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Issue 13 | November 2018



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RAMCO GROUP PUBLICATION

A Note from Amit, Ramco Group CEO



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Our purpose to excel in every sector we operate in is the driving force that moves Ramco Group forward. After a challenging 2017, this year has seen a better economic climate, both in general and for the Group. However, we have not reached the ideal levels because the current economic climate is tough, where new demand for Ramco Group's products and services in the market is low, while cash flow isn't optimal. But, here at the Group, I want to remain optimistic because we are pushing forward slowly, but surely.

As we continue growing, I'm pleased to welcome two new companies to the Group: Multivista Kenya and Panthera Publishers. While Multivista Kenya sources and distributes diesel generators and air and refrigeration compressors, Panthera Publishers manufactures and markets book making services and premium paper products such as notebooks, journals and diaries under its leading brand, Footprints.

In line with the President's Big Four Agenda to increase the manufacturing GDP from 9.2% to 20% by 2022, we must encourage higher demand through efficient practices and producing higher-quality manufactured products. I see it as a time to set aside our differences as individual companies to come together as Ramco Group to ensure that our nation prospers.

Our determination for success is evident and thus, I want to encourage all of us to align with the Group philosophy: "Every Relationship is Family, and Family Comes First", so we can work towards developing an interactive, teamwork-based culture focused on our core values: honesty and integrity, commitment and innovation.

Amit Patel



"Coming together is a beginning, staying together is progress, and working together is success." – Henry Ford



CONTENTS

A Bit of History

With over 45 companies in its portfolio, Ramco Group has grown over the years, stepping into different industries. In this segment of the Core Newsletter, we highlight one of the many companies under the Group's wide umbrella. In this 13th issue, we feature ASL Trading Division.

Established in 1954, ASL Limited - Trading Division has grown to be the largest building material supplier in East Africa with five comprehensive showrooms in Nairobi (Industrial Area, Lavington & Westlands), Juja and Mlolongo.

ASL Trading offers a wide variety of general hardware, building materials, brassware, sanitary ware, bathroom products, wood products, steel products among other domestic and industrial electrical goods. With the skills to maintain a customer-centred approach to business, the company provides a high level of service coupled with quality goods at competitive prices to the construction, manufacturing, wholesale and retail businesses, in addition to developers and NGOs.

ASL Trading is a key distributor of global hardware and ancillary brands from Europe, America, Africa and Asia, such as Cobra, Grohe and Laufen, among others.

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Core

RAMCO GROUP PUBLICATION

Greetings from Hasit, Ramco Group COO

Leadership can be broad in its understanding as it means different things to various people. In the transformational leadership model, leaders set direction, create aspiring visions and in doing so, they guide and motivate others to shine in or rediscover their talents. As COO of Ramco Group, this definition resonates with me as I focus on the Group's overall development. While leaders must set direction, they must also provide tools and management skills in guiding their people to the right destination in a smooth, efficient way. This is where Aria comes in.

Aria is a cloud-based, customer-built platform that provides a framework to plot a business' course from the big vision into strategies and into projects and tasks that make that vision a reality. By dividing the big vision into smaller, manageable components, our people will begin to pull in the same direction towards a common goal that we all will be in sync with. While we work on implementing

this new system, Ramco Group has continued growing with two new additions to the group: Multivista Kenya under Ramco Ekon and Panthera Publishers under Ramco Plexus.

As our expansion plans continue to take effect across our six sectors, the Group's leadership focus remains on maximizing our employee's growth, strategy, impact and productivity whilst providing a warm, inviting environment for them.

Lastly, we are in the process of launching our CSR initiative. It's not a just a fashionable ethical business for us but an actual start-to-finish continuous commitment for sustainable environmental developments.



Hasit Patel





A joint venture between Ramco Group and Panthera Arts and Graphic India, Panthera Publishers manufactures and markets premium paper products and book making services within East Africa.

Passionate about bookmaking, Panthera Publishers led by Manisundar Nallaswamy, operates in a fully equipped 10,000 sq. ft. manufacturing facility in the Mudher Industrial Complex off Mombasa Road in Nairobi, Kenya. The bookmaker makes custom bound books as per corporate needs. Panthera Publishers also produces notebooks, journals



and diaries under the renowned brand, Footprints and the innovative paper products are then distributed across Kenya, Uganda, Rwanda, Burundi and Tanzania.

With a core focus on quality, consistency and on-time delivery, the Panthera team members are continuously aiming to improve the company's business practices, in line with working on product development and environmental responsibility.

Please welcome Panthera Publishers to the Ramco family.



Manisundar Nallaswamy, the Managing Director of Panthera Publishers, shares with us a few insights.

What inspires you in your industry?

The joy of customers from using paper products truly inspires me to work hard to create high-quality, value-adding paper products.

What is your background / experience?

With an educational background of B.Sc. in Science and Masters in Business Administration, I have over 22 years of experience in designing, product development and marketing of premium paper products. After playing a key role in establishing the Nightingale paper brand in India, I ventured into Kenya with Panthera Publishers to produce premium paper products under the brand, Footprints.

What should the team expect from you?

I enjoy evolving product and marketing strategies, so I want to drive growth by constant innovation and teamwork.



RAMCO Welcomes MULTIVISTA Kenya

A joint venture between Ramco Group and Multivista Global, has led to the incorporation of Multivista Kenya Ltd.

The company sources and distributes diesel generators, air and refrigeration compressors, chillers from Kirloskar and Industrial UPSs from Consul Neowatt Power Solutions for clients in the hardware and construction sectors across East Africa. The company will be operating from an 8,500 sq. ft. facility in Atlantis Business Park off Mombasa Road

The launch was held at Trademark Hotel on Friday, 3 August 2018, where Her Excellency



Ribbon cutting ceremony by R.R. Deshpande & Kirit Patel (Group Chairman)

Mrs. Suchitra Durai, High Commissioner of India to Kenya, was the Chief Guest with executives from Multivista Global, Kirloskar amongst others.



(L-R) T. Ramamurthy, Director of Multivista Kenya, Shrikant Pataskar, R. Chandramouli, Kirit Patel, Group Chairman, H.E. Mrs. Suchitra Durai, High Commissioner of India to Kenya, R. Shankar, Chairman of Multivista Global and R. R. Deshpande, Joint Managing Director of Kirloskar Oil Engines.



S G Balachandran the General Manager of Multivista, shares with us a few insights.

What inspires you in your industry?

The opportunity to serve the industry by offering quality products is what motivates me to work hard in this industry.

What is your background / experience?

As a mechanical engineer, I have 28 years of experience in handling various industrial products such as generators, air compressors, pumps, bearings, refrigeration compressors, electronic weighing systems etc.

What should the team expect from you?

As a team player, I will support the team in each and everything they do. They can expect me to function as a leader with followers, not as a manager with subordinates.

Sai Office Wins APC Distributor Award

Sai Office Supplies Uganda recently won the Star Performer 2017 - Uganda award for performing the best amongst all distributors in Uganda and Rwanda at the APC Awards held in Dubrovnik, Croatia on 18 April 2018.

Having won this distributor award annually since 2012, Jeeten Rajani, Director of Sai Uganda, says, "This award motivates us to do more and keep achieving more accolades, since it's in our blood now to keep winning".

APC is the world's largest UPS power supply manufacturer and is represented throughout

East Africa by Sai Office. This respected award is a symbol of Sai Office Uganda's determination and customer-focused vision.



TRAVELSHOPPE • GlobalStar
Bringing the world to your doorstep

Wins at AIG Annual Sales Awards

Travelshoppe won a Top in Sales Award from AIG Insurance for the year 2017-2018 at the AIG Annual Sales Awards which saw various top insurance sellers earn awards. The Travelshoppe team was presented this award at their offices.



Gets ISO Certification



Ramco Printing Works Ltd. has received ISO Certification 9001:2015. This prestigious certification demonstrates the company's ability to consistently provide print, packaging and promotional materials that meet customer expectations and applicable statutory and regulatory requirements in line with ISO standards.

An important quality management certification, ISO 9001 is based on several management principles including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement.

The certification is updated every few years to keep up with changes in the way industries work. Some of the key updates in ISO 9001:2015 include improved applicability for services, increased leadership requirements and an emphasis on risk-based thinking to enhance the application of the process approach.

Ramco Printing will continue offering high quality products and services in line with their vision to be their clients' most progressive partner in bringing the best brand exposure across Africa.

Acquires ATTA Membership

Travelshoppe recently acquired the highly-coveted ATTA (African Travel & Tourism Association) membership to boost its reach in the international market.

ATTA is a member-driven trade association that promotes tourism to Africa from over the world. Members have access to networking events, travel shows, the ATTA news service, access to travel advisors, representatives and information, ATTA lobbying on your behalf, the ATTA directory and database, and the exposure on ATTA's marketing material.

Health & Safety Manager joins Ramco Plexus



Michael Flemming recently joined Ramco Plexus as the new Health and Safety Manager. Here's a little bit more about him.

What inspired you to join Ramco Plexus?

The fact that I would be gaining experience working with the IFC Performance Standards and the opportunity to create an environmental, Health and Safety program for Ramco Group from scratch was just too good to pass up.

What is your background in Environmental, Health and Safety field?

While working in multiple different industries, I started on my SAIOSH course

as an Occupational Health and Safety professional in 2009. After branching out into ISO certifications, I exclusively worked in Africa developing underground mining EHS programs until mid-2017.

What should the team expect from you?

Change through guidance and training from the boardroom to the production floor to create a higher standard of EHS across the whole of Ramco Plexus.

ovidian

UGANDA



Welcome New COO Jagath Fernando

What inspired you to join Ovidian Uganda?

The enormous market presence of Ramco Group in this region coupled with the vision of the dynamic leadership of the company inspired me to join Ovidian Uganda.

What is your background in printing & packaging?

With 25+ years of experience in the advertising and printing industry, I have worked in various capacities for market leaders in the Middle East.

What should the team expect from you?

My technical strengths, rich management experience and sales & marketing skills will help lead the team. A priority for me is to motivate the team and work together to optimise our performance to realise the company's vision and to help the team grow as individuals.



flexoworld ltd

Starts Employee of the Month Recognition

Flexoworld has recently introduced an Employee of the Month recognition award, where all employees of the company vote for whomever they feel deserves the award and include their reasons why. The person who receives the most votes wins the title and their photo is put up on the wall for three months.

Derek Steel, the Director of Flexoworld says, "As a team, this recognition award gives everyone immediate feedback and acknowledgement for their hard work. It is truly making a good difference to our team spirit."



Launches UHT/ESL Milk Processing Plant

ASL-Heavy Fabrication Division has now ventured into designing and supplying equipment for Ultra Heat Treatment (UHT) and Extended Shelf Life (ESL) milk plants.

Placing themselves as a benchmark of dairy equipment and service supplier for both local and international markets, ASL-HFD presented cost-friendly solutions at the annual Embu County International & National Investors Conference. After the presentation, the Governor Martin Wambora of Embu County expressed his confidence in ASL-HFD's capacity to design and supply the plant to produce 50,000 litres of milk per day for Early Childhood Development Education (ECDE) students in the county.



As ASL-HFD continues to champion this venture backed by the CEC Agriculture of Embu County, they are targeting to set up two more UHT/ESL plants this year as they seek to solidify their local presence in the market.



flexoworld ltd

Brands its Team & Premises



In an effort to present a united, professional look, the entire Flexoworld team has been wearing branded shirts and dustcoats daily since the onset of August 2018. To align with this branding change, the company's motorcycles were rebranded and a new office sign was put in front of the premises.



Introduces New Products

In an effort to streamline operations, Marketpower International recently invested in their digital print finishing department with a new guillotine machine, which now enables them to deliver large volumes with speed and accuracy on the same day.

In addition to these changes, Marketpower has also introduced three new items to the market to set itself apart from the competition. The new items include

weatherproof and corrosion-resistant Fiberglass Flagpoles - ideal for outdoor branding for events and buildings and new, lightweight Aluminium Frames to display an array of items on walls.

Marketpower also introduced a distinctive Art Tent. Weather-, wind- and water-resistant, this tent can be rented out for outdoor events and can be fully



branded, making it ideal for exhibitions, promotions, diverse events, sports, rallies and beach parties.



Launches Brother Ink Printers

Sai Office Supplies recently started distributing ink printers from Brother, the first of its kind hybrid machines, the new colour inkjet series with a refillable ink tank system allows for low-cost high quality printing with a high yield.

To celebrate this new partnership, Sai Office organized a two-part event last month at the Southern Sun Hotel: a morning training session and a dinner event, where, besides

fun keepsakes and a week-long Brother printers promotional offer, guests enjoyed a presentation from the Brother staff as they dined.

Attended by employees from local stationery and IT companies such as Seal Honey and Office Mart, the two-event launch aimed to promote the Brother ink-tank printers for homes and small businesses.





Invests in New Printing & Production Machines

Ramco Printing has recently bought four new machines.

The new digital machine, Konica Minolta Accurio Press C2060, combines high-speed colour print production with an extensive range of professional integrated saddle stitching facilities. With a print capacity of 71/61 colour page per minute, matchless clarity and precision with 1200 x 1200 dpi x 8 bit full colour resolution, this new machine allows for quick turnaround and small print runs of booklets, brochures, magazines and many more.

Ramco Printing increased its binding capacity by adding an additional automatic book sewing machine to its existing setup. The machine has the ability to produce 6000 stitched sections per hour. In addition to their existing machines, this new book sewing machine increases the company's capability to cater for even larger volumes of production.

By adding a top of the range PUR binding machine, Ramco Printing amped up its

finishing section on the publishing division. With an output of 4000 books per hour, the machine's versatility allows binding using PUR Glue and normal hot melt glue.

Ramco Printing also added a high-speed UV Spot coating machine to its illustrious machine base. This machine brings an added edge to the packaging section with a capacity of 2,000 B1 sheets per hour.

These four new machines allow Ramco Printing to be their client's most progressive partner in bringing the best brand exposure across Africa.



BROEKHOF
AFRICA LTD



Introduces New Packaging

After an extensive research and development period, Broekhof is happy to announce a partnership with the leading grower of high altitude novelty roses: Tambuzi Roses, which supplies roses from Nanyuki to exclusive clientele such as the British Royals.

Broekhof and its partners provide Tambuzi with a range of packaging solutions including high quality layer cards, durable SFK and exciting new flower sleeves, thus cementing the partnership between the two companies, opening the door for future ventures.



flexoworld ltd

Adds a New Water Wash Processor

Flexoworld added a new processor to their production floor which now allows the company to start offering new letter press plates. The Flexoworld Director, Derek Steel, commented on the new processor saying, "Adding a new product to our range opens the doors to a new customer base which will grow our top line sales."

Flexoworld Implements Environmental, Health & Safety Procedures

Flexoworld has implemented Environmental, Health & Safety (EHS) procedures in all departments with some big changes. Among the changes included were a fire alarm being installed throughout the company, the testing of the air quality and Personal Protection Equipment (PPE) improvement. The Operations Manager, Alfred Odhiambo, also underwent EHS administration training and two medical officers and two fire Marshalls went through refresher training courses.

The introduction of the EHS procedures served as a clean-up initiative for the company giving the entire site a clean and organized feel.



Crown Classics Showcases Work at the IQSK Exhibition



Crown Classics displayed their work at the recent Institute of Quantity Surveyors of Kenya (IQSK) contractor empowerment program. The contractors two-day professional training took place at the Nairobi Hospital Convention Centre which is located within the Nairobi Hospital on 27-28 September 2018. The theme of the seminar was "Contracts and Claims Management for Construction Projects".

IQSK is a non-profit organisation aimed at promoting and safeguarding the interests of quantity surveyors in Kenya. IQSK works to promote the advancement of the practice of quantity surveying and its application in Kenya through advocacy, continuous professional development and strategic partnerships.



POLYTHENE INDUSTRIES LTD

Acquires Windmoeller Flexographic Machine

Polythene Industries recently acquired a Windmoeller flexographic press machine: This machine was developed for economical, high-quality flexo printing and is suitable for flexible packaging and specialty converting which caters for the food and beverage, construction, textile and healthcare markets.

Boasting high speeds and fast changeovers, the machine's 8-colour decks along with its improved accessibility, optimised ergonomics and sustainability make it a worthwhile investment. This new machine is a one-stop

solution to paper bags, plastic packaging and flexible packaging.



Travelshoppe & Kenya Airways visit Kenafri Industries

Staff from Travelshoppe and Kenya Airways staff paid a courtesy call to Kenafri Industries on Tuesday, 28 August 2018 at their head offices off Baba Dogo Road in Ruaraka, Nairobi. The reason for the courtesy visit was to cement the existing business relations between the three companies.



RAMCO GROUP Exhibits at Coina Awards 2018

Kentainers, Astral Pipes and Crown Classics recently exhibited at the inaugural Construction Industry Awards (COINA) 2018 held at the Carnivore grounds on 20-21 July 2018. The COINA Awards recognise and celebrate the achievements of the key players in the construction industry.

In addition to a prestigious awards ceremony, there was a contractors' open day which was a melting pot of high-level attendees involved

in construction, architecture, infrastructure, and design, from across Kenya together in one place. While Crown Classics displayed their waterproofing and building protection products, Astral Pipes exhibited their various pipes and fittings, and Kentainers also showcased their underground and septic tanks. These three Ramco companies had the opportunity to build relationships and network during these COINA workshops and exhibition.



Hosts Internal Open Day



Group Chairman, Kirit Patel, visits the ASL Credit stand manned by Shyam Solanki and Pratik Jani.



Cecilia Mbuthia of ASL-HFD welcomes guests to their stand



Derek Steel, the Customer Experience Director of Ramco Group gives a welcome remark.

Noticing the need for the entire Ramco Group of companies to understand our full product collection, the first Ramco Group Open Day took place on 6 October 2018 at the Ramco Printing Unit 2. 30 group companies displayed and explained their products and services in stands to the sales teams of all Ramco Group companies. Over 110 employees attended to learn about

what we all do and the event was also graced with the presence of the Group's Chairman, Kirit Patel, and Vice Chairman, CR Patel. This Open Day provided a great platform to learn and ask questions in a relaxed environment with the ultimate goal being that the companies within the Group promote and support each other's businesses.

Organiser, Derek Steel, said, "If we can increase our cross selling and customer sharing across the group, then we utilise our size to become a stronger family and a stronger group. Finding new customers is never easy, but referrals and introductions from sister companies certainly makes the process a lot easier."

Thus, the successful event stayed true to the Ramco Group philosophy: Every Relationship is Family, and Family Comes First.



Denis Nyongesa, Group HR Director, with Alice Silapei of ASL Trading and Ida Evelyn, Group Head - Talent Acquisition and Management



Everlyne Moige and Caroline Wairimu Ngigi from Panthera Publishers



Eunice Kyambi, Winnie Mugo, Everlyne Akinyi and Sanjay Brahmbhatt from Kentainers.



Henry Maina, Eunice Wanjiru, Noah Saruni, Rahim Ataur, Jackson Kivuvi and Judith Chelangat of ASL Packaging pose with CR Patel (Group Vice-Chairman)



Sadhna Maher from Seal Honey talks to a guest at the stand



Amit Harsh, Richard Okunyanyi and Harshal Patel of Polythene Industries.



Matilda Mghoi, Rose Wamuyu, John Mwaura, Lydia Mugo, Emmie Kiongo and Elphas Ruto of Ovidian Kenya.



Exhibits at Business & Cottage Fair

Crown Classics exhibited at the 2nd Business & Cottage Fair, held at the Shree Cutchi Leva Patel Samaj Nairobi West Complex. The fair is aimed to give a marketing platform for small and medium enterprises to showcase their goods and services to a wide range of clients within the Cutchi community. This expo proved to be a success for Crown Classics

as Jitendra Pujari from the company said, "We showcased our products to the various construction businesses including construction chemical companies, construction vehicle companies and other related companies that attended, and hope to build positive business relationships with them."



Kora Companies Attend Security Solutions Event

Security is a key concern for a majority of the people in Kenya and around the world. Keeping this in mind, Sai Office Supplies recently held a security event with Hanwha Techwin, a video surveillance producer that provides tailor-made security solutions.

Held on 5 October 2018 at the Park Inn Hotel, the key purpose of the launch was to showcase retail intelligence solutions from Hanwha Techwin, such as heat mapping, face detection, footfall etc. and to train electrical contractors, consultants and installers on security products.

The event started with a brief introduction to Sai Office Supplies, after which the Hanwha Techwin staff proceeded to conduct two training sessions on their range of cameras and past projects was conducted. The trainings were attended by guests from various security solution companies in Kenya, including staff from Ramco Kora companies.

Besides seeing the security solutions, those who attended also got to experience the advanced workability of security cameras that were installed in numerous places, pushing for the sale of Hanwha Techwin products at Sai Office Supplies.



Exhibits at the Africa Dairy Conference & Exhibition



ASL Limited – Heavy Fabrication Division participated in the 14th Africa Dairy Conference & Exhibition 2018 held at Kenya International Conference Centre from 22-24 August 2018 organized by Eastern and Southern Africa Dairy Association (ESADA), the premier dairy association in Africa, the annual expo attracted visitors from various countries with more than 50 local and international companies exhibiting their products.

ASL-HFD had the largest stand and was the only company that displayed the entire Mini Dairy Processing Plant which made it stand out from the rest. With both local and international visitors attending the expo, ASL-HFD was able to showcase their wide variety of products and services to potential and current clients



Sponsors the Mount Kenya Annual Horse Show

The Travelshoppe Nanyuki team sponsored the Mount Kenya Annual Horse Show, held on 5 August 2018 at the Timau Sports Club in Nanyuki. The Travelshoppe Nanyuki team in conjunction with Rwandair exhibited their products at the event, which aims to raise money to support local charities. Travelshoppe sponsored the show in an effort to promote their travel agency services in the region.



Holds Training Session

Having adopted a training culture, ASL Trading recently conducted a training session in Effective Selling Skills led by Dr. Nthiga. Eight staff members, representing each branch, participated in the training enabling the employees to keep up with industry changes and to advance their skills.



The staff were awarded with certificates of attendance and some even won gifts in competitions conducted in various activities.



Safarilink Launches New Service to Kisumu

Safarilink has launched a new twice daily service to Kisumu. Flights will depart from Wilson at 1045hrs and an evening departure at 1745hrs while the flights from Kisumu will depart at 1145hrs and 1900hrs respectively. With a total of 14 flights per week, passengers will have a convenient connection to all the airline's best beach and safari destinations.

Passengers will be able to fly daily from Kisumu via Wilson to Diani, Mombasa (Vipingo), Lamu, and exotic Zanzibar with minimum waiting time. Likewise, connections from Kisumu to Masai Mara,

Laikipia, and other safari destinations will be possible shortly upon arrival at Wilson.

With fares starting from Ksh. 4500 inclusive of taxes for one way, up to 52 passengers can fly on the Kisumu service route, operated by the newly acquired Bombardier DeHavilland Dash 8 - (DHC-8-315) aircraft.



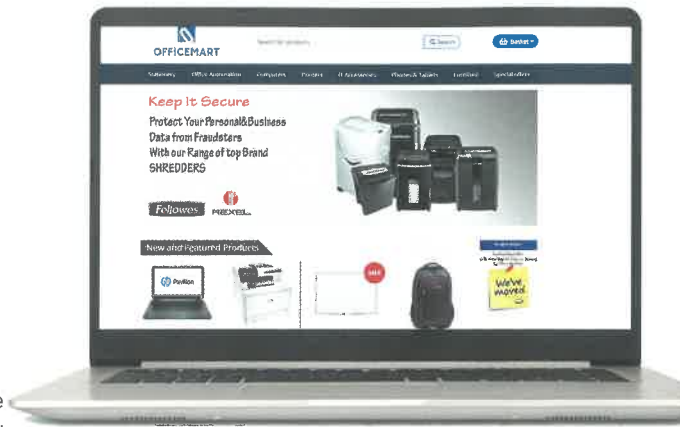
Upgrades to New GMG Colour Profile Management System

Ramco Printing has been having innovative system developments in order to enhance their colour management by calibrating all their online print machines to the new GMG colour profile management system. GMG is a leading developer, pioneer and global

supplier of high-end colour management and proof media for over 30 years. This new development ensures increased quality checks during pre-press outputs resulting in unmatched colour quality in the final product.

Fresh Upgrade for Officemart Website

Officemart has recently given its e-commerce website a fresh upgrade in an effort to create a better shopping experience for its clients online. Among the improvements include hosting a safe transaction environment for clients, adding a WhatsApp line for ease of communication and feedback, and better stock management as the company is able to mirror what is available online to the stock in the



inventory. With this new look, more traffic will be generated towards the website and Officemart can also offer targeted discounts to clients.

Ramco Printing sets up an E-store

To give buyers unique print solutions, Ramco Printing has invested in the innovative web-based e-commerce solution - DIGITAL STOREFRONT®. This innovative system will enable clients to edit artworks online, submit new files and confirm orders at the click of a button. Giving clients the complete ownership of artworks, this ground-breaking system has limitless possibilities including reducing the currently time-consuming artwork amends procedures and access to variable data capabilities that allow clients to create multiple press ready files at once.

With so many advantages to offer, the Ramco Printing team is excited with this latest development and is confident of its success in the years to come.

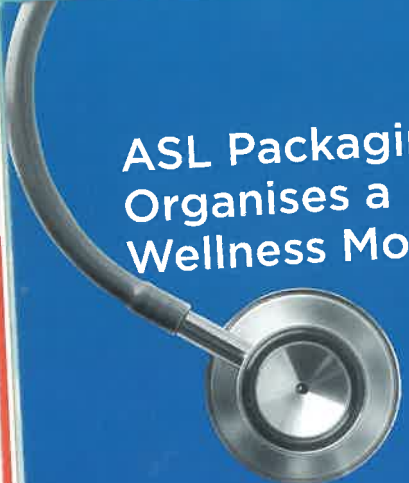


3rd Quarter CEO and CFO Get Together

The 3rd Quarter Ramco Group companies' CEO and CFO get together was held on 15 September 2018 at the Trademark Hotel in Nairobi. Attended by 67 people, the event served as an opportunity to meet new team members, share company successes, help each other and develop common tools that benefit all the companies in the Group.

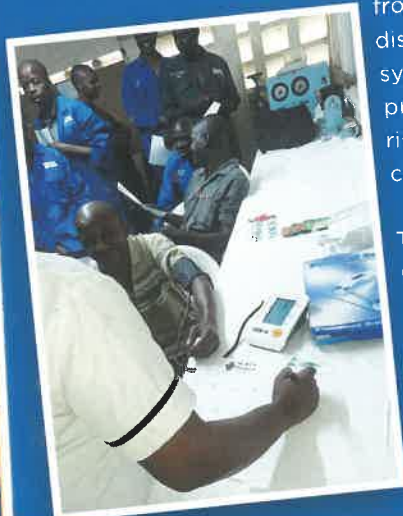


ASL Packaging Organises a Wellness Month



ASL Packaging partnered with Scion Hospital in Embakasi to host a Wellness Month where they offered their staff free medical examinations. Among the services offered were breast cancer screening, blood pressure testing, body mass indexing and general medical consultation. The checkups helped employees receive counselling from the doctors, detect diseases with no apparent symptoms (secondary prevention) and identify risk factors for common chronic diseases.

The Wellness Month proved to be successful as 70% of the employees attended the checkups to get free medical screenings and tests.



Participates in Clean-Up Exercise

Ramco Plexus participated in a clean-up exercise in Imara Daima Ward in Embakasi South on Saturday, 4 August 2018. The activity was organised by the County Government of Nairobi with the aim of keeping the environment clean.

Having operational facilities in this ward, 17 employees from seven Ramco Plexus

companies participated in this exercise. Both the County Government and the Imara community acknowledged Ramco Plexus's effort in giving back to the society.



Gives Back to Children's Home

The Seal Honey staff recently went the extra mile to source and donate a huge variety of items to Jeho Safe Home located in Pipeline Estate.

The General Manager, Bhavna Krishan, along with 20 Seal Honey employees, visited the children's home, where they not only made the donation but also met and played with the more than sixty children living there. Among the items donated comprised stationery

and household consumables including cooking oil, soap, sugar and milk.

A successful project spearheaded and guided by HR Manager Jared Okelo, it was a wonderful day of sharing that touched everyone involved as the children really valued all the items received and the time spent with the Seal Honey team.





Visits Children Home

On the bright Saturday morning of 11 August 2018, the ASL Packaging team visited Jeho Safe Home for Orphans and Vulnerable Children in Mukuru Kwa Njenga slums in Nairobi. The home, started in 2002, was set up with an aim of providing shelter for street and neglected children and currently houses 54 children, aged between 18 months and 18 years.



The ASL Packaging employees donated various foodstuffs and clothing to the children at the home. The purpose of this visit was to give back to the neighbouring communities by sharing with the less fortunate children in the society.



RAMCO GROUP Participates in the Astro Football Cup



Ramco Group was invited to participate in the Annual Astro Cup tournament held at the Oshwal Centre on 20-22 September 2018. The tournament attracted over 50 teams in several categories, including junior and senior teams.

The Ramco Group team of 10 players trained for a month before the tournament and came in fourth place, registering a famous win and a draw. The tournament gave all the Ramco Group players valuable experience and exposure as it was their first to play on Astro turf grounds, especially at night under the floodlights.

The Ramco Group football team endeavours to do much better in future tournaments as they continue training.

ASL Trading & Serenity Interiors Visit School

ASL Trading joined hands with Serenity Interiors and visited Jobenfa School in Embakasi, Mukuru to donate floor tiles, in line with the company culture to give back to the society. The two companies' donation came in good time as the pupils were learning in classrooms with mud floors. The company staff also additionally donated clothes to the children, while interacting and playing with them. It turned out to be a truly fun-filled day for the company staff, the children and the teachers.



The main goal of a safety program is to prevent workplace deaths and injuries, as well as the serious consequences that these events can cause for workers, their families, and employers. Organisations with a strong safety culture that have established comprehensive safety programs effectively act on them and monitor their progress are the winners when it comes to workplace safety. This is the Environmental, Health and Safety plan for Ramco Plexus.

Workplace safety starts with a strong safety culture: the collection of values and beliefs that employers and employees share in relation to risks in the workplace. Effective leadership is critical because cultural change is complex and hard. Leaders need to embrace the safety agenda and lead the efforts across the overall organisation. The EHS Management Plan has been met with open arms throughout Ramco Plexus and the results of the recent Environmental, Safety, Health and Social (ESHS) Audit conducted ERM East Africa LTD speaks for itself. Considering that the EHS Management Program is still in its infancy, at five months. One can only imagine the results after a year or two of continued commitment to the programme by all stakeholders.

ALL YOU NEED TO KNOW ABOUT WORKPLACE SAFETY

By Michael Flemming



Employee engagement is also critical for a safety culture to evolve. Even if leaders act as safety role models, a safety culture will not be sustainable without active participation by all the members of the organization and safety will not reach its full potential. An ideal safety culture is the

engine that drives the system towards the goal of sustaining the maximum resistance towards its operational hazards. Effective safety leadership and employee engagement are that engine's fuel.

A comprehensive safety approach will go beyond compliance; then, operational excellence will follow. Safety is a key enabler of business continuity, operational performance, and productivity. Conversely, workplaces with safety problems have lower employee morale and productivity. This can be put to the test by strolling through one of the many Ramco Plexus plants, seeing the machine operators wearing their new PPE (Personal Protective Equipment) and stopping to ask them how they feel about the changes that have taken place in these short few months. The answer you'll receive is gratitude for the change and the willingness to go further.

Safety first, safety always! Workplace safety can be accomplished through culture, plans and actions. But workplace safety will only reach its full potential with effective leadership and employee engagement is in place as it is at Ramco Plexus. Together, raising standards and lowering risks!



The Art of Conversation

By Derek Steel

A necessary skill in almost every part of life is the art of conversation. Master these “talking points” to get (and keep) a conversation going:

1. Lead with a compliment

Starting the conversation off on a positive note with a compliment is crucial. The more concise and specific your compliment is, the better, as it provides a possible door for discussion and makes the person feel good about themselves.

2. Embrace small talk.

Often considered taboo, small talk is both functional and necessary to lead the way into deeper conversation. You can easily talk about the common shared experiences that anyone can relate to such as the weather, traffic or the news.

3. Ask lots of questions.

To move from small talk to real conversation, look for any opportunity that leads you to change the subject. Don't be abrupt and instead, patiently wait for the opportunity to present itself as you scout the conversation for “Tell me more” opportunities.

4. Want to know more?

If you want to know more but are not sure how to ask, a great way is to repeat what you have been told but phrase it as a question. Then, follow the question with silence and the other person will always fill this silence with more information.

5. Be nice

Walk into the conversation and show that you're genuinely interested with a big smile, eye contact and open body language.

Try not to cross your arms, appear distracted or let your eyes wander.

6. Let the other person do the talking

People love talking about themselves and like people who listen. So don't dominate a conversation with your own stories. If the conversation is dwindling, or if the person simply doesn't respond, salvage the conversation with a story or personal anecdote.

7. Keep it light

Try to keep the conversation as light and approachable as possible. People tend to gravitate toward others with a positive attitude so keep your conversational material positive. If you struggle with this, try memorizing some good jokes or stories to use when you meet new people.



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