



CUT AT THE TRIM MARKS
COVER TO BE SHORTER AS SHOWN ON PROOF AND PDF

Note from Amit, Group CEO

2023 is here, and two words come to mind; gratitude and optimism. I recognise and appreciate the team's support and diligence towards the Group's common goal last year guided by our core values.

The past year was a learning curve as the world entered the post COVID-19 era whilst recovering from the economic shock and disruption caused by the pandemic. This and the ongoing war affected our supply chain thereby negatively impacting some of our companies. Even so, the new government has rekindled the nation's hope and enthusiasm and we are eager to move forward with renewed resilience leveraging on the team's adaptability to change.

As we step into the year, let us do it deliberately and with optimism, embracing each other and intentionally choosing to make a positive impact in our communities and the country at large. It is vital to work cohesively while utilising each other's strengths in order to foster teamwork within our companies and the Group as a whole. Only as a team can we drive the group's purpose 'Improving Lives in Africa' to the highest level.

Our key focus areas for the year are; Finance, Health Safety & Environment, Corporate Social Responsibility, and the Sustainable Development Goals. Your leaders will share the Group's vision. Let us take ownership as we work towards this. We must always challenge ourselves to push the envelope, working both hard and smart, in order to achieve the goals that we set for ourselves.

May courage, innovation and the desire to make a difference to self, family and the organisation be at the heart of everything we do.

Let us purpose to make 2023 truly remarkable.

A handwritten signature in black ink, appearing to read 'Amit', with a stylized, sweeping flourish extending from the bottom left.



Our Philosophy

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

Our philosophy focuses on 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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Note from Hasit, Group COO

NEW NORMAL - POST COVID-19

Over the past two years, there has been a transformation in the way we interact with loved ones, do our work, travel, get medical care, spend leisure time, and conduct many of the routine transactions of life. The COVID-19 crisis has accelerated the shift to digital and the future of work as we know it, with the migration to digital technologies occurring at a stunning scale and speed, across all sectors. Going forward, digital will play a pivotal and defining role in work and life in the post-COVID era. In response to this, Ramco Group has stepped up its game. We have re-imagined and reformed our operations, enabling us to not only survive but to thrive where many have failed. We have also devised new smart ways to recover our lost revenue. Across all functions, we have embraced and learned how to complete tasks remotely, using digital communication and collaboration tools instead of traveling for long and tiring physical meetings. In operations, the adaptation of platforms like Monday.com and Kissflow and initiatives like Project Galileo have enabled us to rapidly decrease the time spent on manual and repetitive tasks and increase the use of data-driven analytical and technical support for decision-making.

COACHING PROGRAMME

The Ramco Group is endowed with great talent and an unrivaled range of skills and experience. This expertise can be harnessed to enhance teams within the Group. Mentoring promotes personal and professional development and creates a vibrant culture of learning. It gives staff an opportunity to learn job expectations and provides a way for them to connect, learn, and grow within the company and throughout their career paths, resulting in higher job satisfaction and increased productivity. It builds stronger teams and a more inclusive culture and aligns the organisation's values with those of its employees. It creates

an interactive learning experience that instills more on-the-job confidence, creating an enjoyable working environment in which employees can collaborate productively. To hire and retain top talent, the scarcest capital of all, means creating a unique work experience and committing to talent development through value-creation opportunities and more fluid leadership roles. This often leads to new leaders emerging from unexpected places. To this end, the Group will soon embark on an exercise to promote an intra-Group mentorship programme, where mentors will be identified based on their skills and a structured way of sharing those skills developed to ensure human resource development meets current and future market needs for our businesses.

FIRE AT PPL

On 20th June 2022, we witnessed a devastating fire at Platinum Packaging Limited. The entire factory was destroyed, along with all the assets inside it. Fortunately, none of our staff were injured during the ordeal. The first responders, our staff at Platinum, showed tremendous teamwork, resilience, and resolve as they worked tirelessly for three days to put out the fire. We will never be able to thank them enough for their dedication, grace, and strength in the face of such adversity. In times of crisis, it is clear that the most important thing is the people who are fighting to make a difference. We are immensely grateful for the effort and time that everyone put in. Thank you!

Platinum has demonstrated that it is a strong, unified team, and because of this, I am confident that we will return, stronger and better than ever. Let us hope for restoration, confirmation, and strengthening.





RAMCO
GROUP

Welcomes

DECUT
THE DIE CUTTING EXPERTS



Starts State of the Art Production of Laser Cut Dies



On 1st September 2022, Die Cutting Experts Ltd started producing dies for printers in the East African region. They are the first company to make laser dies locally for printers, saving them time and the cost of importation.

A 'die' is used to precision cut a printed sheet to the correct shape for packaging and corrugated boxes. Traditionally 'dies' have been made by hand which are not accurate, resulting in rough edges that automated packing machines don't like. The Die Cutting Experts facility will be the first in East Africa and will make 'dies' by precision laser engraving instead of by hand.

The company is based in the old ASL Packaging building on Mombasa Rd next to Ramco Group Park and led by General Manager Derek Steel.

"FMCG factories across Africa are becoming more automated and therefore need more exact and consistent packaging material. Having locally made laser dies will allow printers to deliver faster with a higher quality while reducing imports - a win for everyone." says Derek Steel. We wish Die Cutting Experts all the success.



Streamlines Production Operations

Ramco Printing Works Limited has formed four divisions UNO, DUO, HEX and IX that are aligned to give a focused approach to its operations. Each of the four operates as individual units but form a synergy to offer complementing products and services that meet clients' needs. Ramco Printing Works Limited is positioned to be a one stop shop for all printing, packaging & publishing, diaries & notebooks, and branding & merchandising solutions provider.



Digital &
Commercial Printing



Kishor Trambadia
CEO

Offset and digital printing of marketing material, Z-CARD® and stationery management.



Packaging &
Publishing Printing



Mahmoud Saffideen
CEO

High Volume print, publications and packaging.

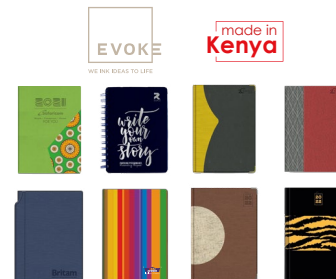


Diaries, journals &
Notebooks



Suresh Thavamani
GM

The ideal way to ensure client's carry your brand in their hands.



Branding Signage &
Promotional material



Sneha Patel
GM

The brand visibility partner that invokes excellence.



Kenyatta Avenue Branch gets a Facelift



The revamped Officemart branch at Kenyatta Avenue finally opened its doors to the public! The store is a key retail outlet and popular among shoppers in the CBD with the widest selection of office and school stationeries. In addition, the branch is now home to a vast collection of textbooks ranging from basic texts, manuals, workbooks, reference books, novels, and exercise books! This is in line with Officemart's goal of matching the dynamic client needs across all sectors.

The revamped Kenyatta Avenue branch brings vibrancy and a retail therapy craved by most shoppers around the CBD. The staff here are equally trained and committed to long-term and mutually beneficial relationships with all clients and partners. As the branch's manager, Agnes Wanjiru states, "Every team member you will meet here is well experienced and ready to make your shopping with us exceptionally worthwhile."



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

Launches as a Project Solution Provider of Electro-Technology

Apostrophe, a division under ASL Limited launched as a project solution provider of Electro-technology. With smart homes gaining popularity across the region, we have the solution for home and corporate smart living. We are honored to announce the recent partnership between Apostrophe and GM Modular which happened on 18th November 2022.

The partnership with GM Modular as their Kenyan partner saw us open a showroom where you can discover new smart solutions for commercial and domestic developments. Kenyan developers can now access premium quality electrical solutions like electrical fittings and components that are digital based.



Ramco Group Chairman Kirit Patel, GM Modular International Business Head Nitish Nath and Rohit Vadhvana DHC & DPR (UNEP and UN Habitat) Commission of India at the Inauguration.



Expands into New Office in Kigali

Sai Office Rwanda is pleased to announce that they are expanding their business with a new office and warehouse location. The new facility offers bigger space with a variety of new products range recently introduced in the region.

They have moved to a very prime location with 1,750 square meters of space with an exclusive showroom, executive offices, authorised service centers and a modern beautiful warehouse offering all services under one roof.

The team looks forward to continuing to serve their clientele better at their new location on Plot 624, KK 10 Avenue, Near Zinia Market, Zinia, Kicukiro District, Kigali.



Feted by Forbes India

Multivista are proud to announce that Forbes India has featured them as one of the Top Companies with Great People Managers. This was based on a study by Great Manager Institute®. They were shortlisted from 4,189 organisations in all sectors.

Their leaders build strong connections with their fellow team members and inspire them. This is what sets them apart and has seen them Top of the list.

The selection was done after a rigorous four-layer process.

- Layer 1 – Feedback from stakeholders associated with the manager
- Layer 2 – Managers to share list of practices they conduct which has impact on the team and organisation
- Layer 3 and 4 – Reputation checks involving technology driven methods





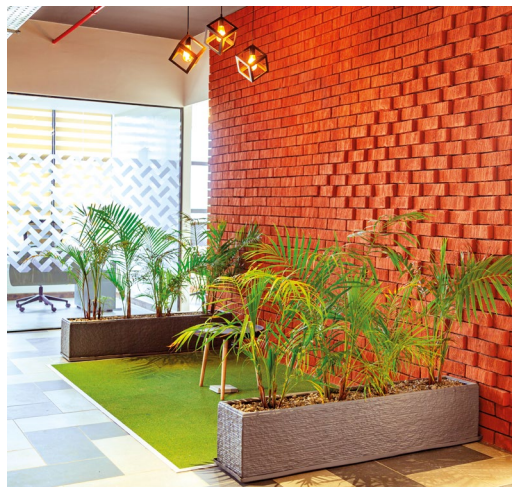
Adapts Innovative Methods of Interior Transformation

Serenity Interiors specializes in design and build of exceptional bespoke interior spaces ranging from commercial, retail, hospitality and residential. Under the new change at leadership level - Rajinder Jandu as the General Manager and restructuring of operational team of the company, Serenity has adopted a more professional method of ensuring the transformation of the client's dreams and abstract ideas into a fully-fledged tangible interior lifestyle.

Serenity Interiors Ltd, having been in the industry for over a decade, has acquired such great expertise and an eye for detail that sets it apart as a leading service provider in the market. This, coupled with a passion for quality material at competitive prices ensures the final experience achieved delights and inspires. Some of the services Serenity Interiors offers include general building works, partitioning and interior design with much broader scope in MEP services, roofing, drainage systems, carpeting, furniture, concrete work, woodwork, fabric design and more.

Recent projects successfully undertaken by Serenity include; International Rescue Committee (IRC) two-level office space at Merchant Square - Riverside Drive, Kyuna Kindergarten- Kyuna Road, Market Power office space (Ramco Plexus) and Sai Office three-level office space both at Odyssey Building and The Copper Ivy Restaurant at The Promenade.

Following Albert Hadley's statement, "the essence of interior will always be people and how they live"; Serenity Interiors team aims to achieve the same for every client it engages with.





PRINT STORE

Installs Ruling and Punching Machines for Increased Production



The Print Store Ltd, ventured into stationary production in 2021 with the brand name 'HIPPO'. Despite the industry affected by change of school calendar and loss of business arising from the pandemic, there was positive reception in the market for 'HIPPO' stationery.

The 'HIPPO' Brand aims at providing various Kenyan learning institutions and other sectors products that are unique and of high quality with affordable pricing. Their products include exercise books, drawing books, ruled papers, scribbling books,



counter books, cash sales books, receipt books and sketch books.

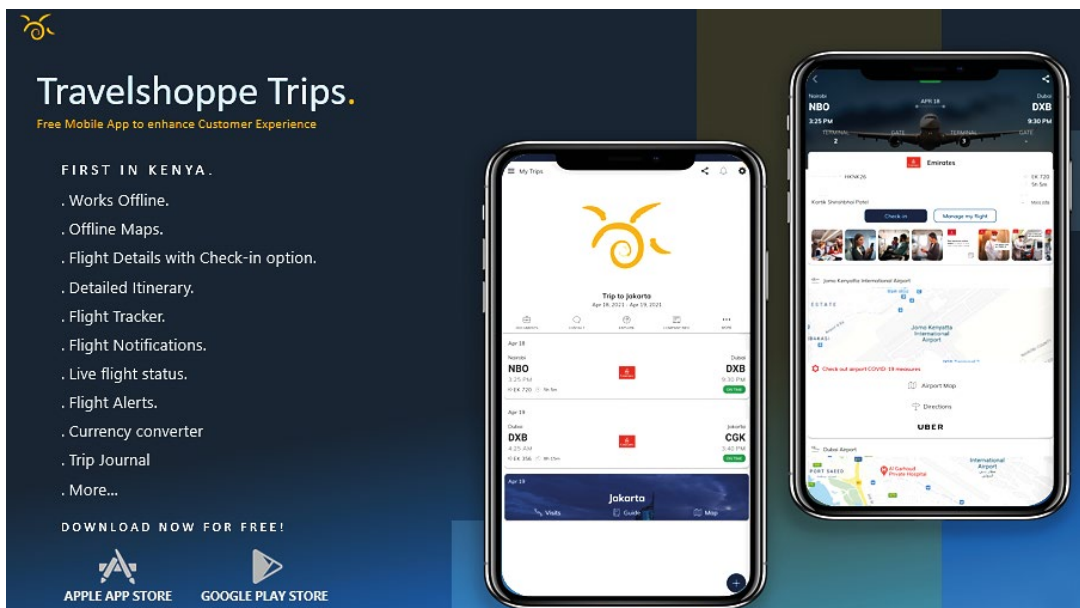
To speed up production, TPSL installed a ruling and punching machine. The installation was completed by their internal staff with online support at a time when international travel was restricted hence it gave the employees an opportunity to gain experience and highlight their capabilities.

2022 saw TPSL commence a rubber rolling section to help meet the demands of the growing printing industry. Their rubber rolls are of high quality to meet the requirements of various production standards. The new establishment has created employment opportunities for the community around. They have also installed a racking system in their store that has made storage services efficient.

The Print Store Ltd is located on Off Airport North Rd, Catherine Ndereba Rd, IPBS Building.



Made Big Moves in 2022



Travelshoppe ended 2022 with a bang! In a strategy that has seen them direct their focus to customer care and service. One of the involvements they have undertaken, together with their partners, is customer visitations to recognise customer support as well as update them on their various products. At the heart of this strategy the main objective is to hear from customers as to what areas the company can focus on, to sustain customer satisfaction through an enjoyable travel experience.

Qatar Airways joined them in the various visits, which were appreciated by the clients as they used the opportunity to communicate their inputs directly to the airline. In particular, the important aspect of special airfares for their corporate traffic which clients felt if accorded would support their logistics segment of the recovery process.

On the innovation end, imagine you have forgotten or misplaced important travel documents and



you only realize this when checking-in for your flight. Statistically, you are more likely to forget your documents as opposed to your phone! Travelshoppe Trips App will be your solution to such a situation and is ready to be officially rolled out.

This App will be for customers only as it is intended to contain all client's travel information which will include air tickets, travel itinerary, accommodation vouchers, amongst many other documents. Additionally, it will provide destination information like weather, but more importantly, update clients on any travel changes whether it is flight delays or change of hotels and other information which would arise because of last minute unavoidable circumstances. Knowing that you have this back-up can only minimize the stress and anxiety most travelers normally have.



Rolls Out a New Workflow Platform

ICT Africa has launched the use of Galileo Sage, a workflow platform that automates business processes for efficient management of organisational procedures. As we embrace innovation in managing our businesses we are excited to have launched and deployed the project aimed at increasing efficiency and improving productivity within the organisation by standardizing, automating processes and providing seamless user experience across all IT platforms (web and mobile) within our organisations.

The platform augments the use of cutting-edge technology tools to secure information and drive innovation. Its benefits include;

- Standardized processes flow
- Versatile access on PCs and mobile devices
- Paperless workplace
- Accurate information and data flow
- Automated controls and approvals
- Reporting, dashboards, and archiving processes
- Simplify complex processes saving time,

manpower, and money

- Facilitate compliance via audit-able processes
- A highly skilled team to assist you to build your processes.

They currently have over 80 live processes already in use across the Ramco Group covering:

- Operational processes
- HR processes
- Legal processes
- Internal Audit processes
- IT processes
- EHS processes
- Credit control processes
- Ramco Jamii employee engagement processes
- Customized bespoke processes.

Group companies are encouraged to make use of the automated processes to build efficiency and increase productivity in the organisation as a whole.





Hosts Resellers Upskilling Event for APC Kenya Dealers



As it is its vision to enhance productivity and inspire creativity, Sai Office Ltd together with its partner, APC East Africa held an upskilling and product training for their resellers in Nairobi on 25th February 2022. The event sought to educate the APC dealers about the brand's key focuses in the Kenyan market as well as enhance their selling skills.

More than thirty resellers drawn from across Nairobi County attended the event. Keynote speakers were Sai's Marketing Manager, Priyanka Ghelani, Pre-Sales Engineer East Africa APC by Schneider Electric Peter Odawa, and Sales Director East Africa APC by Schneider Electric, Arlene Nazareth.





**KITCHENS
& BEYOND®**

Awarded Super Brand Status



Kitchens & Beyond, one of East Africa's most comprehensive source for innovative interior solutions was on 31st March 2022 awarded Superbrand status. A Superbrand is a brand that offers consumers significant emotional and/or physical advantages over its competitors which (consciously or sub-consciously) consumers want, recognise, and are willing to pay a premium for.

Kitchens & Beyond, led by the CEO Vinit Dodhia and Deputy CEO Poonam Gohil, are ever grateful to their team and esteemed customers for their continued support, being an integral part of their growth and steering them a step closer to achieving their company Vision and Mission.

The name Kitchens & Beyond may describe the brand; but a closer look at their offerings, one realizes the 'beyond' describes elegance, uniqueness and uncompromising quality. They represent world renowned brands such as: Snaidero (kitchens), Kohler (Sanitary-ware), Caesar Ceramiche (Tiles), Novamobili (Wardrobes/Furniture) and Azzurra Bagni (Vanities).

These brands showcase a vast array of design options for customers and designers in the mid to luxury markets. At Kitchens & Beyond, their greatest achievement has been growing a clientele of happy customers, satisfied with their product selections at the end of their interior journeys.

The following are additional acknowledgements of their hard work:

- 2012 - First to introduce modular kitchens within this market
- 2014 - Youngest distributor for Snaidero kitchens worldwide
- 2014 - Snaidero Award for the highest sale in Africa
- 2018 - Kohler Award for the highest growth
- 2018 - GTC AVIC Awarded largest sanitary-ware project in east Africa
- 2021 - Installed 1,800+ kitchens

As market leaders, they promise to make every effort to keep their customers informed of the latest market trends and tips that may make their building and design journey a better one.



Hosts Brother International Corporation Dealers in Nairobi



For the first time ever, IT dealers from across Nairobi had an opportunity on Wednesday, 25th May 2022 to meet and interact with top regional Brother International Corporation directors and managers. The event, which was hosted by Sai Office Supplies Ltd attracted over 50 IT dealers and resellers from Nairobi and Mombasa and was part of Brother Corporation's four-day tour in Kenya.

Brother Gulf Managing Director Ken Hirano and Regional Sales Manager Bhavik Matani began their Kenyan tour by visiting major Officemart stores in Nairobi before meeting the dealers. The Brother team, accompanied by the Sai team also had a chance to meet major corporate resellers and end-users.



Safarilink



Participate in the 2022 Lewa Safari Marathon

Every year for the past 14 years, Lewa has hosted the Lewa Safari Marathon, a unique fund-raising event organised by Tusk Trust that attracts participants from all over the world. The event was held on 25th June 2022.

From professional athletes, fitness enthusiasts, amateurs and spectators, this annual race brought the world to Lewa. By taking part, every single participant played a huge role in helping local communities and raising awareness of the threats facing Africa's incredible wildlife.

In 2022, Safarilink and Travelshoppe were proud to take part in the Marathon by sponsoring a team each. Congratulations to those who participated and played a part in raising awareness and furthering the initiatives of Tusk Trust and the marathon beneficiaries.



In Partnership with MAACOM Launches a Mini Dairy Plant



ASL Ltd Engineering division in partnership with MAACOM and Enkanasa Ltd on 18th July 2022 commissioned a state-of-the-art containerized mini dairy. This unit is designed to empower over 3,000 MAA women in 13 counties by adding value to their milk ultimately empowering them economically.

The unit gives a complete end to end solution in processing i.e. from collection, lab testing, pasteurization, homogenization and packaging. ASL is proud to engage in such projects that are helping make an impact in our great country.

The biggest challenge in the dairy industry is handling and human intervention.



This containerized solution mitigates these losses to the women and hence empowering them economically. The containerized unit offers the following solutions hence adding value to the milk and ultimately:

1. **Pasteurization** – A continuous pasteurizer is fitted in the unit this kill micros in the milk hence can be held longer.
2. **Homogenization** – This is the process of emulsifying the fat content in the milk hence there is no separation, this ensure quality milk.
3. **Packaging** – A pouch packing machine has been fitted in the containerized unit which allows the women to sell off the shelf at market price.



By acquiring these units for the women, MAACOM in partnership with local area leadership basically metamorphosized the economic power of the family unit in this region. Previously the women were exposed to loss of milk due to handling and exploitation by brokers and some milk processors.

This unit has now enabled the smallest of farmer to record, plan and determine his or her income. As we all know the ripple effect of empowering women in a community is phenomenal. At ASL Engineering we continue to commit to partner further with all stakeholders from various divides to bring in such initiatives that go a long way in the society as a whole. ASL also offers training on basic milk handling and dairy equipment at no extra cost.

The environmental benefit of ASL Engineering developing this unit is that it will be powered by solar panels; an affordable and green energy.

In Partnership with Konika Minolta Feature Prominently at the 7th Edition of Print Pack Sign Expo 2022

For the seventh time in a row, Konika Minolta, in partnership with Sai Office Supplies showcased its award-winning digital print technologies at the 7th Print Pack Sign Expo (PPSE) at The KICC Nairobi. The 3-day expo ran from 25th to 27th July 2022.

As a major exhibitor at PPSE, Konika Minolta's presence underpinned its commitment to customers and the growing importance within industrial printing markets. Its invitational and inspiring booth pulled customers and prospects within while showing the business and creative benefits

of a partnership with one of the global technology leaders. On display were two industry leading commercial printers; the AccurioPress C4070 and the Bizhub C250i, both of which among other impressive functionalities offer intelligent usability, next generation security and seamless connectivity.

Speaking at the event, Sai Office Head of Corporate Sales and Retail Archith Rao highlighted on the growing market of digital print in the country. "Quality and cost are top of mind when evaluating digital print, and the AccurioPress and Bizhub series

are designed specifically with its users' greatest needs at the forefront," said Rao. Sai Office Supplies Ltd. acquired distributorship of Konika Minolta for East Africa in 2019. Being a global leader in digital print and packaging solutions, Konika Minolta has had a great reception and penetration in the region.

Both Sai and Konika continue to pool their expertise to demonstrate how customers can develop ideas and increase profitability, as well as benefit from state-of-the-art software and service capabilities.



Participate in Nairobi International Trade Fair 2022



ASL Engineering in collaboration with Cooperative Bank participated in the Nairobi International Trade Fair held at Jamhuri Grounds on 2nd September 2022. This is to further promote Innovation and Technology in Agriculture and Trade.

ASL Engineering's key goals in the event included increasing awareness within the financial sector and market at large on possibility of partnering with particular financial partners in equipment acquisition. It also included raising awareness as the team walked customers through our products and services and demonstrated first hand the functions of our machines, their efficiency and value proposition to the clients.

The activation achieved the following results; NITF enabled the team to receive a number of enquiries on various products. Our sales team followed up on the same for an opportunity to close business. Through the event, the team managed to get direct feedback from walk-in clients on areas that need to be visited and showcased the products they needed.

In addition, the team managed to engage with stake holder partners on how best to work together and areas of possible cooperation.



Hosts a National Spelling Championship at Westgate Mall

The Global Spelling Bee Competition is a virtual international competition, spearheaded by the Spelling Bee of China, that brings together Spellers from across the world to pit their Spelling skills against each other for a shot at the top prize. Spellers from across the country have had several opportunities to represent Kenya in the Global Spelling Bee Competitions that have so far brought together Spellers from Kenya, Bahamas, China, India, Indonesia, Singapore, South Africa and the United States.

After gruesome competitions mostly spanning several days, KNSB spellers did great with some Team Kenya members managing to proceed all the way to the final round, from the preliminary levels. Special congratulations go to Nazir Ahmed, Sibyl Mokeira, Anoushka Bansal and Priscilla Arok for an exceptional performance, managing to emerge amongst the best 3 spellers in their respective grade group levels. This event took place at the Westgate Mall on 17th September 2022.

Team Kenya truly did us proud and all the spellers received certificates with the top spellers walking away with over KES 40,000 in cash prizes.

The KNSB team encourages parents across Ramco Group to contact them and enroll their children for the competitions which are not only fun but also educational and help to improve their command of the English language.



Nazir Ahmed, Sibyl Mokeira and Priscilla Arok receive their certificates for exceptional performance.



Anoushka Bansal receive her certificate accompanied by her family.

Exhibits at the 10th International Floriculture Trade Expo (IFTEX) 2022



After two postponements over the last four years as a result of the COVID-19 pandemic, the IFTEX returned last year at Oshwal Convention Center in Nairobi on 9th to 11th November 2022. With the combination of specialized packaging from Broekhof as well as Tessara's Sulphur Dioxide transport sheets, the two companies shared a stand at the 3-day expo.

Visitors from local Kenyan growers and buyers from Europe, UK and Middle East showed interest in some of the innovated new packaging from Broekhof as well as the latest and most exciting Anti-botrytis application the industry has seen in the last 20 years. Broekhof Africa sells packaging and accessories for the flower and plant sector in East Africa.

The company is a joint venture between The Ramco Group and Broekhof Holland who have over 40 years' experience in this sector. With Kenya being the single largest flower supplier to Europe with an estimated 35% market share, Broekhof Africa is ideally positioned on the doorstep of these flower farms to deliver unique, value added packaging solutions. These include Flower Sleeves and Bags, Bouquet Holders, Plant Wrappers, Pots and Vases and Displays and Flower Accessories. Tessara's origins are rooted in innovative thinking and heroic execution.

From designing the first Uvasys sheets in a kitchen to producing millions of the world's best SO₂ generating



sheets, our clients are, through our decades of experience, guaranteed the top tier product.

With more than 125 Kenyan and international companies and a strong growing number of registered international flower buyers exhibiting at last year's IFTEX, it looks more than ever to be the place for growers and buyers to meet and boost local business. We hope over the coming years the joint venture between Broekhof and Tessara can bring carbon reduced solutions and environmentally friendly change to the Flower Industry.

Exhibits at International Dairy and Ice Cream Expo 2022

The event was held at the Kenyatta International Conference Centre (KICC) from 6th to 8th December 2022. ASL Limited – Engineering Division, an industry leader in Food and Industrial Processing, showcased the latest technology which included refrigerated storage tanks, milk tanks, milk pumps, pasteurizers, power generation equipment, cheese vat and packaging machines.

In addition to the exhibits, the expo also featured educational seminars and workshops, which

provided valuable insights and information to the diverse group of professionals and industry experts. Topics covered included milk production and dairy processing.

The exhibition was well-attended by dairy farmers, processors, ice cream manufacturers, and suppliers. The event was a great exposure for ASL Limited – Engineering Division and provided a valuable platform for the industry to come together and learn, network, and trade.





RAMCO
GROUP

Centralized CSR Activities and Company Events

We continue to participate in CSR activities and appreciate efforts from individual companies within Ramco Group, who are keen on the same. In this regard, the Board has sanctioned a focused and centralized approach to CSR activities. Centralized focus will yield bigger impact as opposed to individualistic approach.

The key focus pillars for the initiatives are **Education, Environment & Water Conservation, Health & Sanitation** and **Food Security**. The below are a few key CSR activities conducted in 2022 and their impact:

Sanitary Pad Drive

A campaign called #HAG-A-SIS (Help A Girl Stay In School) aimed at assisting vulnerable school girls in Mlolongu School, Ngwata Primary School and Kangemi Resource Center who cannot afford dignity kits. We were able to give the girls a total of 1,100 pads across the schools.



Street Feeding Programme

Hunger and homelessness are inextricably linked. Our mission was to provide a hopeful link to reliable food access.

On 9th April 2022, we were able to feed over 200 people while also donating sanitary towels to the ladies. The activity served to bring the community together.





Donates an Ambulance to M.P. SHAH Hospital

Staff and partners of MP Shah Hospital were excited and eternally grateful for the NEW Advanced Cardiac Life Support (ACLS) Ambulance donated by Ramco Group.

The official handing over took place on 12th October 2022. This means the medical facility will be able to respond to emergencies and offer first care more effectively. This also includes transfers of critical patients where need arises.



Community Clean Up Exercise

Ramco Group CSR department conducted a successful environmental clean-up exercise at the vicinity of Press Masters Limited and the The Print Store Limited. The event was done in collaboration with Kazi Kwa Vijana crew (via the Area D.O's and Local chief's office), Cyka Manpower & Cleaning services and Nairobi Metropolitan Service.

A special thank you to the event sponsors Suraj Pala (Pressmaster) for the amazing event coverage via photography, Polythene Industries Ltd for the waste collection bags, Printstore and Pressmaster for the manpower and budgetary assistance with various logistics and an anonymous donor for four cartons of milk.

Also, a big thank you to the hands-on Plexus team that supported the exercise. These were Jackson Anakadi (Plexus Facilities/Relations Manager), Agnes Kimaru (Plexus EHS Manager), Ahmed Mohamed (PMAL HR Manager) and Lydia Ontita (TPSL HR Manager).



About #RamcoTogether

Ramco Jamii is an internal platform that brings employees together as part of the larger Ramco Group family. It was birthed during the COVID-19 pandemic and was implemented to keep staff connected and collaborate effectively.

This year we are taking things a notch higher so we can all enjoy it even more. It now has close to 1,000 members who encourage, inspire and empower each other as we show our fun side! The following are our key committees.

1. **Discovery Committee** connects individuals with similar talents/ interests/ passions so that they can engage and build communities through which they can further develop these interests, nurture and foster them

2. **Wellness Committee** to promotes individual wellness through various initiatives that encompass physical and psychological wellbeing, which includes physical and mental health issues like stress, depression and substance abuse

3. **Information Committee** is responsible for providing information for our organisations (companies, products, communication, key contacts etc.), and provide tools to share information like Email, Teams, SharePoint site, BOTs, SMS, Qualtrics and Posters

4. **Appreciation Committee** identifies, substantiates and acknowledges those who go the extra mile and essentially exceed expectations, and shine a light on commendable effort by applauding it



5. **The Learning & Development Committee** promotes the learning culture within the Group and recognises that active learning at its core needs to be done in practice

6. **Feedback Committee** partners with all stakeholders within the group to gather feedback that is Open, Honest, Insightful, Respectful, Receptive and Focused on making us better individually and as a group

7. **Emergency & Assistance Committee** makes emergency and assistance services accessible to all staff in Ramco Group and their families while at work and at home

8. **Impact Committee** believes in dignity for all people and empowers members to impact lives through programmes like pad drives, feeding programmes, women empowerment programmes, clean up programmes, education and tree planting programmes.

If you wish to be involved in these amazing and fruitful committees, please reach out to **Kimani Gichia** on kim@ict-a.com.

#RamcoTogether

Hosts a Series of Medical Camps



Last year, Ramco Group's CSR and EHS departments hosted a series of medical camps at various central points within the Group for the benefit of Ramco Group staff, which was done in collaboration with various entities including Guru Nanak Ramgarhia Sikh Hospital, Damu Sasa and The Ministry of Health (Westlands and Embakasi East).

Some of the activities covered during the medical camps included blood pressure monitoring, blood sugar monitoring, medical consultation, health education talks, BMI monitoring, breast palpation (breast cancer checks), blood grouping and blood donation. The team of medics conducted medical check-ups for 375 staff members, of which 194 got to know their blood groups and 50 volunteered to donate blood under the 'Damu Sasa' platform. Also, 161 staff members who were due for their COVID-19 booster dose received the vaccination and had details updated on the 'MoH Chanjo' Portal.



'Your Health is Our Priority'.

The medical camps have been impactful to our staff as they got a chance to be sensitized on various health issues like lifestyle diseases, nutrition and COVID-19. The CSR and EHS teams would like to specially thank the Group Nurse, Joyce Asiko, for her invaluable support throughout the exercise.

Cancer Awareness Medical Camp

Every helping hand counts in the fight against cancer. Monday 14th November 2022 saw us hold a free Cancer Medical Camp at Ramco Industrial Park - Clinic in collaboration with the Marina Hospital and AAR INSURANCE KENYA LTD. This honors the Men's Health Issues Month (Movember) and the recently completed Breast Cancer Awareness Month in October.

The medical camp impacted over 200 staff with the services including: Pap Smear, Prostate Test, Mental Health Screening, Consultation, Optical, Dental Check-up, Cancer Health Talk, Blood Pressure, Blood Sugar/ Diabetes and Body Mass Index (BMI).

It's key for all to get regular medical checkups and help prevent lifestyle diseases.



Appreciates Women within Ramco Group

Ramco Jamii Appreciation and Wellness committee set out an initiative to recognise women within Ramco group who are deemed to be superwomen by their colleagues. Twenty eight ladies were nominated and a poster of the superwomen was shared on all Ramco Group online platforms.

We asked and you answered!

These are the superwomen you nominated for impacting you positively in one way or another. Join us in celebrating these outstanding ladies for being superwomen in their spaces of influence and shine a light on their brilliant attributes.





Anand Karani becomes Chief Compliance Officer - Internal Audit & Risk Management



Anand Karani (formerly CEO of ASL Engineering) has been appointed as the Chief Compliance Officer- Internal Audit & Risk Management.

Anand has been in the group for over 30 years. His dedication and commitment to the group has been unwavering. He will be a single point of reference on all Group insurance matters, Group Internal Audit and Group Credit Control.

Congratulations Anand Karani for this new appointment!



Tajinder Singh Ghir (Teddy) becomes the CEO



Tajinder Singh Ghir (Teddy) joined Ramco Group as the General Manager for ASL Engineering Division in June. Teddy takes over from Anand Karani as the CEO. Teddy, as he fondly known, has B.Sc. in Mechanical Engineering from Florida Institute of Technology, Melbourne, Florida-USA.

He has over 15 years experience in engineering and leadership roles. His previous assignment was at Unighir Ltd as Managing Director, where he innovated new products and developed strong partnerships with clients and supply chain.

His major passion is growth and he looks forward to growing teams, customer, supplier base and ultimately business through innovation and learning from the team.

Congratulations Teddy!



Welcoming Inderprem Bahra, Group Marketing Partner



Inderprem Bahra has joined as the new Group Marketing Partner. He holds a BSc. In Information Systems Technology from USIU and has progressively built experience in marketing and organisational operations in his previous work.

Professionally, he has led the marketing department at AutoXpress Ltd and managed a family business dealing with petroleum distribution and real estate. He seeks to create experiences and exposure for himself and lasting relationships with those he will interact with.

He has also volunteered with his community youth group to help underprivileged members of society through food drives and water borehole projects and he enjoys wildlife safaris and is a motorsports enthusiast.

Welcome on board Inder!



Updates from Denis Nyongesa, Group HR Director



At Group Level in the past one and a half years, the Office of the Group HR Director decided to offer HR services in a focused manner by taking specific HR projects in a few individual organisations and running with them to the end. This was a paradigm shift from previous years where, we took multiple assignments in many organisations which led to burnouts with little tangible results. We have so far facilitated the implementation of HR Transformational Projects in Group Companies particularly in Ramco Printing Works Ltd and ASL Packaging Ltd. These projects are being executed with various objectives that include but are not limited to Culture Transformation, Process Improvement and Optimization of Talent in respective client organisations.

We have also initiated the same in multiple organisations within the Group like ASL Limited – Engineering Division, Pressmaster Africa Ltd and Platinum Packaging Ltd. These projects are expected to advance into more Group organisations. We facilitated five Collective Bargaining Agreements negotiations to conclusion by creating harmonious working relationships with labour union leadership and management of the various companies and proactively averted any misalignments through building bridges between union and management.

Organisations as enormous and as complex as Ramco Group take advantage of technological solutions that make it easy to manage information, track productivity and demonstrate progress in

multiple areas through reports and dashboards. The Board of Directors demonstrated its commitment to its employees by approving the acquisition of a HR Information Management System (SeamlessHR) that would aid the function in realizing efficiency of HR Operations at Group level. The solution offers a wide range of modules including but not limited to: Performance Management, Payroll, Time and Attendance, Leave Management, Requisition Management, Disciplinary Management, HR Information System, Recruitment, Learning and Development among others. The implementation of this system dubbed 'Project PamojaHR' was launched for Group Leaders and so far has gone live.

The team has also been actively involved in developing HR processes on a different software 'Kissflow' which are aimed at standardizing HR processes and providing reports on the adoption of the laid down processes. At the moment nine HR Processes have been completed with multiple processes still in the development pipeline. Employee feedback has always been key in gaining an understanding of the overall staff sentiment towards the organisation and ensuring employee participation in decisions made. The team took advantage of Qualtrics, a survey tool, that can synthesize enormous amounts of data. This has been realized through Employee Engagement Surveys that have been requested for by Board Members as well as company leaders. Some of the survey offerings include but are not limited to: Employee Satisfaction Surveys; Customer Satisfaction Surveys; 360 Degree Leadership Surveys among

others. Group HR Team has also engaged external service providers and organisations to facilitate accurate background checks for new employees to ensure that all new hires are of integrity. In the quest to ensure we cushion employees who have private motor vehicles against high prices of motor vehicle accessories and spares, we partnered with a vendor who has extended 15% discount to Ramco employees for all motor vehicle maintenance parts and services. We look forward to this year partnering with many other vendors in the interest of our employees' wellbeing.

Lastly, Group HR patronage a group-wide employee engagement caucus known as Ramco Jamii, with a growing active membership. Through this vibrant community, we have conducted employee trainings, rallied for blood donations, driven physical and mental health awareness activities, done medical camps, done employee feedback surveys and team-building events just to mention a few. We have also used this platform to help discover other talents possessed by our employees and nurture them. As this community grows, the Group foresees a workforce that is engaged, productive and contributors to overall organisations growth.

We look forward to more opportunities that lie in the challenges ahead of us. Our major focus in 2023 will be to ride on the capacity we have built in technology and automate most of our staff engagement initiatives using the existing infrastructure and be more efficient and impactful in service delivery.



RAMCO

GROUP

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