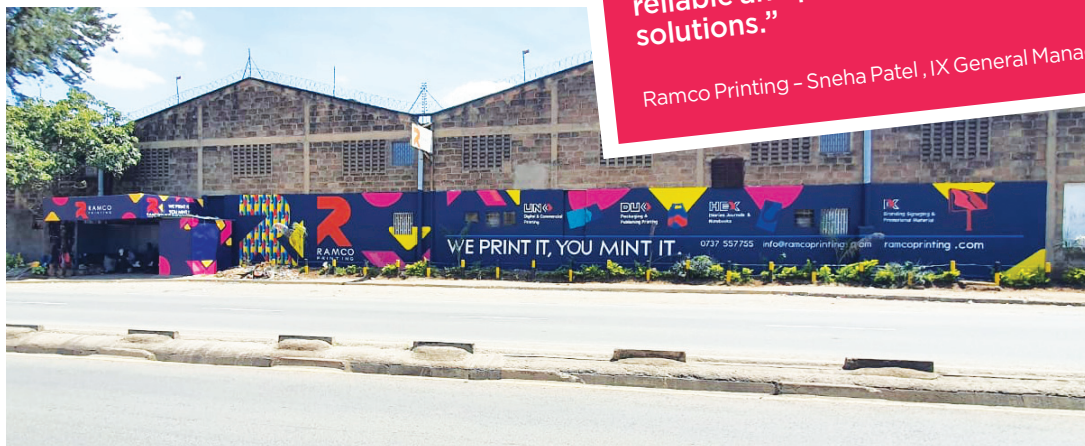
The new branding includes new stationery (letterheads, complimentary slips, and business cards), truck livery, signage and promotional materials. Each division has its own distinctive logo, while maintaining the Ramco Printing identity.

The new branding aims to showcase the diversity and quality of Ramco Printing's services, as well as to communicate its vision of being a one-stop-shop for all print needs. The

new branding also aligns with Ramco Printing's environmental and social governance policies, which emphasize sustainability and social responsibility.

"We are proud to present our new physical branding, which reflects our commitment to excellence, innovation and customer satisfaction. We believe that our new branding will help us stand out in the market and attract more clients who are looking for reliable and professional printing solutions."

Ramco Printing – Sneha Patel, IX General Manager



New name for former ASL Packaging building

IMARA ONE
BUSINESS UNITS



We are thrilled to unveil the transformation of a familiar landmark! Formerly home to ASL Packaging Ltd, we proudly introduce Imara One, the reimagined hub of innovation and excellence. Imara One has undergone a remarkable metamorphosis and now is a the premier destination for cutting-edge commercial and package printers' solutions.

Nestled at the junction of Imara Dima off Mombasa Road, Imara One now houses three industry-leading powerhouses - Die Cutting Experts Ltd, Flexoworld Ltd, and Ramco Printing Works Ltd - IX.

The cutting-edge facilities boast state-of-the-art technology, setting new standards in the printing industry. From precision die-cutting to versatile flexographic printing, and everything in between! The spirit of innovation doesn't stop at the doors of Imara One. It extends to our teams, who are passionate about pushing the boundaries of printing excellence, with a shared vision to deliver top-notch quality and unmatched service.

As we celebrate this new chapter, visit the team at this facility and learn more about the offering.



flexoworld Ltd

WE HAVE MOVED >>>>



Flexoworld has relocated to a new and improved premise in Imara One, at the Imara Dima junction off Mombasa Road. The move took place in April, after Flexoworld outgrew its previous location in Ramco Group Industrial Park.

The new premise is bigger which can accommodate new equipment and expand production capacity. It also shares a common reception with Die Cutting Experts, that serves the same market segment. This creates an opportunity for synergy and collaboration between the two businesses.

The facility reflects Flexoworld's commitment to quality, innovation and customer satisfaction. The team is excited about the move and looks forward to welcoming its clients and partners to its new home. The contact details remain the same and you can reach them on phone or email as usual or visit their website flexoworld.co.ke for more information.

Congratulations to Flexoworld on this milestone and we wish them all the best in their new location!



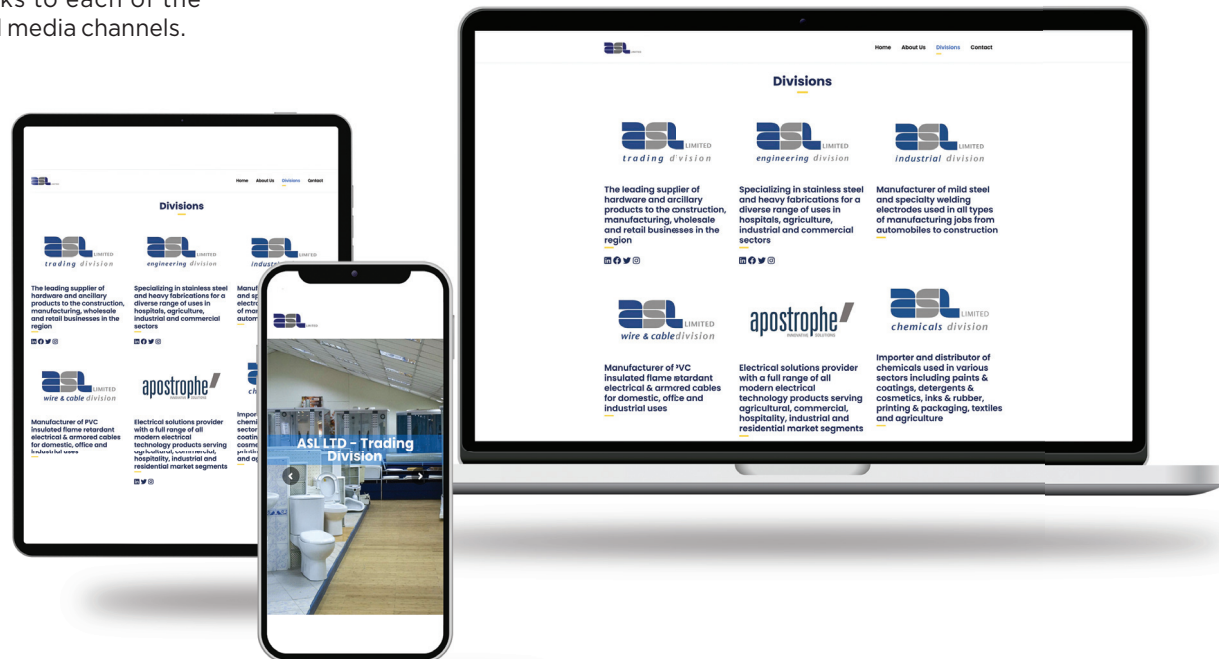


New Website Launched - asl.co.ke

ASL Ltd, comprising of the six divisions, has recently launched its updated website asl.co.ke to showcase its presence in the diverse industries.

The new website features a modern and user-friendly design, with easy navigation and access to information about ASL Ltd's products and services, links to each of the divisions websites and social media channels.

ASL Ltd are delighted to launch the updated website, which reflects our diversity, quality and professionalism. We hope that our website will help us reach out to more customers and stakeholders who are looking for reliable and innovative solutions in industries in which we operate.





Feted by Kissflow for Customer Success

We are thrilled to announce that Ramco Group has been recognized by Kissflow for our automation system. Kissflow, a leading provider of cloud-based workflow automation software, featured us on their website as one of their top clients who've been able to fully harness the power of the platform. This recognition is a testament to the team's hard work and dedication.

'The Group uses Kissflow to set up processes across all departments, from IT to Finance. Nicholas Githinji, a Project Manager at the Ramco Group and one of Kissflow's customer champions, confirmed that Kissflow gave Ramco Group the visibility needed to understand the daily operations across these departments.' the article read

We believe that exceptional customer service is essential to our success. We are committed to providing our customers with the highest level of support and service, and we are honored to be recognized for our efforts.

We are grateful to our customers for their support and trust in us, and we will continue to strive for excellence in all that we do. Thank you to Kissflow Customer Success for this honorable mention, and we look forward to continuing our partnership in the future.



Merges with



ICT Africa Consulting Services Ltd has joined forces with Sai Office Supplies Ltd Kenya to become one of the leading providers of ICT solutions in the region. This is a milestone in their journey, that started in 2012, when ICT Africa was founded as a consulting firm specializing in ERP integration and dashboards.

In 2015, we expanded our team and services by bringing in the ICT support staff from Sai Office Supplies, who had been serving the Ramco Group for years. Since then, we have grown our portfolio and expertise to offer end-to-end support and consultancy services for various ICT needs, including power solutions, cooling solutions, security services, and more. Now, in 2023, we are ready to take the next step and merge with Sai Office Supplies Kenya, our long-time partner. This merger will bring many benefits for both our clients and our employees, such as; economies of scale and operational efficiencies, wider database of clients and network of partners, larger and more diverse team of professionals, richer and more innovative portfolio of services, and seamless and integrated service delivery.

The merger process has been completed at the end of Q2 2023 and we will keep you updated on the transactional changes that might affect your individual organizations. We are confident that this merger will strengthen our position in the market and enhance our value proposition for our customers. We look forward to continuing to serve you with excellence and passion.



Launches showroom in Lavington

Kitchens & Beyond are delighted to announce the launch of a new showroom – dubbed Kitchens & Beyond Express, situated on the First Floor at Lavington Curve along James Gichuru Road in Nairobi.

Kitchens & Beyond Express is a lifestyle showroom where you can explore and enjoy the world-class brands that Kitchens & Beyond exclusively offers in Kenya. These include Kohler, Snaidero, Novamobili, Caesar, and Azzurra. The showroom has a variety of products and services, such as kitchens, wardrobes, tiles, vanities, and more. You can also benefit from the convenience of ample car parking space, an elevator facility, and ventilated spaces at the mall.

The launch of Kitchens & Beyond Express is a proof of the company's vision of providing quality products and services to its customers and stakeholders. Kitchens & Beyond invites you to visit the showroom and discover the beauty and functionality of its truly superior interior solutions.



Annual Sale: Redefining Excellence

Our inaugural annual sale underscored our unwavering commitment to customer satisfaction. The sale offered clients remarkable pieces at competitive prices, but also reaffirmed our dedication to quality, customer service, and outstanding delivery. Feedback from the sale resounded with undeniable approval. The perfect blend of competitive pricing and premium offerings left customers feeling valued and content. This strategic move demonstrated our ability to meet market demands while upholding our standards of excellence.

But that's not all – we took a leap forward with a groundbreaking marketing campaign for our esteemed brand, Kohler. This iconic campaign, brilliantly endorsed by our brand ambassador Caroline Mutoko, became the town's talk, showcasing our prowess in marketing strategy and execution. Day by day, our influence expands. Our robust online presence speaks volumes about our popularity, boasting the highest social media following in the building materials space. We're trendsetters, and our audience eagerly anticipates our next move – because they know it will be remarkable.





Bounces back after fire tragedy



Sai Office Supplies - Tanzania suffered a setback in 2022 when a fire broke out in one of their warehouses which affected their operations. However, the team exhibited outstanding resilience and resourcefulness, transforming a potential disaster into an opportunity for excellence.

The immediate challenge for the company was to prevent interruptions in supply chain. As a commitment to their customers and with determination to overcome the difficulty, the team at Sai Office Supplies - Tanzania promptly devised a strategic plan to ensure business continued with minimal disruptions.

This swift decision not only demonstrated their adaptability but also highlighted their dedication to fulfilling customer needs even in the face of unforeseen disruptions. The ability to think on their feet enabled Sai Office Supplies - Tanzania to not only sustain their business but also enhance their relationships with customers. By ensuring a continued supply of essential office products, they manifested a commitment to customer satisfaction that surpassed the ordinary.



Bids farewell to Ramco Group



Kentainers Limited, one of our joint venture companies, has successfully exited from Ramco Group as of July 2023. This is a strategic move that will enable Kentainers to pursue its own vision and goals independently.

Kentainers has been a part of Ramco Group since 2010 and has been providing innovative solutions for water storage, food production, renewable energy, and sanitation. The partnership has been fruitful with support in terms of expertise, resources, and synergies that helped growth and market share expansion to reach new customers.

We are proud of the collaboration and friendship that we shared with Kentainers. We thank Kentainers for being a part of our Ramco family and wish them all a successful future. We look forward to maintaining a cordial relationship with them as they move forward with independence and growth.

We also want to take this opportunity to appreciate all the staff who have worked with Kentainers over the years. Your dedication, professionalism, and teamwork have been instrumental in making this partnership a success. We hope you will continue to uphold the Ramco values of excellence, integrity, and innovation in your undertakings.



Night view of
BROADWALK
Discover. Connect. Live.



Projects teamwork at Broadwalk Mall

The latest shopping mall in Nairobi – Broadwalk Mall offers a modern and convenient lifestyle to its customers and residents. The mall features a variety of shops, restaurants, entertainment options, a gym and a swimming pool, as well as luxurious apartments with stunning views of the city.

Behind this impressive development lies a story of collaboration and synergy among several companies from the Ramco Group, and our history of providing quality products and services to the region came to the fore at the Broadwalk Mall project.

The project involved the contribution of five Ramco Group companies, each bringing their expertise and experience to the table. Trio Elevators supplied lifts and elevators for the mall and the apartments, ensuring smooth and safe mobility for the visitors and residents. Multivista Kenya supplied generators for the project, providing reliable and uninterrupted power supply for the complex. ASL Ltd - Trading Division supplied building material for the construction, such as cement, steel, glass and paint, ensuring durability and aesthetics for the structure. Kitchens & Beyond supplied sanitary wear and tiles for the bathrooms and kitchens, adding elegance and functionality to the spaces.

The Broadwalk Mall project is a testament to the strength and diversity of the Ramco Group, as well as its commitment to excellence and customer satisfaction. The project showcases how Ramco Group companies can work together to create value and deliver solutions that meet the needs and expectations of the market. The Broadwalk Mall is not just a shopping and residential complex, but a symbol of Ramco Group's vision and values.



Launches 'Tujenge na ASL' Loyalty Program

ASL Ltd – Trading Division have launched a new loyalty program for their valued customers called 'Tujenge na ASL' (Let's Build with ASL). This is their way of showing appreciation and rewarding customers for their loyalty and support, and to attract new customers. It is easy to register for the 'Tujenge na ASL' program, all a customer needs is to visit the branch and submit their mobile number and instantly start earning points on every purchase they make. Clients on the loyalty program will be able to redeem against purchases made at any ASL Trading outlets.

The program has been launched as a pilot at the Lusaka Rd branch on 1st September 2023 and has received positive feedback from both customers and staff. The plan is to roll through the rest of the branches in the coming months, and we will keep you updated on the progress and the results. The continuous dedicated efforts of staff and support from clients are the reason why ASL Trading Division is a trusted and respected name. Join us in spreading the word about the loyalty program to our customers and letting them know the benefits of 'Tujenge na ASL'. Together, we can make this program a rewarding and enjoyable experience for everyone.

Indeed the 'Home of Hardware' is now truly the 'Home of Rewards'!



www.asltrading.co.ke

ASL LIMITED
trading division

**KARIBU
TUJENG
NA ASL**

LOYALTY REWARDS

Get points for shopping at any of our stores and pay less on your next visit. Register to TUJENG NA ASL and earn rewards.

Lusaka Road, Head Office
52, Lusaka Road Industrial Area
Pilot line: +254 20 698 3000

Terms & Conditions apply

**TUJENG
NA ASL**

Launches new innovative products



Krona Plastics has introduced a captivating range of new products that will revolutionize the offering to our clientele.

Our brand new 20Lt buckets offered in screen print, in-mold labeling (IML) and heat transfer film (HTF) options. Now also offering expanded in-mold labeling collection to include 4Lt and 1Lt buckets, designed with precision and innovation to cater to specific customer requirements. Krona Plastics is the only manufacturer offering the 20Lt bucket with the paint manufacturer's name intricately engraved onto the body, and the first-ever customized 4Lt bucket handle.

IML, is a cutting-edge technique that embeds labels directly into the product during the molding process, ensuring unmatched durability and aesthetics. On the other hand,



HTF, a high-quality printing method that provides vibrant graphics and designs, setting our products apart from other. These additions empower our clients with a comprehensive range of choices for their packaging needs.

Additionally, another new product is the 10 kg foldable crates, meticulously crafted to facilitate seamless transportation of vegetables and fruits for export. Efficiency and sustainability are at the core of this product, exemplifying our commitment to global standards.

With these new offerings, Krona Plastics is poised to make waves across various sectors. Our clients will experience unparalleled convenience, enhanced product appeal, and reliable packaging solutions that embody our unwavering dedication to excellence.





Introduces CAT6 cables

ASL Cable, is proud to announce the launch of UTP CAT6 network cable that will enhance its offerings to the industry.

UTP CAT6 network cable is a high-performance cable that supports data transmission speeds up to 10 Gbps. It is ideal for networking applications such as LAN, WAN, VoIP, CCTV, and video conferencing. ASL Cable's UTP CAT6 network cable is made of solid bare copper and meets all international standards requirements.

It is available in 23AWG and 24AWG, to suit different customer needs.

With these new product lines, ASL Cable aims to provide its customers with more options and solutions for their wiring and networking needs.

In line with commitment to meet customer expectations a four-line electrical conduit extruder was commissioned, increasing the production capacity of electrical conduit

NEW PRODUCT
CAT6
HIGH SPEED UTP NETWORKING CABLE

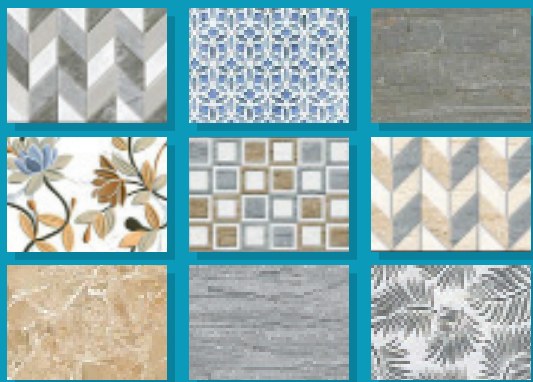


pipes. These conduit pipes are made of high-quality PVC material and come in various sizes and are easy to install and compatible with most fittings and accessories.

ASL Cable is committed to delivering quality products that meet the highest standards of performance, safety, and reliability To learn more about ASL Cable's new products, visit their showroom on Lusaka Road or contact their sales team on 0719767149 or email sales@aslcables.co.ke.



Launches new premium range of wall tiles



In May 2023, Ramoda launched their Ken Tiles brand wall tile range in 300mm x 450mm size both in matt and glossy finish. This product is known as rectified tiles and is a unique premium brand in the market in this category.

The wall tiles are designed to bring a touch of elegance and sophistication to any space. With their unique rectified tiles, you can now enjoy a seamless finish that is both modern and stylish. Our tiles are made from high-quality materials that are durable and long-lasting, ensuring that you get the best value for your money.

We understand that our customers and end-users want nothing but the best. That's why we have designed our wall tiles to be easy to install and maintain, making them ideal for residential, commercial and retail application. With our range of tiles, you can create a space that is not only beautiful but also functional.

Get your hands on our tiles today and experience the difference for yourself!



NEW PRODUCTS & SERVICES

Gets KICD approval for VEDA mathematical sets and calculators

At the core of Veda's mission lies a dedication to enhancing student learning and academic performance. Veda has officially obtained approval for its Mathematical Sets and Scientific Calculators from the Kenya Institute of Curriculum Development (KICD). Veda's successful approval from KICD demonstrates its unwavering commitment to empowering learners with high-quality resources.

KICD's rigorous evaluation process and endorsement of Veda's Mathematical Sets and Scientific Calculators reflect the alignment of the materials with the national curriculum's learning objectives. This ensures that students have access to resources that complement their coursework and contribute to a more holistic educational journey.

This endorsement exemplifies Veda's commitment to empowering educators and enhancing student learning experiences.



Unveils a creative wonderland of VEDA brand watercolours

The Sai Office VEDA brand has launched a new range of watercolours that offer different features and effects which aims to inspire artists. The new collection includes Premium and Artistic Watercolours.



Premium Watercolours come in packs of 12, 24 and 48 colours, and have fine, flexible-tip pen that allow for precise and versatile work which can be used to layer, blend, and create gradients. Artistic Watercolours come in packs of 18, 24 and 36 colours and have a unique fan shaped design that showcases a variety of colours, including shimmering and metallic shades which can be used to create stunning and unique artworks.

VEDA new product offering includes 'Premium Extraa Dark Pencils' that produce intense blacks, and water-based powder paints that can be customized to suit the artist's vision. These new products are designed to empower creative expression and nurture the potential of every learner, artist, and professional.

Safarilink Launches new flight schedule for Zanzibar

Zanzibar is one of the most popular coastal destinations in East Africa, offering stunning beaches, rich culture, and diverse attractions. Whether you want to relax on the white sands, explore the historic sites, or enjoy the vibrant nightlife, you can find it all in these tropical paradises.

Safarilink now has a new flight schedule, allowing easy travel between Zanzibar and Mombasa, and onward to Nairobi. Safarilink Aviation, Kenya's premier safari airline, connecting you to the best safari, beach and business destinations within Kenya and across the border into northern Tanzania.

The updated Zanzibar-Mombasa flight schedule provides convenient air travel options for exploring Zanzibar and Mombasa, with connections to their other destinations via Wilson Airport. The flights are operated by Bombardier Dash 8 and Cessna Caravan aircraft, which are well suited for landing on the 'bush' airstrips common in the game parks.

Both schedules permit connections to and from our safari destinations. You can also enjoy the benefits of Safarilink's frequent-flyer program Safari Bonus, which rewards you with free flights for every 10 flights booked.

*Make your booking today at
flysafarilink.com*

The daily flight schedule is a below:

LOW SEASON SCHEDULE (APRIL, MAY & NOVEMBER) Validity: 1st November – 15th December

Flt No.	ROUTE	DEPARTURE	ARRIVAL	FREQUENCY
045	Wilson - Mombasa	1400 hrs	1510 hrs	TUE, WED, SAT.
046	Mombasa - Wilson	1630 hrs	1740 hrs	

Flt No.	ROUTE	DEPARTURE	ARRIVAL	FREQUENCY
045	Wilson - Mombasa	1400 hrs	1510 hrs	MON, THU, FRI, SUN.
045	Mombasa - Zanzibar	1610 hrs	1655 hrs	
046	Zanzibar - Mombasa	1725 hrs	1810 hrs	
046	Mombasa - Wilson	1910 hrs	2020 hrs	

HIGH SEASON SCHEDULE (JUNE – OCTOBER / DECEMBER)

Validity: 1st June - 31st October / 16th December - 31st December

Flt No.	ROUTE	DEPARTURE	ARRIVAL	FREQUENCY
043	Wilson - Mombasa	0645 hrs	0755 hrs	TUE, WED, SAT, SUN.
044	Mombasa - Wilson	0825 hrs	0945 hrs	

Flt No.	ROUTE	DEPARTURE	ARRIVAL	FREQUENCY
043	Wilson - Mombasa	0645 hrs	0755 hrs	MON, THU, FRI
043	Mombasa - Zanzibar	0855 hrs	0935 hrs	
044	Zanzibar - Mombasa	1005 hrs	1045 hrs	
044	Mombasa - Wilson	1145 hrs	1300 hrs	

Flt No.	ROUTE	DEPARTURE	ARRIVAL	FREQUENCY
047	Wilson - Zanzibar	1400 hrs	1530 hrs	DAILY
048	Zanzibar - Mombasa	1600 hrs	1640hrs	
048	Mombasa - Wilson	1740 hrs	1845hrs	



MULTIVISTA Hosts marketplace at Broadwalk Mall



Dignitaries who presided at the event.

Multivista Kenya Ltd successfully hosted a marketplace event to showcase its latest technologies, solutions and core capabilities in the space of Captive Power, Compressed Air, Industrial Refrigeration Compressors and Packages, Process Gas Compressors, Process Chilled Water and HVAC Chiller Solutions.

The event held on 17th February 2023 at the Broadwalk Mall featured demonstrations and networking opportunities as attendees had

the chance to meet with industry experts from across the region and learn about the latest technologies, best practices and challenges in the market.

The company honored to have the Deputy High Commissioner of India, Rohit Vadhwa, IFS preside over the event which was open all day and had a variety of products such as Generators, Chillers, Compressors amongst other industrial solutions.



Deputy High Commissioner of India, Rohit Vadhwa, IFS opens the event in the presence of Mr. K. R. Patel, Ramco Group Chairman

They had set up stalls for 6 suppliers and 3 Ramco companies namely Trio Elevators, ASL Ltd Apostrophe Division and ASL Ltd Engineering Division.

The marketplace event was a successful exhibition with over 200 visitors and was possible due to the support of Principals Rockwell Automation, Kirloskar Oil Engines, SPP Pumps & Kirloskar Chillers.

KEBS certification of specialized electrodes

ASL Ltd - Industrial Division have obtained KEBS certification for seven more types of electrodes, under the 'Maruthi' brand. These electrodes are hard facing (HF350, HF500 & HF600), stainless steel (308L-16, 309L-16 and 316L-16) and cast iron (FN-55). They join the existing range of KEBS certified electrodes from ASL Ltd - Industrial stable, which include mild steel and low hydrogen electrodes.

These electrodes are made with the best quality and performance standards, using advanced technology and equipment, are ideal for various applications and industries, such as mining, construction, engineering, fabrication, chemical, food and marine. These products provide excellent protection against abrasion, impact, corrosion, cracking and distortion which creates strong, ductile and machinable welds.

ASL Ltd - Industrial is not only a leader in quality, but also in innovation. They are always creating new innovations and solutions to meet the evolving needs and challenges of the industry. The team is proud of its achievements and aims to serve its customers with continued excellence and innovation in the future.



and KEPSHA join forces for academics excellence



Sai Office and Kenya Primary School Heads Association (KEPSHA) signed a MOU on 15th June 2023, at the Golden Tulip Hotel in Westlands, to promote educational excellence in Kenya. Sai Office offered to provide the 'Wabebe Na Veda Exam' packs at discounted prices for secondary and primary school candidates.

The packs contain essential materials such as a mathematical set, a clipboard, an eraser, pencils and pens. Sai Office's CEO Mr. Anand Dave said that the partnership aimed to empower teachers and students regardless of their financial circumstances.

KEPSHA's regional chairman Mr. Njoroge Ithagu said that the collaboration would usher in a new era of education, where teachers are empowered and students are inspired.

The MOU marked the beginning of a transformative journey for the two organizations and Kenya's education landscape.



RAMCO GROUP Holds Business Performance Meet at Trademark Hotel

Company leadership is constantly striving to grow and improve the organizations. Whether it is increasing revenue, expanding market share or launching new products and services, they are always searching for ways to drive sustainable growth.

At the Business Performance meet held on 18th February at the Trademark Hotel, insights and strategies that can help us achieve our growth goals were shared in addition to 2022 recap.

This was to build a strong foundation for long-term success. In attendance were leaders from all verticals and this presented an opportunity to meet and share common experiences. This was the first post-COVID19 meeting. Key speakers included Group CEO Amit Patel, Group COO Hasit Patel and Group HR Director Dennis Nyongesa.

Key discussions included a customer centric approach where businesses must focus on delivering value to customers.



This means understanding their needs and preferences and developing products and services that meet those needs in a unique and compelling way. It also means providing exceptional customer service, building strong relationships, and earning the trust and loyalty of our customers.

Another key point was the need to innovate. This entails taking calculated risks, testing new ideas, and embracing new technologies and approaches that can help us stay ahead of the competition in varied verticals.

It also necessitates building a culture of innovation and creativity within our organizations and encouraging teams to think outside the box and push the boundaries of what is possible.

Thirdly, we must focus on building a strong and diverse team. This means recruiting the best talent, providing ongoing training and development, and creating a culture of inclusivity and respect. It also means fostering a sense of ownership and accountability among team mates and empowering them to

take ownership of their work and contribute to the success of the organization.

Companies and group leadership is committed to continuous improvement and optimization. This calls us to measure and analyze our performance, identify areas for improvement and implement strategies to drive efficiency and effectiveness. It also means staying up-to-date with the latest trends and best practices and being willing to adapt and evolve as the market and our customers' needs change.



Kentainers team receive recognition for exceptional performance



Kitchen & Beyond team were recognized for their achievements in the past year



Seema Raval from Travelshoppe awarded for 2022 performance



Bharat Patel of ASL Ltd – Trading Division receives recognition



Broekhof clinched the IFTEX 2023 Platinum award for best stand Non-Perishable at IFTEX 2023 held on 6th- 8th June at Oshwal Centre, in Nairobi. This achievement is a testament to our teams' hard work and dedication.

Visitors and exhibitors from all over the world were impressed by the innovative floristry packaging solutions, that showcased the latest collections and shared the sustainability vision, while interacting with our customers and partners.

The IFTEX 2023 had the highest number of attendees and exhibitors ever. The show was followed by an annual networking cocktail event on 6th June. It was a great opportunity to strengthen relationships, exchange ideas and celebrate success.

'All in all, this was the most successful edition of the International Floral Trade Exhibition! We want to thank everyone who made it possible - our amazing staff, our loyal customers, our supportive suppliers and our fantastic hosts!'

In a world where tiles and ceramics have become integral to architectural design, we hosted a team of architects from Architectural Association of Kenya (AAK) for exciting journey to visit Ramoda Ceramics Ltd.

The factory welcomed a 65-member team with its bustling atmosphere, filled with the aroma of clay and the sounds of machinery. The guided tour took them through the various stages of tile production, unveiling the craftsmanship behind each piece.

The factory's commitment to innovation was evident in the integration of modern technology. High-tech machinery ensures precise forming and finishing of tiles, expanding the possibilities for architectural design.

Quality control processes play a vital role in ensuring the factory's commitment to excellence. Every tile undergoes meticulous inspections, guaranteeing dimensional accuracy, color consistency, and durability. The team of architects acknowledged the significance of these stringent measures in bringing design visions to life and ensuring client satisfaction.

The visit unveiled the artistry and innovation that shape the world of tile production, as attendees witnessed the synergy between architects and the manufacturing industry.





Hosts Amethis Investor Week delegation



In the spirit of fostering international investment and promoting economic growth, we were honored to host French investor Amethis on a site visit to Ramco Group Industrial Park on Tuesday 23rd May as part of their Investor Week. The visit strengthened ties between the prominent investor and Ramco Plexus companies.

Among the guests were key personalities like the French Ambassador to Kenya and Somalia H. E. Mr. Arnaud Suquet and Amethis Senior Partner Mr. Luc Rigouzzo. The team arrived at our industrial park with a delegation of professionals from various sectors. Ramco Group Industrial Park (RGIP) along Mombasa Road and serves as a hub for our diverse range of companies. With the focus being on Plexus partnership, the event was fulfilling with a presentation by Ramco Group CEO Mr. Amit Patel.

During the visit, Amethis executives enjoyed the interactive sessions aimed at fostering dialogue, exchanging insights, and



establishing key relationships. The visit allowed the investor to foster promising investment prospects across the Plexus companies with the delegation exploring new opportunities in print and packaging industry. The visit served as a platform to promote bilateral cooperation and exchange knowledge and expertise in addition to boosting investor confidence in the region where we operate.

Amethis' visit to RGIP during Investor Week marks an important milestone in strengthening the ties between the investor and Ramco Group. With the foreign investment Plexus companies



Ramco Group CEO Mr. Amit Patel gifts a personalised token to H.E. French Ambassador to Kenya and Somalia Mr. Arnaud Suquet

stand to benefit from accelerated growth, job creation, and technological advancements.

Strikes Silver in Turkish Airlines Bowling Tournament

Travelshoppe, one of Kenya's leading travel agencies, has proven its excellence not only in the travel industry but also in the bowling arena. The agency's team of three bowlers clinched the second spot in the Turkish Airlines Bowling Tournament, beating several other teams from Kenya.

The tournament was held in Nairobi on 17th March 2023. The tournament was created by Turkish Airlines, the national flag carrier of Turkey, to foster co-operation and communication between travel agencies across the country and the globe. The best team from each country qualified for the Grand Final, which took place in Istanbul. Travelshoppe's team, composed of Mary Wambui, Kelvin Njenga, and Ravi Tank, displayed remarkable skill and teamwork throughout the tournament.

The team expressed their joy and gratitude for their achievement, saying that they were proud to represent Travelshoppe in such a prestigious event. They also thanked Turkish Airlines for organizing the tournament and providing them with a memorable experience. They said they were looking forward to the next tournament where they aim to clinch the 1st place.



Travelshoppe management congratulates their team for their outstanding performance, saying that they were a testament to the agency's culture of excellence and passion.

With offices in Nairobi and Nanyuki, we offers a range of services including flight tickets, holidays, tours, safaris, and visa application assistance.

Book your next travel plan by visiting www.travelshoppe.co.ke or call +254 20 5148700.



Sponsor Rhino Charge 2023



Ramco Printing Works and ASL Credit were proud sponsors of the Rhino Charge 2023, an annual off-road 4x4 competition that raises funds for the conservation of Kenya's mountain range ecosystems.

The event, which took place on 3rd June 2023, in Nkoteyia, Samburu County, was a huge success, attracting 55 entries and raising a remarkable KES 173 Million for the Rhino Ark Charitable Trust.

The participants had a thrilling experience, driving their 4x4 vehicles across challenging terrain, visiting several checkpoints while covering the shortest possible distance.

They also had the opportunity to witness the stunning scenery and diverse wildlife of Samburu County, as well as interact with the local communities and learn about their culture and traditions. The highlight of the event was the presence of H.E. President William Ruto, who graced the occasion with his presence

and commended the organizers, sponsors, participants and supporters for their efforts in promoting environmental conservation and community development.

'We would like to thank all our staff, partners, customers and stakeholders for their support and involvement in making this event a memorable one. We look forward to continuing our collaboration with Rhino Ark and other organizations that share our vision of creating a sustainable future for Kenya.'



Shines at the 24th Nairobi International Book Fair

Ramco Printing won two prestigious awards at the 24th Nairobi International Book Fair, which was held from 27th Sep to 1st Oct 2023 at the Sarit Centre Expo Hall. The book fair, which had the theme 'Nurturing Talents Through Publishing', attracted over 50 exhibitors and thousands of visitors from Kenya and beyond.

Ramco Printing participated in the book fair with highlight of two of its divisions: DUO, which offers publishing and packaging printing solutions, and HEX, which manufactures diaries, journals and notebooks. They were honored to receive at their booth the Chief Guest - Hon. Aden Duale EGH, MP who signed a copy of his book 'For the Record', which was printed at Ramco Printing.



Hon. Aden Duale signs a copy of his autobiography, 'For the Record' when he visited the Ramco Printing booth at the Nairobi International Book Fair.

Ramco Printing bagged two accolades - Best Medium Size stand award and the Best Stand in Creativity and Visual Appeal award. These awards recognize excellence in displaying products, engaging with our customers, and promoting the brand. Ramco Printing is honored to receive these awards and thank the organizers, partners, and visitors of the book fair for their support and appreciation.

This achievement is a testament to the teams' hard work, dedication, and innovation in the printing industry, who are committed to providing high quality print solutions that meet the needs and expectations of our clients. We are also passionate about supporting the growth and development of the publishing sector in Kenya and beyond.



Received Most Resilient Distributor 2022 Award - MEA

In a conference held at Sharm El Sheikh, Egypt on 11th June 2023, Sai Office Tanzania, was recognized by American Power Conversion (APC), a global leader in power and cooling solutions, with a prestigious award - the Most Resilient APC Distributor in MEA region. This award stands as a testament to Sai Office's unwavering commitment to innovation, customer satisfaction, and transformative impact in the Tanzanian market.

The CEO Mr. Harit Gandhi said "Sai Office Tanzania's journey to the APC Award has been one defined by unwavering focus on excellence. Our partnership of more than 15 years with APC solidifies our commitment to empowering businesses and institutions with top-of-the-line solutions, ultimately driving growth and success in the region."



Host 2023 International Spelling Bee Championship



Rick Oigo from Moi Primary School lifted aloft after achieving 1st Place.



Laura Wabomba from Nairobi Primary School receives her prize for 2nd Place.

Kenya National Spelling Bee and teamed up with Kidato International School in Lavington for an extraordinary event – the first-ever International Spelling Bee Championship held on 10th June 2023.

The event was a dynamic educational opportunity where participants explored new words and expanded their vocabulary, enhancing their literacy skills and was open to all primary school learners from across the Nairobi metropolitan region. The championship attracted 116 spellers from diverse counties, including Nairobi, Kiambu, Kajiado, Meru, and Nakuru, who engaged in friendly competition of over 500 English words.

The championship crowned three champions; 1st Place – Rick Oigo from Moi Primary School, Kabarak; 2nd Place - Laura Wabomba from Nairobi Primary School; and 3rd Place – Mathew Njue from Moi Primary School, Kabarak. These exceptional spellers received trophies, certificates, and gift hampers.

Beyond the spelling bee excitement, the event offered calming activities like arts and crafts sessions, providing participants with a creative outlet for relaxation, which celebrated learning, creativity, and community support.



Takes young minds on a creative adventure with VEDA brand

Veda, a Sai Office brand of art and educational products, participated in the Akili Kids Treasure Hunt, a fun-filled event for children and families that took place at the Ngong Racecourse Nairobi on 29th April 2023. The event involved finding clues and solving puzzles to win prizes and goodies, as well as enjoying live performances, games, food, and entertainment.

Veda showcased its wide range of products and had interactive art and crafts activities. Over 700 kids explored and interacted with Veda's products, which included colourful art

supplies and innovative educational materials. Children and adults alike let their imaginations soar and transform blank canvases into colourful masterpieces. The young artists explored painting and drawing, assisted by skilled art instructors. They also got to take home their creations as souvenirs.

Veda's participation in the event was aimed at supporting young minds and fostering a love for learning and creativity. Veda believes that creativity is a vital skill for children's development and success in life.





Extends a hand to Liberty Childrens' Home



In a heart-warming display of compassion and commitment, Ramco Group Companies extended a hand to Liberty Children's Home on two significant occasions, leaving an indelible mark on the lives of the young residents.

Event 1: 8th July 2023 - An Unforgettable Introduction

On a sunny Saturday afternoon, members of Ramco Jamii embarked on a journey of compassion, arriving at Liberty Children's Home with open hearts. The day began with an immersive tour of the home, offering a firsthand

glimpse into the lives of the children residing there. A vibrant exchange ensued as our team interacted with the kids, creating an instant connection that transcended boundaries.

The generosity of Ramco Group Companies' staff shone bright through their donations of clothes, shoes, and financial contributions via the dedicated CSR Mpesa paybill number 4095969. These funds were instrumental in procuring new beddings, including blankets, bedsheets, and mosquito nets, transforming the sleeping quarters into cozy havens of comfort.

Swift action was taken to address urgent needs, such as fixing electrical faults and ensuring a wholesome dinner for the children. Moreover, the collective effort managed to rally additional funds for essential medical care, aiding one young boy on his journey to recovery.

Event 2: 12th August 2023 - Enabling Education and Empowerment

Ramco Group Companies continued its unwavering support for Liberty Children's Home through a fundraising event whose proceeds help nurture the children's educational

aspirations. The donations made during this event played a pivotal role in easing the financial burdens faced by the young students at Second Grace Primary School. The school's subsidization of fees became an avenue for these children to access quality education, and Ramco's contribution further solidified the children's path to a brighter future.

Embracing the Future Together

These heart-warming initiatives are just the beginning of a long-standing partnership between Ramco Group companies and Liberty Children's Home. The needs of the children align seamlessly with our CSR pillars, encompassing education, food, health and sanitation, and environmental conservation. The desire for mentorship and regular visits from Ramco Jamii further underscores our commitment to being a beacon of support and inspiration.

Witnessing the transformational impact of our involvement, Eliud, one of the young boys at the home, expressed his heartfelt gratitude and pledged to strive for excellence in his education. Representatives of Ramco Jamii shared their enthusiasm for continued engagement, expressing a desire to explore further volunteering opportunities and deepen the connection with the home, given its proximity to Platinum Packaging Ltd, in Mlolongo.

A Future of Possibilities

Looking ahead, Ramco Group companies are committed to nurturing the children's dreams beyond material contributions. Plans are underway to organize enlightening career talks, opening doors to the vast array of opportunities within the group, while providing a glimpse into the dynamic landscape of the future of work.

As we reflect on these transformative experiences, Ramco Group companies remain steadfast in its dedication to being a source of light and hope for the children at Liberty Children's Home. Together, we embark on a journey of empowerment, education, and enduring change.





Yammer is now Microsoft Viva Engage

Ramco Group is dedicated to investing in employee engagement platforms, providing a space for all our team members to explore new talents, learn and develop skills, acknowledge outstanding colleagues, offer and receive feedback, and participate in health and wellness activities. This platform also serves as a valuable hub for staying informed about the latest happenings within our organization.

Our chosen platform for fostering this engagement has been Microsoft's Yammer, which has proven to be an essential tool, particularly during the COVID-19 pandemic. It enabled us to effectively disseminate information and gather insights from our dedicated employees.

Now, we're excited to share that Yammer has evolved to offer even more nuanced engagement features. Say hello to "Viva Engage," the revitalized version of Yammer that made its debut in March 2023. Embracing the changing landscape of the modern workspace, Viva Engage comes with enhanced features while retaining the familiar functionalities we've all come to appreciate. Accessing the platform remains as straightforward as before.

For a deeper dive into these changes, we invite you to jump to the platform.

Thank you for being an integral part of Ramco Group. We remain committed to providing you with the tools and resources that contribute to your growth and success within our organization.



Various trainings conducted by Learning & Development

Learning and Development (L&D) committee has a mandate to reinvigorate the learning culture within the group by providing engaging and collaborative trainings that cater to different learning styles and needs. The trainings aim to empower the workforce to leverage on the skills acquired in executing their tasks and to provide a strategic advantage to the organization.

Some of the trainings conducted by L&D include Leadership & Accountability for Heads of Departments (HODs) at ASL Packaging and Effective Supervision at Ramco Printing Works Ltd. These trainings have resulted in improved

collaboration, engagement, communication, and confidence among the teams, as well as a more comfortable working environment where information sharing is encouraged.

L&D also recognizes the importance of certification and appreciation for employee engagement and learning retention. Through Ramco Jamii, L&D committee and appreciation team have issued certificates and rewards to the employees who completed the trainings. This has increased the uptake and completion of training, especially with eLearning, which has benefited both the organization and the employees.





HR Director's message



Dennis Nyongesa

As the later part of this year accelerates, we have witnessed a surge in emotional instability for most Kenyans. High cost of living and additional taxation has not made the situation better.

This calls for a strong support system around each one of us. As we navigate personal and professional uncertainties together, it's essential to acknowledge the emotions that may arise in these trying times – stress, anxiety, frustration, or even anger. While these feelings are natural responses, they can adversely affect our well-being, productivity, and relationships. Therefore, fostering a sense of unity and belonging is crucial.

Leaders are encouraged to facilitate frequent townhall meetings to foster open communication and feedback. We are all part of a diverse family that shares common values and goals. Supporting each other is vital for coping, learning, growing, and succeeding. By celebrating achievements, respecting

differences, and communicating openly and constructively, we can nurture harmony in our organizations.

Finding a work-life balance is essential for our overall well-being. While we value your hard work and dedication, it's equally important to prioritize self-care. We encourage you to relax, recharge, and pursue your hobbies. Setting realistic expectations, managing time efficiently, and maintaining happiness, health, and fulfillment are key.

In our commitment to enhancing communication, we plan to introduce more anonymous and confidential feedback channels. Your input regarding challenges, needs, suggestions, and experiences is invaluable.

This information will guide us in refining our policies, practices, and processes to create a better workplace for all. Ramco Group's HR office is here as part of your support system. We've established various channels for feedback, including email addresses (talktous@ramco.co.ke and confidential@ramco.co.ke), a Qualtrics Survey (see the QR

Code), and a toll-free number (0800724866), all ensuring your confidentiality.

We have also initiated wellness talks and trained wellness champions to bolster our emotional support system. If necessary, we can refer cases for specialized assistance, but seeking help is the first step.

Lastly, we urge you to maintain hope for the future. Change is inevitable, and past experiences have shown that we can overcome challenges together. We have demonstrated resilience, courage, and optimism, thanks to our strong foundation, talented team, and supportive culture. Together, we have the potential to succeed.

In conclusion, please reach out to us, share your feedback through our existing channels and any new ones we implement. Your voice is essential in our collective journey towards better well-being and success.



Welcomes new leaders to the team



KANYI GITONGA
CHIEF EXECUTIVE OFFICER



Kanyi is the new CEO of Ramoda Ceramics. He has a strong background in architecture, operations, and supply chain management, with degrees from University of Nairobi and University of Liverpool. He has worked as a Commercial Director at Bamburi Cement Ltd and a Supply Chain Manager at Deutsche Post (DHL – Supply Chain). He has also been a Chairman of Bamburi Retirement Scheme and Director of Nondescripts Rugby Football Club.

Kanyi is passionate about making a difference, competing, and building successful teams.

Interests: Kanyi is a former rugby player. He enjoys cycling, travelling, and IT.

Expectations: He aims to create a culture of growth, agility, and excellence at Ramoda Ceramics. His vision is to be the leading tile producer in the region. He plans to expand into different market segments, both locally and regionally. He aims to align the sales with the production capabilities, improve margins, and compete with other industry players. With Kanyi at the helm, Ramoda Ceramics is looking to deliver quality products and a positive customer experience to the construction market.



MARK LUDLOW
CHIEF OPERATIONS OFFICER



Mark Ludlow is the new COO of ASL Packaging, a company that specializes in corrugated packaging and expanded polystyrene (EPS). Mark has a rich experience in the packaging industry, having worked at Smurfit Kappa in the UK and United Carton Industries in Saudi Arabia. He is passionate about continuous improvement, team development, and leadership.

Mark has identified the organization's need of direction, guidance, leadership and an urgent turnaround plan which he has pursued to deliver. He is working hard to stabilize the business, onboard new team members, and make the organization fit for the markets it wants to serve. He sees a huge untapped potential in ASL Packaging and wants to take it to the next level.

Interests: Mark describes himself as a lifelong Manchester City supporter and he would regularly attend their matches. In his spare time, he also enjoys relaxing and watching football. To him, life is a journey.

Expectations: With Mark on board, ASL Packaging is ready to face the challenges and embrace opportunities in the local and regional markets with a motivated team and a supportive leadership.



VICTOR MIRINGU
CHIEF OPERATIONS OFFICER



Victor joins as COO at Sintel Security Print Solutions. He is a seasoned professional with over 20 years of experience in the security printing industry, and was previously working in various capacities at De La Rue, a global leader in banknotes, passports and secure product identifiers. He has extensive knowledge and expertise in delivering high-quality products and services to meet the needs of governments, banks and commercial organisations.

Interests: Victor is also a passionate runner, athlete and photographer who loves to explore the outdoors and capture the beauty of nature. He has participated in many challenging races across the world, including a run up and down Mount Kilimanjaro and Mount Kenya. He is an inspiring athlete who pushes his limits and enjoys the adventure.

Expectations: He is looking forward to working with the team and leading the company to new heights of excellence as he believes that Sintel Security Print Solutions has the potential to become a regional leader in security printing, serving various sectors.



ANU KHANNA
HEAD OF FINANCE & COMMERCIAL

Anu is a Chartered Accountant from India with two MBA degrees and a certification in Private Equity and Venture Capital. She has over 15 years of senior finance experience in various sectors and countries. Anu is proficient in SOPs, financial models, EBITDA maximization, asset optimization, budgeting, forecasting, reporting, audits, and fundraising.

She is also good at team building and collaboration.

Interests: Anu enjoys exercising, cooking and reading novels.

Expectations: Anu wants to deliver value, achieve growth, and face challenges in her new role. She also plans to build a strong team and help the organization and its employees succeed.



TONNY JOSEPH
CHIEF EXECUTIVE OFFICER

Tonny re-joins Ramco Group, having worked as a General Manager - Promo for over 10 years. In addition to his role as CEO of Panthera Publishers, he will also support Ramco Printing Works Ltd - DUO, HEX and IX divisions, and Wild Elegance Africa Ltd in various aspects. He brings years of experience and knowledge on production efficiency and customer satisfaction.

Tonny is passionate about creating new and innovative products, such as hard case, promo items, packaging, and commercial products.

Interests: Tonny enjoys travelling, bike riding and reading.

Expectations: He aspires to expand Panthera's market base beyond Africa.



DIANA OMANGA
CUSTOMER LOYALTY MANAGER

Diana has a solid background in loyalty marketing, project management, and corporate management, with degrees from KCA University and an advanced diploma in business management. She has over 15 years of experience in various roles in the manufacturing sector, working on customer loyalty and digital projects.

Diana is passionate about problem-solving, creating value, and developing new ideas and strategies.

Interests: Diana loves spending time with her family, playing table tennis and singing karaoke.

Expectations: She aims to create and implement effective customer loyalty solutions that enhance customer retention and satisfaction.



PARAS SHAH
GENERAL MANAGER

Paras holds a Diploma from Western Australia and over 20 years of experience in operations and organizational management in various industries. He has worked in retread tyres, retail fuel stations, aluminium and glass fabrication, and lubricant businesses.

He is passionate about achieving goals, problem solving, creativity, innovation, and team motivation.

Interests: Paras is passionate about discovering new innovations, reading motivational content, watching documentaries, wildlife and nature and playing golf.

Expectations: Paras is looking forward to working in a friendly and enthusiastic team and raising the bar at ASL Limited - Industrial Division.



ANKIT GUPTA
DIRECTOR

Ankit has been appointed Sai Office Director in Uganda. He joined Sai Office - Kenya in 2012 and has over a decade of experience in various roles, demonstrating excellence and leadership. He has been a pillar of support for the organization through challenges such as COVID-19 pandemic and economic crises.

Interests: Ankit finds solace and inspiration in hobbies like listening to music, watching and playing cricket, and watching inspirational movies.

Expectations: In his new role, he has set clear expectations for himself including consistently delivering on commitments to stakeholders, ensuring a high level of customer service to build trust and encouraging staff involvement in decision-making whenever possible.



AMIT JHINGAN
GENERAL MANAGER

Amit has over 17 years of experience in garment business, having worked in various roles regionally. He has experience in production planning, scheduling, and has also implemented various initiatives to improve productivity, efficiency and quality.

Interests: Amit is an avid cricket fan and player, having participated in cricket leagues locally and internationally. He also enjoys travelling and spending time with his family.

Expectations: He aims to use his expertise and skills to deliver high-quality products to the customers, foster a culture of teamwork, innovation, and excellence among the staff and partners of Wild Elegance Africa.



TARUN KHANNA
CHIEF OPERATIONS OFFICER

Tarun has a remarkable academic and professional background in finance and accounting. He holds a Chartered Accountant degree, a CMA (USA) certification, MBA-Finance degree from Belgium, and is also a CPA (Uganda).

He has worked in the finance sector in various corporate organizations. Tarun is driven by his passion for simplifying processes, making a positive impact, and growing in all spheres of life.

Interests: He enjoys listening to music, going to the gym and travelling.

Expectations: He is eager to excel in his new role and contribute to the organization's success. He is also keen to learn from the Group's experience and expertise and enhance his skills further.



MORNE KARSTEN
CHIEF OPERATIONS OFFICER

Morne joined Die Cutting Experts Limited in June 2023 and is responsible for overseeing operations and management in the role of Chief Operating Officer. He has a wealth of experience in the printing industry, having worked for over 20 years in various roles and countries in the corrugated and offset printing industry.

He is passionate about innovation and quality in the printing sector and aims to make Die Cutting Experts the leading provider of laser dies in the region.

Interests: Morne is a passionate 4x4 off-road enthusiast, who loves travelling and wildlife.

Expectations: He is looking forward to working with the teams to achieve his vision.



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