

CO^oRE

CUT AT THE TRIM MARKS

COVER TO BE SHORTER AS SHOWN ON PROOF AND PDF

New Year Note from Amit, Group CEO

As we begin a new year, I want to express my appreciation to every one of you for your continued support, diligence and unquestionable effort. While the last two years have remained challenging in many ways as a result of the global COVID-19 pandemic, it also showed me that we're blessed with a highly motivated and effective team.

2021 was not without its own challenges, managing both the safety of our employees all the while continuing to provide a superior customer experience and great products & services. But with your cooperation and determination, we did ride through the storm with the days ahead looking very promising.

I hope the December holidays were a good break for everyone, reconnecting with loved ones after a frantic year. We all had our own wins in 2021 in one way or the other, and that should give you a sense of accomplishment to help dive into the year with renewed strength. I trust we are all recharged and have built new energy whether emotionally, mentally, spiritually or physically.

This year 2022, let's all nudge our focus a stride higher. Being an election year coupled with the fact that we're still not yet out of the woods from the COVID-19 pandemic, it means more of our dedication will be required. The markets will be affected in one way or the other, but if the recent past has taught us anything is that we can ride through the storms so long as we keep up the team spirit.

Let us make it our primary focus to provide exceptional service to our clients and become a solution centre through innovative products, systems and services. The best awaits us ahead.

Happy New Year!



"Nothing can stop the power of a committed and determined people to make a difference in our society. Why? Because human beings are the most dynamic link to the divine on this planet." - John Lewis



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Our Philosophy

‘WE ENCOURAGE. WE SUPPORT. WE GROW BY POWERING EACH OTHER’S STRENGTHS.’

This philosophy focuses on the people, who are the backbone of the company. Our vision is to create opportunities for all employees to realize their full potential, by empowering, rewarding and developing them.

The philosophy comes in place to support our new mission:
Be Brave. Be Confident. Believe.

Our core values:

- Courage
- Honesty & Integrity
- Innovation
- Commitment

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WE
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RAMCO GROUP PUBLICATION

New Year Note from Hasit, Group COO

Just like that – 2022 is here with us! The board and management of Ramco Group recognizes the sacrifices made by all our staff members in ensuring that we had a successful 2021 despite the effects of COVID-19 on the economy.

Last year, we witnessed the economy staging a partial recovery, thanks to vaccination efforts being carried out across the country. Our group has specifically worked hard to ensure that a majority of our staff have received the vaccine under the guidance of our EHS team led by Agnes. The group vaccination rate currently stands at 53%, and we strongly urge those who have yet to get vaccinated to do so because no one is safe until we all are.

As we reflect on our performance last year, we can confidently conclude that Ramco Group did not just survive this crisis, but we emerged stronger. We are particularly proud of those organizations that had been significantly affected by the pandemic and managed to bounce back and thrive.

We are also very proud of our Jamii Team; they have been instrumental in enhancing employee engagement within the group. Our

photographers have done exceptionally well as a community, and we will soon be seeing their work on many of our company walls. The feedback committee has gathered many insights into our employees' lives whilst the appreciation committee has managed to bring our unsung heroes to the forefront.

I hope that as you reflect on your achievements in 2021, you'll do so with pride and be inspired by what have you achieved as a person. Let us embrace 2022 with the mindset to thrive as the future looks bright. Let us walk the extra mile. We can't wait to grow by powering each other's strength.

Happy New Year!



"The fires of refinement come with a cost, but also with a promise. His grace has been extended forth to you for restoration, confirmation, strengthening," – Robin Bertram



RAMCO
GROUP

Welcomes



GROWTH &
EXPANSION



Launched for Vehicle and Machinery Leasing

ASL Leasing Limited - is an independent vehicle and machinery leasing company. The company deals in the sale of commercial and non-commercial vehicles, earthmoving machinery and all types of industrial machinery.



They have a variety of both operating as well as financial leasing solutions aimed at commercial and individual enterprises. Their approach is designed to provide clients with an outstanding level of service and to become their partner of choice for all future leasing solutions, all while helping them grow. The working model is that clients pay for continuous access to one of ASL Leasing products over a defined period, as opposed to the user buying the product where cost would be a consideration.

At the moment their main clientele for leasing solutions is within Ramco Group but plans are in place for 2022 to see them invest and expand into different sectors of the economy.



They invite anyone in the group interested in their services to reach out for a comprehensive understanding of the leasing solutions. ASL Leasing is located at The Odyssey, No. 84 Muthithi Road in Westlands.



**KITCHENS
& BEYOND®**

Latest Addition to our Building Materials and Supplies Portfolio



Ramco Group is pleased to introduce its new investment, Kitchens & Beyond, a “one-stop-shop” for interior solutions. The new addition comes to strengthen the group’s Building Materials & Supplies portfolio that is under Ramco Ekon. Kitchens & Beyond is headed by Vinit Dodhia as the CEO & Poonam Gohil as Deputy CEO.

Kitchens & Beyond’s innate attention to detail, empathy for clients and functions, cumulates into successful and impressive living spaces. Partnering with world class luxurious global brands, they believe they can deliver first grade quality products at competitive prices.



Vinit Dodhia



Poonam Gohil

They began with the supply of high quality Italian kitchens from Snaidero. Together, they have successfully supplied and satisfied clients within both the residential and commercial sectors.

They then expanded and introduced Sanitaryware (Kohler), Wardrobes (Novamobili) and porcelain tiles (Caesar). Whether it’s a home in the suburbs or a commercial space

in the outskirts of Nairobi, Kitchens & Beyond have built a reputation of crafting solutions for their clients. At Kitchens and Beyond, a team of architects and interior designers come together to create customised solutions that are vivid and versatile for each client. They are proud to be adorned with the title of ‘Trend Setters’.

Their services include:

- In-depth design and consulting services complete with 3D renders.
- Supply of sanitary fittings, porcelain and white body tiles, supply/installation of modular kitchens and wardrobes.
- A dedicated sales person to take you through the journey from start to end.
- After sales services

Apostrophe' is the new projects division under ASL Limited that manages electrical solutions and is headed by Tony Jandu as the General Manager.



Tony Jandu

They serve agricultural, commercial, hospitality, industrial, & residential market segments in supporting them with electrical technology systems & services. Along with other leading brands within the group, and

strong collaboration with global OEMs such as Europlus, Havells, Kirloskar, Fuji Electric Consul Neowatt, Rockwell Automation, they cater for most of the electrical customer needs within these segments.

With safety as one of their core features, electrical system solutions provide a full range of all modern electrical requirements. This



comprises of high-end technology products that support the professional and operational needs of manufacturing industries and commercial markets within the development sector.

They offer meaningful innovation solutions, useful features, and lasting value!

Key Services:

- Assessment of an electrical installed base within the Industry for energy efficiency and safety compliance. Energy revenue billing at utility level confirmations and support on correct tariffs use.
- Complete package offer for electrical solutions & optimization for both 'green' & 'brown' field projects at industry level.
- Intelligent/smart lighting solutions for industrial, commercial and critical project applications.
- Service level agreements for maintenance of electrical installed base and systems for industrial and commercial application.

Ramco Group is happy to welcome Apostrophe who will soon be opening a showroom at Nine Grove on Grevillea Grove, Westlands.





Resumes Digital Printing

The 4th floor of Odyssey Building has not only seen the introduction of the Plexus Showroom, it has also seen the return digital printing as well.

The merger of Marketpower clients into Ramco Printing in April 2021 resulted in a service void in the Westlands area for fast, reliable, quality digital print. This void has now been filled by the creation of a new digital print center on the 4th floor.

The new setup is led by Amrat Khalsa who has over 18 years experience in print and related industries.



The company now offers its customers:

- Digital print of marketing materials and office stationery
- Custom Gift boxes
- Branded gift items
- Branding
- Invitations & Menus



Amrat Khalsa



Opens a New Retail Shop at No.80 Muthithi Road

ASL Limited – Trading Division has opened a new retail store at No. 80 Muthithi Road in Westlands. The new hardware store, which will mainly stock construction material, general hardware, paints, plumbing and electricals will complement the existing showroom at The Odyssey, No. 84 Muthithi Road which will continue with tiles and sanitaryware.



The company is an authorized distributor for renowned global brands such as Kohler, Grohe, Cobra, Peglar, Sterling, Europlus, Havells, Peglar, Vado, Ariston and many more. Their purpose is guided by a need to provide customer-centric solutions with the widest range of quality products in accordance with their competitive price policy backed with the best service.

“We had been operating in a smaller outlet before but with the customer feedback received, it was obvious there was need for a larger selection of building materials stocked on premise. We therefore decided to start a new outlet which is easily accessible, has ample parking and stocks a larger variety of products,” says Bharat Patel, CEO of ASL Ltd – Trading Division. “We will supply most of the brands we distribute from these outlets and are focusing on a better customer experience and service delivery,” he adds.



Talk About their Biggest Project

Serenity's core business is interior fit out. Their design and build services include project management, quantity surveying, security solutions, electrical, mechanical and plumbing services. They also specialize in bespoke furniture and product design.

They have worked on various sectors in the industry, which include but not limited to; residential, retail, commercial and hospitality and offer turnkey solutions and take care of all their clients' project needs from inception to completion



Serenity Interior takes pride in their ability to not only design but to also exceptionally execute their clients' vision without compromise. Their designs are tailor made to suit the project or client brief. Their projects are designed around a narrative since Serenity believes every empty space is a story waiting to happen.

Their most recent project is an office space for the International Rescue Committee (IRC). This was a turnkey project where the Serenity team was responsible for both the design and build.

The key achievements were how they designed the offices to reflect IRC's brand, values and history all while creating a modern and functional office space. This was mainly achieved through installations, art and overall aesthetics which were tailored to represent the brand and add character and meaning to the design.

Serenity is proud to add IRC to its ever-growing list of projects. Amongst many other local assignments, they have also worked on various international projects for Non-Profit Organisations, international banks, financial institutions and research centres to name a few.



"We were up against other designers and fit out contractors, but after a very thorough selection process we won the project which we have since successfully completed leaving behind a happy client."

Aleeza Velji,
GM, Serenity Interiors.



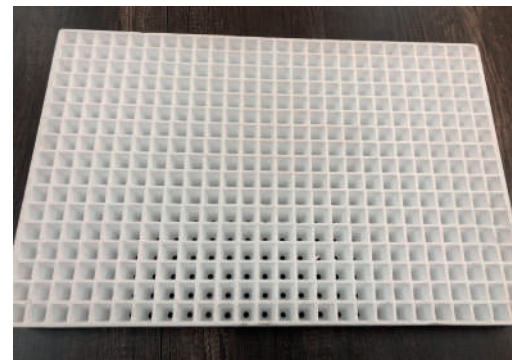
Partners with Ona Seedlings

ASL Packaging partnered with ONA Seedling Ltd (EAST AFRICAN SEEDS) as a service provider in developing seedling trays. ONA Seedlings Ltd is a commercial grower of quality plants in safe environments with automated seedling units in 5 acres area.

The Expanded Polystyrene Seedling Trays developed by ASL Packaging provide the plants with ideal thermal insulation, protection from extreme temperature fluctuation which retard

plant growth, and in the hot season the trays aid in moisture retention thereby keeping plants nurtured and offer 100% propagation to the growers. This in turn translates to the benefit of consistently healthy plants for farmers.

These trays are designed for commercial growers and nurseries for large scale seedling growers. Light-weight, durable and reusable, environmentally friendly EPS trays are the future for the growers and the farmers.



officemart Junction Branch Gets a Facelift

Something for every idea

The revamped Officemart branch at the Junction Mall has finally opened its doors to the public. The store, which has been a key retail outlet and popular among shoppers in the Mall will now be home to the widest selection of local and international IT products, School & Office Stationeries.

In addition, the store will have a Kids area which will serve as an entertainment as well as an educational hub spot for children visiting.

Among other activities, kids will have a chance to showcase their artistic talents in this area as their parents shop around. This is in line with Officemart's goal of matching the dynamic client needs across all sectors.

The revamped Junction branch brings vibrancy and a retail therapy craved by most shoppers in the mall. The staff there are equally trained and committed to long-term and mutually beneficial relationships with all clients and partners.

"Our revamped Officemart Junction branch is a cut above the rest! Every team member you will meet here is well experienced and ready to make your shopping with us exceptionally



worthwhile! Visit us today and upgrade your shopping experience!" confidently says the branch's manager, Faith Agnes.

Having started business in 1996 as a stationery retail point, Officemart Ltd has over the years grown to its current position as one of the largest retail outlets of Office supplies and

services in Kenya with 13 strategic retail outlets to serve customers even better.

As well as a retail presence, Officemart Ltd also delivers to its Corporate, Government and NGO clientele and has built their reputation on a comprehensive product range, reliable and timely delivery and a desire to meet every customer's request.



Prepares for Elections Campaign Materials

Kenya's General Elections are now just months away – and no company is more aware of this fact than Wild Elegance (Africa) Limited.

For a record sixth general election (spread out over the last 3 decades), Wild Elegance's CEO, Nishit Shah, is preparing the company to be one of the major suppliers of high quality and locally stitched campaign materials that include t-shirts, caps, reflective jackets, khangas, aprons, scarfs and now masks. Vying candidates have the added advantage of having the materials fully branded to their preference at short turnaround times.

It will be recalled that when President Uhuru Kenyatta called on the local manufacturing industry to produce PPE at the height of the COVID-19 pandemic, Wild Elegance was one

of the companies that took this to task and repurposed their factory to manufacture masks, coveralls, scrub suits, disposable gowns and body bags. These were locally made, high quality PPE that were not only available to Kenyans when they needed them most but also became life-saving to front-line health workers who were and still are combating the pandemic.

Wild Elegance (Africa) Limited has etched itself in the Kenyan market as a high-volume stitching company that manufactures a variety of clothing and uniform products. Originally established in 1981, this family-run business employs 100+ people, now has over 180 stitching stations and customers across the entire East African region.



Nishit Shah
CEO Wild Elegance

"We will be catering for various cost-effective options in our campaign and election materials portfolio thereby accommodating different vying candidates regardless of the volume required. Our strength lies in the use of quality fabrics to deliver high volumes in short delivery times. This keeps our production cycle active around the year and has made us one of the country's most reliable go-to supplier of branded custom-made garments."

As closure of another COVID year concludes, looking back and reflecting, what comes out very visibly is the endurance sustainability that was our strength and encouragement. Fast forward, as we currently come out of what is usually our peak and festive season, we have and continue to encounter mixed experiences vis-à-vis resumption of business traffic.

Whilst we have seen increase in new business, probably as a result of suppliers who have not come off the deep-end, winning some big tenders has been a great inspiration, we have also encountered obstacles as a result of new COVID variants and subsequent protocols. This has had a negative impact, mainly on our outbound traffic.

We readily do not have as much of a variety as we use to round about this time of the year; for our outbound travel – it is mainly information oriented – destination by destination basis, but

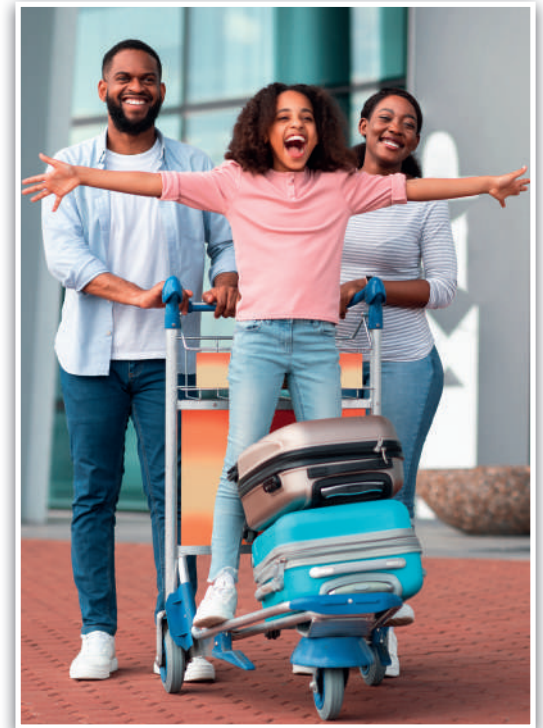
Reflects on 2021 Amidst Hope of a More Prosperous 2022

the traffic is busy and full flights is becoming very common. Internally we are almost close to spoilt for choice as many locations have reopened and subsequently, responding well to demand but again, we have witnessed fully booked accommodations.

Our focus has largely been on embracing technology especially where relates customer service.

All of the above notwithstanding, we welcome the New Year, as always with a positive attitude and expectation.

CELEBRATING SUCCESS IN YOUR JOURNEY!





Championship at Westgate Shopping Mall

The 24th July Spelling Bee Championship was a grande event that brought together Spellers from 5 Counties, tasked to pit their Spelling skills against each other for a shot at the top Prize.

Grade 4, 5, 6, 7 and 8 Learners from Nairobi, Kiambu, Kajiado, Machakos and Murang'a Counties put their best foot forward in front of a live audience to Spell different words given to them by our able panel of 3 Judges. The event was attended by representatives from Veda (Sai Office), Educate Yourself, Westgate Shopping Mall, Akili Kids! TV, Blueband, Noodles, Gertrudes Children Hospital, various learning institutions, parents, teachers, among other invited guests who came to witness and support the Pupils.

All the Spellers were treated to; an origami paper craft session & colouring courtesy of Veda, spinning the wheel to win a prize, puppet shows & dances courtesy of Akili Kids! TV, interviews for our Spelling Bee TV Show, among other activities to help them relax and be at ease before the competition kicked off. The Championship was a cut-throat competition

with every Speller bringing their 'A' game in front of an audience of 200 guests. The competition was aired as a 4-episode series on Akili Kids! TV. All the 94 participants received a certificate, a gift hamper filled with goodies from Westgate Shopping Mall, Veda, Akili Network, Ribena and KNSB. The top 3 Winners



of the 24th July Spelling Bee Championship at Westgate Shopping Mall were awarded with;

- Veda stationery, KNSB merchandize, Blueband, Noodles & Ribena products, KES 2,500 shopping voucher from Educate Yourself and KES 5,000 Shopping Voucher from Westgate Shopping Mall for the 2nd Runner Up.
- Veda stationery, KNSB merchandize, Blueband, Noodles & Ribena products, KES 5,000 shopping voucher from Educate Yourself and KES 5,000 Shopping Voucher from Westgate Shopping Mall for the 1st Runner Up.
- Veda stationery, KNSB merchandize, Blueband, Noodles & Ribena products, KES 7,500 shopping voucher from Educate Yourself and a brand-new tablet for the Champion.

The 24th July Spelling Bee Championship was carried out in partnership with Educate Yourself Limited, Westgate Shopping Mall, Veda (Sai Office), Akili Kids! TV, Blueband, Noodles and Gertrudes Children Hospital.



Expands its Plastic Storage Solutions

The company has expanded its range of plastic storage solutions by acquiring Blow Moulding Machine to produce household products such as Drums, KPOTs and Buckets.



The products are produced from the highest quality virgin material and are readily available in the company's outlets, hardware stores and on their online shop at www.kentainers.co.ke/shop.

MULTI  **ISTA**

Appointed Distributor for Rockwell Automation

Multivista Kenya has been appointed as the Kenyan distributors for products and services from Rockwell Automation Inc, the world's largest company dedicated to industrial automation and information solutions.

Headquartered in Milwaukee, Wisconsin, Rockwell Automation employs over 19,000 people serving customers in more than 80 countries and about USD 5 billion revenue and has vision of making its customers more productive and the world more sustainable.

The two world leading brands of Allen Bradley and Rockwell Software are designed to give customers a competitive advantage.

From stand-alone, industrial components to enterprise-wide integrated systems, Rockwell Automation solutions have proven themselves across a wide range of industries and in some of the most demanding manufacturing environments.



Is Making Work Processes Efficient - One Automation at a Time!

EasyFlow is a process automation and management software that simplifies all processes conducted in your organization ranging from filling out leave forms by your personnel to advanced HR requests, or simple to complex procurement orders and requests can be automated. Our workflow management software features such as warnings, task assignments, document approval, status notification, messaging, delay warnings, reporting and triggers will help you shorten tasks' completion periods saving you time and cost as well as ensuring the standard and complete running of business processes.

EasyFlow is also one of the indispensable components of document management systems. Information can be populated through different channels from several types of forms including financial, quality, HR, purchase orders, and many other customizable types of forms. Additionally, these forms can initiate and trigger workflows and tasks, be linked to menus as well as searched for and retrieved instantaneously.

Automate workflows, increase efficiency, and empower lines of business.

Make your human resource time count-focus on your core business. When you automate workflows and streamline business processes, you can empower your employees to work smarter, not harder. Then they're free to innovate for your future and enable ongoing success for your business.

You'll discover how process mapping and workflow automation combine for a business solution that can handle even complex tasks, dramatically cut down workloads for your staff, freeing time for more productivity, and empower employees across your organization.



Automate all your manual routine and repetitive workflows and processes and increase efficiency and save time while ultimately being cost effective.

Benefits of EasyFlow:

- Boost productivity, efficiency, and security in IT and organization-wide
- Eliminate process bottlenecks and optimize on an enterprise scale
- Increase business value and digital transformation across your business
- Shorten process queuing and completion time
- Enhance decision making processes
- Reduce the number of process stakeholders
- Eliminate human errors
- Improve internal communication channels
- Increase tasks visibility and audit trail
- Promote paperless and green practices

Some of the automated processes under Easy Flow are:

- Credit Applications
- Facility Access Control
- IT service Requests

Widens its Production Capacity with New Products

ASL Ltd Wire & Cable division is expanding its production capacity which allows them to grow their product range. They have since installed a trunking extruder machine for the production of PVC trunkings. These projects are intended to increase the production line and creation of more employment opportunities.

In addition, they have also installed a conduit making extruder for the production of PVC Electrical Conduits. As a way of waste management, they have installed a new PVC recycling machine. All PVC insulation wastes are grinded, reprocessed and reused during cable production.



Bundles of PVC Trunking



Conduit Making Extruder



PVC Conduits



PVC Recycling Machine



Trunking Extruder Machine



Ramco Plexus Exhibits and Wins at the Food and Beverages Expo

Ramco Group's print and packaging vertical, Ramco Plexus, took part in this year's Eastern Africa's Biggest Food Products & New Technologies Trade Show held at the Sarit Exhibition Centre from 2nd December to 4th December 2021.

The Trade Show helps to discover new food products and innovations from leading food companies and technology providers across East Africa by showcasing food ingredients; milling, packaging and processing technologies; laboratory, supply chain and

other technologies to Africa's food and feed manufacturing, retail and the hotel, restaurant and catering (HORECA) industry. The annual expo, organized by Afmass, is attended by more 5000 attendees from East Africa, other countries in Africa and the world.



The 14 companies under the Ramco Plexus vertical showcased services offered as a group, which include offset print, digital print, large format print, gravure printing, flexible packaging, corrugated cartons, polystyrene products, promotional items, branding, corrugated pallets, paper cores, paper & boards and press consumables.



The event was graced by the presence of Board leaders: Amit Patel, Kirit Patel, CR Patel, Hasit Patel and Prital Patel.

Ramco Plexus stood out among the participating exhibitors by emerging winners of the Best Booth Design and the Most Engaging Booth for the Equipment & Packaging Solutions Supplier.





Ramco Jamii-Employee Appreciation Committee Fetes 2021 Best Performing Employees in the Group

For almost two years now, Ramco Group has operated its employee engagement activities under the banner of Ramco Jamii which has various committees among them, Employee Appreciation Committee.

The committee has developed a nomination process to pick employees that have exhibited exemplary effort at work. They have put in place stringent measures to ensure credibility in terms of vetting. They use a rubric metric to assess and analyze the nomination to ensure integrity is upheld. They had a total of 33 nominees from which only 25 of them were successfully vetted and met all the screening criteria.



Ultimately, the desired impact is to encourage a positive work attitude with a progressive culture of appreciating and encouraging well deserving individuals on a broad range of values that we uphold as Ramco Group. They wish to promote a sense of pride and motivation for employees to go the extra mile while putting their best foot forward by ensuring timely and regular recognition for efforts.

Consequently, The Ramco Jamii Appreciation Committee organized a cocktail on 15th December 2021 at The Odyssey to fete all the 25 employees in the Group who were Ramco Group rockstars, for their exemplary effort and performance throughout the year.

The purpose was to ensure all the invited rockstars were duly honored and applauded for being extra ordinary performers in their areas of expertise and encouraged to keep up the good work and continue setting a great example while promoting a positive attitude within the organization.



It was a spectacular ceremony where employees that had been nominated, vetted, and appreciated over the last two years were formally recognized and officially presented their certificates by the esteemed board members who graced the event, KR Patel - Group Chairman, CR Patel - Group Vice Chairman and Hasit Patel - Group COO, who is one of the Patrons of the Ramco Jamii Initiative.



Additionally, the rockstars were gifted cash rewards and branded merchandise and thereafter shared a meal with the Board Representatives, CEOs, Human Resource Representatives, and the Ramco Jamii committee members.

There was a remarkable representation of 11 companies from the organization, 4 of which had more than one employee recognized. The committee shared a presentation on what Ramco Jamii is all about and encouraged the invited guests to share, join and participate in the various committees and activities therein.





Sponsors Golf Tournament at Windsor



The rush for points in last year's Kenya Golf Union Golfer of the Year award resumed at Windsor Golf Hotel and Country Club, where top golf amateurs in Kenya are drawn for the prestigious Windsor Classic 2021 golf tournament. The 54-hole Windsor Classic attracted a field of 84 players with handicap of less than 12 and is a major fixture event in the Kenya golf union calendar.

Ramco Group sponsored the 2-day event which took place on 10th and 11th of September. The group also provide giveaways which consisted of branded Ramco Group water bottles, masks, umbrellas and caps. The players, staff of Windsor Golf and Country Club and Kenya Golf

Union officials were very grateful for the kind sponsorship to the Kenya Golf Union.

It is also good to note that one of our group staff, Anand Chandarana (Ramco Plexus), achieved 20th overall position out of the 84 players and qualified for the event. Other group staff participants included, Samarth Shah (Pressmaster) and Miqdaad Walji (Ramco Printing). Senior members of the group who attended the presentation included, Hasit Patel (Group COO) and Akshay Gupta (CEO Ramco Plexus) flanked by support staff Elizabeth Kahito (Ramco Group), Stephanie Wambaire and Mercy Auma (Ramco Printing).





Runs a COVID-19 Vaccination Drive

Kentainers has made a critically important step to protect their workplace, clients, customers and visitors by ensuring all staff, transporters, service providers and frequent visitors received the first COVID-19 vaccine dose. This was done by building employee confidence and emphasizing the benefits of protecting themselves, their co-workers, friends and families, which encouraged many to voluntarily visit various health facilities to get vaccinated.

To make the process as convenient as possible, the company supported the vaccination drive by establishing teams in HR and IT department, who helped create accounts and schedule vaccination appointment on the Ministry of Health COVID-19 registry portal. They were also able to collaborate with health officials, and hosted a two-day mobile vaccination clinic in the company, which enabled those who did not get the chance to visit health facilities to get vaccinated.

A total of 263 employees, food suppliers and security staff have so far received the vaccine. The company remains committed to adhering to COVID-19 guidelines and supporting vaccination efforts as a critical tool for transitioning to normalcy and economic recovery.



Supports Schoolgirls with Dignity Kits

SanitaryHeaven is an initiative by Ramco Group employees led by Elizabeth Kahito and is dubbed #HAG-A-SIS (Help A Gal Stay In School) that aims at supporting vulnerable schoolgirls who cannot afford dignity kits.

This January they will be visiting the Kangemi Resource Center, an organization that aims to improve the lives of over 7000 underprivileged children and their families.

SanitaryHeaven aims to support over 5000 school girls by the end of the year. They have partnered with Marvel Investments (Sunny Girl Pads) at a charitable rate: i.e. 1 carton (48 pkts) for ksh 1770.

They welcome any amount to help them procure as many pads as possible.

MPESA PAYBILL NO: 8044239
ACC NAME: SANITARYHEAVEN

If you prefer to source and buy the pads, please submit them to your respective HR office for coordination on pickup. Thank you very much.



Sai Office Kenya and Epson Sponsor Golf Tournament

The Tournament

After failing to take place in March 2021, the Epson and Sai Office Supplies Golf tournament made its comeback on September 11th, 2021 at the lush Muthaiga Golf Club in Nairobi.

The 18-hole tournament attracted over 180 players who were drawn from various corporates in the country. The players had a whole day opportunity to play and interact with the Sai/Epson team. Representing Sai Office Supplies Ltd on the field was Business Development Manager, John Kennedy Kemboi while Epson's Head of Sales East & Central Africa Mukesh Bector played in for Epson.

Giveaways & Prizes

Players received branded umbrellas & hand towels from Sai Office Supplies Ltd while their caddies received Epson branded caps. There were golf bags and shoes for the runners-up in both the men and ladies' categories while the overall winner took home an Epson Ecotank printer.

Sai Office Supplies Ltd & Epson Partnership

Sai Office Supplies Ltd have been strategic partners with Epson for the past 20 years, with sales and service centres in Kenya, Uganda,

Tanzania & Rwanda. Being a global imaging and innovation leader, Epson continues to produce compact, energy-saving and high-precision printers while Sai Office Supplies Ltd steps in as a leading distributor of these and more. Sai Office Supplies Ltd distributes IT brands, stationery and office supplies to several corporates, businesses and retail outlets across the region.

The EPSON Business Workforce Inkjet Printers

Low energy, low waste and low CO₂ emissions are core to Epson products. Epson uses technology which helps reduce maintenance and waste and in turn saving up to 50% on service cost when compared to other laser brands. These innovations and technologies are in line with the UN's SDGs.



One of the models that was on display during the tournament was the Epson Workforce-C869 printer. The printer uses about 40 watts of power when printing/copying. This means you can run the printer on a UPS or inverter and your business does not need to stop in case of a power cut. Just for comparison, a laser printer uses an average of 700 Watts during printing. That's up to 96% power savings!

Get in touch with Sai Office Ltd for more information.



Sends a Different Breast Cancer Awareness Message

1 in every 8 women will develop invasive breast cancer over the course of her lifetime. And this is the grim statistic that Creative VMLY&R used in partnering with ASL Ltd - Trading Division, one of the largest textured paint stores in Kenya, to bring people closer to the reality, with October being Breast Cancer Awareness month. They created the ASL Wall of Unwanted Textures.

Taking advantage of ASL Ltd's showroom, three artworks were created that appeared like textures that would sit well as decorative pieces in homes and office spaces, but were actually images of blown-up cancer cells. This was

different, partly because many campaigns done over the years have focused on words, but they are never enough to pass the message across. As customers went around the store shopping for home décor, it brought them closer to the 'ASL Wall of Unwanted Textures', the artworks piquing their curiosity and interest.

This was done in partnership with AAR Insurance, ambassadors who explained to the customers the importance of regular self-examination, physical check-ups and tests, passing the message that early detection saves lives.





Sends Team to Lebanon for Training

Die Cutting Experts Ltd sent 3 of its Kenyan team to Lebanon for 3 months training. The training took place at DCEL's Lebanese partner's factory that designs and makes laser dies for its Lebanese clients.

Solomon Owiti and James Laktar are both experienced manual die makers who joined the DCEL team in July. They had never made laser cut dies before and their 3 months in Lebanon was to give them this next level

training before DCEL begins operations in Kenya soon. Similarly, die designer Nelson Morowa travelled for training in the computer designing of laser dies.

As Nelson said on his return, "The 3 months training we have received will give us a very strong foundation in making world class laser dies at The Die-Cutting Experts in the near future."



Learning and Development

With the onset of the new normal, organizations are looking for ways their employees will learn and develop both professional and personal and be productive. This then means that, for any organization looking to bring eLearning into the fold, it's important to know how it helps their training and development agenda and also how fantastic it is for the long-term health of the organization in terms of employee productivity that translates to increased revenue.

a single day's training to bring a handful of people up to speed could cost tens of thousands of Shillings. But when companies start to include digital learning, there's no comparison in terms of the costs. There are no venues, no instructors, and no travel. There are no overnight stays or meals in restaurants – and every employee spends much less time away from the daily work that creates revenue for your company.

In fact, according to the study by Accenture, the average corporate organization saves between 50% to 70% of their training costs just by switching over to digital learning and development. And savings like these can have a massive impact on the organizations' overall profits.



Increased engagement

Think about the average modern person: Do they spend their free time learning about things from books and classes? Or do they prefer to find things out through Google, YouTube, online articles, and TED Talks? Technology has changed the modern worker. And any company that wants to nurture a fully engaged workforce needs to embrace this shift towards digital ways of learning. But this isn't just a fluffy sentiment – the numbers speak for themselves: Using learning technology to train and develop staff increases employee engagement.

Teams become more effective

For a long time, businesses have been investing in traditional training methods: classrooms and instructors in day-long courses that



Reduced Training costs

There once was a time when getting the right training for your workforce meant a series of huge expenses. Between hiring a venue and an instructor (and covering travel, food, and accommodation expenses for every employee),



take employees away from their work and their comfort zones. But the truth is that these traditional methods just don't stack up against modern eLearning. According to the Research Institute of America, eLearning boosts information retention rates by as much as 60% – while traditional training is stuck with retention rates as low as 8%.

In simple terms, that means employees become more knowledgeable and competent in their job roles. They can be more productive, and they're in a better position to keep your clients and your customers happy. But it's not just about how much they learn. It's also about how quickly they learn:

What it means

Everything that makes eLearning special has a

positive effect on any organizations bottom line. When companies start to embrace eLearning and development, they are setting themselves up for:

- Huge annual savings (in otherwise traditional training methods)
- Improved customer loyalty and satisfaction (being served by competent and knowledgeable employees in their job roles).
- A more engaged workforce (with higher productivity, happier staff, and improved job satisfaction)

And with all this, you get a successful Company which means great profits!!

At Ramco, its not an exception. As we endeavor to change the learning culture within the group,

we have embarked to revolutionize the learning delivery methods. We have introduced an eLearning platform called TalentLMS where we shall incorporate all our learning activities and projects.

Everyone wants to be great, don't you?!...It's time to kick-start that new habit and acquire new skill and increase your experience within your role and beyond. All great minds in the world started with one small bite of knowledge. Its time to be great in whatever you are engaging in. Talent LMS is your platform for that greatness you're looking for.

A 10 minute a day learning experience may be all it takes to give you the taste for lifelong learning. You can quickly see the transformational power of professional development. This platform can be accessed from anywhere on any device at your convenience.

Contact us through Learning and Development Community on Yammer, SharePoint and Email.

Lets learn and develop ourselves!!!.





Ramco Plexus welcomes new Head of Innovation



Trushar Shah has joined Ramco Group as the Head of Innovation for Ramco Plexus.

Coming from a creative background but with experience in print for the last 10+ years, he has a vast amount of knowledge in the different sectors of print - digital, large format, screen and offset.

Due to his passion for print and design, Trushar brings a new perspective that will help develop new products for Plexus clients giving them a competitive edge in the market.

The Ramco Group family welcomes Trushar and wishes him all the best in his new role.



Sneha Patel promoted to Head of IX



Sneha is now the Head of IX, a role that will see her overseeing the functions of branding, large-format printing, fabrication, signage and promo material.

Sneha joined Ramco Printing in October 2012 in the capacity of Marketing Coordinator. Over the 9 years at Ramco Printing, she has handled branding, marketing, sales, customer relations and operational systems.

She has played a pivotal role in the business' growth over the last couple of years and remains energetic, committed and loyal to Ramco Printing.

She has progressively risen through the ranks due to her commitment to work and business ownership.



Ramco Printing gets a People & Culture Manager



Sammy Lugado has joined RPWL as their People & Culture Manager. He joins at a time when the company is in the process of transforming its organization culture in order to position employees as their competitive advantage in the market.

Sammy has a Bachelor's Degree in Arts from Kenyatta University and Certification in People and Talent Development and is currently pursuing his Master's Degree in Human Resource. In addition, he has professional certification as HR Business Partner.

Sammy has over 13 years of experience in HR having worked at Kenya Breweries Limited, East Africa Growers Limited and Milly Glass Works. His last assignment was Country HR Services & Reward Manager at Coca-Cola Beverages Africa-Kenya. His major experience is in building robust industrial relations and developing performance driven and winning culture.

Transforming Lives Through People

By Morris Kimeu



People have always been at the core of business in any organization, market and industry. We are at a time in the industrial history

where the focus on people to drive change in organisations can no longer be ignored.

The Ramco Group HR, led by Denis Nyongesa-Group HR Director, experienced this shift and responded by reviewing its entire structure by coming up with a lean but effective approach that focuses on delivery of excellence, customer centrisms and fiscal feasibility to create a sustainable way of managing talent, which is at the core of the business value agenda.

With only 4 members, this agile team has in the last five months focused on delivering services that have a significant impact across the Group. A key part of this journey has been re-learning how to view HR services as a value-add business partner to the Group in a tangible manner.

In the three months, the team has been able to recruit and successfully place 13 new hires in various companies in the Group, over 20

background screening for both local and expatriate new hires done. Meaning all hires engaged have been given a 'clean bill of health' with zero undesired incidences of criminal activity, financial credit default, and negative previous workplace testimonials.

Further, the team has engaged over 40 ad-hoc client requests, ran more than 20 employee satisfaction surveys (with 30% being closed), and completed 6 HR Audit Exercises with published reports. The team is also in the process of developing a Ramco Group HR Manual and Policy document which will set

a standard of guiding and administering the HR function across the Group while placing ownership of the manual on the Leaders of the individual Group Companies. In the same breath, the team is in the process of developing Job Profiles for Key roles that upon approval would set the standards of job descriptions for leadership roles across the Group and Group Companies.

The Board approved the Group HR to take on key HR project from September 2021. Ramco Printing Works Limited Cultural Transformation Project took off. Group HR dedicated Project



Lead on site, Lewis Kiptanui. For the first time in its history, all staff of Ramco Printing Works Limited were able to have a video conferencing call from all its four different sites with the Group CEO Amit Patel who also serves as Director of Ramco Printing Works Ltd, when he officially kicked off the Cultural Transformation project on 9th September 2021. Those with laptops and desktops logged into the MS Teams meeting while staff on the operational floor were linked via big screens with audio facilities. His words “We can no longer operate the same way if we want to continue growing and staying ahead” set the tone of the project and were also echoed by the CEO Kishor Trambadia, the Head of Business Mahmoud Saffideen who also serves as the Project Owner and Denis Nyongesa as the Group HR Director.

In the two months to date, there has been a review of Senior Leaders Job Profiles drafts, focus group discussions with selected representatives of all staff including the union to create awareness of the project, outline its objectives and answer question to avoid any confusion. Currently, the appointed and trained Project Steering Committee with the guidance of the onsite project lead is in the final stage of finalising the job analysis exercise which has a target of analysing 85 profiled roles.

On the same note a skills inventory audit of all employees in Ramco Printing Works Ltd is in the final stages of data collection for review. Next steps are to conduct a job evaluation exercise to guide on the grading systems and review of the HR systems. The project is a collected team effort between the RGL- HR team and the RPWL HR team led by Sammy Lugado the People and Culture Manager.

On a separate note, the RGL HR team is currently preparing to embark on another HR project at ASL Packaging Limited, David Odhiambo will be the project lead at the site.



The Group HR team aims to play a regulatory role in the Group in developing, communicating, and maintaining HR Standards across the Group. This is being done largely by the HR Audits where the team conducts the exercise, collects information on the company HR standing and proposes solutions giving the company leadership the freedom to choose to engage the Group HR team or utilize its internal HR team in implementing the change drive action plans.

These among many other projects constitute what the future holds for the Group HR Team as they navigate challenges with eyes locked on the possibilities towards transforming lives through people.

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