

TOPAZ ISSUE | MAR 2025

TOPAZ



RAMCO GROUP

Note from Amit, Group CEO

As we step further into 2025, the momentum is undeniable. The first quarter has been filled with activity and determination, making this the perfect time to reaffirm our commitment to **growth, innovation, and impact**.

This year promises to be remarkable. **Ovidian Kenya** proudly celebrates **30 years of excellence**, while the **Kenya Spelling Bee** marks a decade of shaping young minds - both significant milestones that underscore our dedication to industry leadership and community development.

I am pleased to share that **Ramco Printing** achieved the **highest impressions in 2024**, reinforcing our position as a leader in print innovation. Beyond our business successes, we remain deeply committed to making a difference. Through company-led initiatives and the inspiring efforts of Ramco Jamii, we continue to uplift our communities - a testament to the dedication and generosity of our teams.

Our focus this year remains clear: **product innovation, sustainability, and customer-centricity**. We have strengthened our operations, enhanced efficiency, and refined our service delivery to ensure we not only meet but exceed customer expectations. By continuously improving

our processes and embracing new technologies, we are setting new industry benchmarks and positioning ourselves for sustained success. I would like to encourage you to make that difference for your customers.

At the core of our progress are our people. By investing in talent development, fostering a culture that truly drives our values and philosophy to create a better environment for all of us.

As **Peter Drucker** wisely said, *"The best way to predict the future is to create it."* With open minds and a shared vision, we will continue to embrace change and shape the future of our industries. The dedication and hard work of our teams across the **Ramco Group** are what drive our success. I am confident that with this unwavering commitment, 2025 will be a year of even greater achievements

Ramco, we've got this! Let's move forward together!



A handwritten signature in black ink, appearing to read 'Amit', located below the portrait.



The Story Behind Our Cover

The concept of the CORE cover is a celebration of growth, resilience, and clarity. At its heart, the dark blue Topaz mineral exudes strength and wisdom, grounding the design with a sense of purpose.

A soft blue flower adds a touch of humanity and creativity-symbolizing ideas that bloom even in challenging environments. Completing the composition, the spiral staircase ascending upward is a powerful metaphor for growth, progress, and limitless potential. Together, these elements create a story of aspiration and elegance.

This design encapsulates Ramco Group's purpose embracing change and continuously innovating to create a brighter future.

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

CONTENTS

Our Purpose

FORWARD TOGETHER, IMPACTING LIVES IN EAST AFRICA

At Ramco Group, we strive to lead Africa's growth through innovative, future-forward solutions that fuel progress and foster economic growth. With over 40 companies, 4,000 employees and an annual turnover of USD 400 million, we are a key player in East Africa's industrial landscape.

Our Philosophy

- We encourage
- We support
- We grow by powering each other's strengths

Our Mantra

- Be Brave
- Be Confident
- Believe

Our Core Values

- Courage
- Honesty & Integrity
- Innovation
- Commitment

News & Updates

New Products & Services

Events & Awards

CSR

Culture & Welfare

HR Matters

PG 5 - 9

PG 10 - 13

PG 14 - 17

PG 18 - 20

PG 21 - 28

PG 29 - 31

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Note from Hasit, Group COO

As we continue into 2025, let's focus on two key drivers of our success: Performance Management and Team Building. These are essential for achieving our operational excellence goals.

Our strategic direction centers on streamlining processes, maximizing efficiency, and delivering exceptional customer value. This requires high-performing teams and individuals. We're evolving our performance management system to focus on:

Crystal-Clear Expectations: Each team and individual will have clearly defined objectives and key results (OKRs) that align with our strategic priorities. This transparency ensures everyone is rowing in the same direction.

Regular Feedback: We're moving away from annual reviews to more frequent check-ins between managers and team members. This allows for continuous feedback, course correction, and recognition of achievements in real-time.

Growth Opportunities: Performance management is about development. We'll provide opportunities for training, mentorship, and skill enhancement to help you reach your full potential. Your growth is our growth.

Recognition & Rewards: We'll recognize and reward outstanding performance. This includes not only individual achievements

but also team accomplishments. Celebrating success is crucial for maintaining motivation and driving further excellence.

Operational excellence is a team effort. We need cohesive teams that collaborate effectively, communicate openly, and trust each other. We'll invest in initiatives that promote:

Seamless Collaboration: We'll encourage cross-functional teamwork and create opportunities for teams to collaborate on projects. This will break down silos and foster a more integrated approach to problem-solving.

Open Communication: Open and honest communication is paramount. We'll provide training on effective communication skills and create platforms for team members to share ideas and feedback freely.

Unwavering Trust: Trust is the bedrock of any high-performing team. We'll promote a culture of respect, transparency, and accountability, where everyone feels valued and supported.

Moving Forward in 2025

Performance management and team building are interconnected. By focusing on both, we'll create a culture of continuous improvement. I encourage your active participation in these initiatives as they arise.



A handwritten signature in blue ink, appearing to read 'Hasit', with a stylized flourish at the end.



The 2025 Calendar – A Work of Art



AN IMPRINT 2025 OF NATURE'S BEAUTY



Ramco Printing Works Ltd., is proud to unveil the 2025 calendar, a masterpiece that blends artistry with precision printing. More than just a functional date tracker, this calendar is a celebration of creativity, craftsmanship, and innovation.

Every page of the 2025 calendar showcases stunning visuals, intricate designs, and exceptional print quality. Our team of designers and print experts have worked meticulously to ensure that each leaf is a unique experience, capturing themes that inspire and resonate.

Crafted using high-quality paper and sophisticated printing techniques, the 2025 calendar exudes elegance and durability. Special finishes, including embossing, foil stamping, and spot UV coating, enhance its visual appeal, making it not just a calendar but a collector's item.

Designed for both corporate and personal use, the 2025 calendar serves as a perfect gift and branding tool. With customizable options available, businesses can incorporate their identity into this work of art, ensuring a lasting impression throughout the year.



Celebrating a Decade of Champions

The Kenya National Spelling Bee (KNSB) is a premier literacy initiative inspired by global competitions like the Scripps National Spelling Bee (USA) and the Spelling Bee of Canada. As a founding member of the African Spelling Bee—a consortium representing 22 African nations—KNSB is dedicated to fostering a culture of learning, reading, and academic excellence. Through engaging Spelling Bee Championships, we make learning fun, motivating students to expand their vocabulary and sharpen literacy skills beyond the classroom.

Milestones of Success

2016: In our pilot phase in Nairobi, the top three spellers and their teachers represented Kenya at the 1st African Spelling Bee in South Africa, securing an impressive 2nd place.

2017: KNSB expanded to more counties, reaching a wider student base. The top three national winners and their teachers won over KES 1,000,000 in prizes and represented Kenya at the 2nd African Spelling Bee.

2018: KNSB launched the Spelling Bee TV Show. The top three winners secured 2nd place at the 3rd African Spelling Bee, and Kenya hosted 10 African nations in Diani.



2019: With thousands of participants from 35 counties, the National Champion won a brand-new bus, a KES 500,000 cash prize, and other rewards, showcasing the competition's impact.

Global Reach & Strategic Collaborations

2020 marked a year of growth. Highlights include the Westgate Spelling Bee, Victor Kyalo reaching the Global Spelling Bee finals, and the Lohana & International School Spelling Bees, where prizes included a parcel of land.

Strengthening African collaboration, KNSB hosted Ghana's Spelling Bee team and will send a Kenyan delegation to Accra in 2025.





Women in Motion: A Celebration of Strength, Progress, and Unity



On February 13, 2025, Platinum Packaging Limited proudly launched the Women in Motion (WIM) Club, a transformative initiative dedicated to empowering and supporting women in their professional and personal journeys. The event blended inspiration, camaraderie, and purposeful action, laying the foundation for a thriving community.

The day began with an interactive icebreaker session that fostered networking and connection. The highlight was the inspiring speeches by distinguished guests Mrs. Rajul

Patel, Ms. Prital Patel, Mr. Hasit Patel, and Mr. Denis Nyongesa, who emphasized unity, resilience, and growth. Their words reinforced the boundless opportunities that arise from mutual support and determination.

A symbolic tree-planting ceremony represented women's strength and resilience, as well as a commitment to sustainability. The event also featured a joyous cake-cutting, delightful snacks, and vibrant conversations, reaffirming the power of women supporting women.

The grand finale was an energetic Zumba session, filling the space with music, movement, and enthusiasm-perfectly embodying WIM's essence of progress and flexibility.

With this launch, Women in Motion has established itself as a beacon of empowerment and collaboration. It is a space where women will uplift each other, turning challenges into opportunities and obstacles into stepping stones. At Platinum Packaging Limited, we believe that when women unite, they become an unstoppable force, and Women in Motion is a testament to this belief.

We invite all women within the Ramco Group to be part of this transformative movement. Together, we rise. Together, we thrive.



Celebrating 30 Years of Bringing Ideas to Life

Since 1995, Ovidian Advertising & Design Ltd., has been a leader in digital printing and advertising solutions in East and Central Africa. As it marks 30 years, Ovidian celebrates a legacy of innovation, customer-focused service, and industry leadership. Ovidian has built a reputation for delivering high-quality, customized printing solutions for trade shows, corporate centers, retail spaces, and outdoor campaigns. By prioritizing quality, speed, and affordability, it has become the trusted partner of multinational corporations and top agencies.

Expanding Reach

Through its exports team, Ovidian serves regional and global markets, helping brands enhance their visibility with premium printed products. Its expertise in large-format banners, promotional displays, and custom branding sets it apart in the industry. Ovidian stays ahead by continuously investing in the concept of cutting-edge technology. This ensures high-resolution, vibrant prints that captivate audiences and strengthen brand impact.

Customer-Centric Approach

At Ovidian, dedicated account managers ensure seamless service, from concept to execution. By maintaining high standards and personalized solutions, the company has

built strong, long-term client relationships. As it enters its fourth decade, Ovidian remains committed to advancing technology, sustainable practices, and innovative services. This milestone celebrates not only past achievements but also a future of continued excellence. Here's to the next chapter!





PRINT STORE

A Revamped Website for Increased Creative Engagement

The Print Store Ltd. (TPSL), a leading supplier of paper and printing consumables in Kenya, has launched its newly revamped website, www.printstore.co.ke. This marks a significant step in enhancing customer experience and accessibility as the company entered its 10th year of operation in 2024.

The new website offers a seamless, user-friendly experience, making it easier for customers to explore TPSL's extensive range of products and services, including commercial, publishing, packaging, large format, and digital printing solutions. With detailed product information, value-added services like tinting, sheeting, and slitting, and a streamlined contact process, the platform ensures efficiency and convenience.



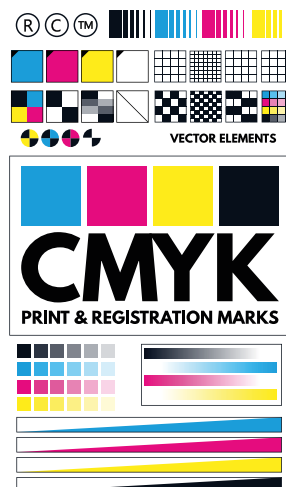
www.printstore.co.ke



Records Highest Impressions in 2024 as a Press Powerhouse

Ramco Printing Works Ltd. continues to be a leader and an innovator in the printing industry by setting benchmarks in 2024 in terms of innovation, quality, and customer satisfaction. 2024 was remarkable, showcasing our commitment to perfection and flexibility.

Our investments and upgrading of the entire range of digital and offset printing machinery have enhanced efficiency and quality to satisfy market demand while keeping sustainability at heart, with eco-friendly inks, production optimization, and recyclable materials.



Our four divisions- **UNO**, **DUO**, **HEX**, and **IX**- are flourishing in their own space. Closer cooperation with corporates, government organizations, and publishers has strengthened our position in the market. The HEX 2025 diary collection launch and IX's branding solutions show our impact on the industry.

Ramco Printing is determined to break boundaries, develop technology, and expand on services. With a clear vision, we are to create an indelible mark in the industry. Here is another year in making lasting impressions!



Introduces New Kitchens from Snaidero

Snaidero Kitchens, nestled in the heart of Italy, epitomizes exquisite craftsmanship and innovative design, transforming home cooking spaces into culinary masterpieces. Established in 1946, this family-owned company has built a legacy of excellence by combining traditional Italian artisanal techniques with cutting-edge technology. Snaidero is renowned for its commitment to quality, sustainability, and customization, allowing homeowners to create kitchens that reflect their lifestyle and aesthetic preferences. Kitchens and Beyond has been a partner with Snaidero since its inception and together they have set the standard for premium kitchens and designs in Kenya.

Kitchens and Beyond is excited to unveil three stunning new Snaidero Kitchen designs-Way, Elementi, and Vision-at their showroom located in The Promenade, Westlands. This installation will showcase the perfect blend of innovative design and exceptional functionality, offering visitors a firsthand experience of Snaidero's commitment to modern living.

The Snaidero Way Kitchen, featuring an innovative extendable table and stylish Rialto units, embodies the perfect fusion of contemporary design and practical functionality. The extendable table is a true



game-changer for modern living, allowing homeowners to effortlessly adjust their dining space to accommodate both intimate meals and larger gatherings. This versatility enhances the kitchen's role as a social hub, inviting family and friends to share experiences without the constraints of fixed furniture. Complementing this dynamic design, Rialto units offer unparalleled organization and storage options, ensuring that every kitchen essential is easily accessible while maintaining a sleek, uncluttered appearance. With their elegant lines and customizable configurations, Rialto units maximize space efficiency, turning even compact kitchens into beautifully functional

areas. Together, the extendable table and Rialto units transform the Snaidero Way Kitchen into a multifunctional space that adapts to the changing dynamics of daily life, making it an ideal choice for those who value both style and practicality in their home.

The Snaidero Elementi Kitchen seamlessly blends style, form, and function, making it a standout choice for those seeking an elevated culinary experience. Crafted with meticulous attention to detail, Elementi showcases clean lines and contemporary aesthetics, effortlessly complementing modern living spaces while honouring timeless Italian design principles.

The innovative layout promotes efficient workflows, ensuring that every cooking and entertaining experience is both enjoyable and practical. With Elementi, style is never sacrificed for utility; rather, it coexists harmoniously to create an inviting and functional heart of the home.

Choosing a Vision kitchen from Snaidero is a celebration of modern elegance and unparalleled functionality, making it an ideal choice for discerning homeowners. The Vision kitchen captivates with its striking aesthetic, characterized by bold geometric lines and a sophisticated colour palette that effortlessly complements any interior style. Designed with the user experience in mind, it offers smart storage solutions and customizable layouts that maximize space, ensuring a seamless cooking and entertaining experience. Additionally, the high-quality materials and innovative features reflect Snaidero's commitment to sustainability and craftsmanship, providing durability without compromising on style.



nolte[®]
KÜCHEN

A New Partner in Nolte Küchens

Due to the ever-increasing demand for quality kitchens, growing project sector and the entry of new competitors, Kitchens and Beyond decided to partner with a German kitchen company called Nolte Küchens. This collaboration merges Nolte's innovative, customizable kitchen solutions with Kitchens and Beyond's local expertise, offering Kenyan homeowners & projects access to sophisticated and durable kitchen interiors that reflect both modern aesthetics and functional needs. For over six decades, Nolte Küchen has been crafting high-quality kitchens, renowned for their meticulous craftsmanship and innovative designs. A family-owned business, Nolte is a leading kitchen manufacturer in Germany, exporting its products worldwide. From a broad range of styles and finishes to sustainable manufacturing practices, Nolte Küchen offers customized solutions for every home, combining superior quality and design.





Launches Box File Production in 2024

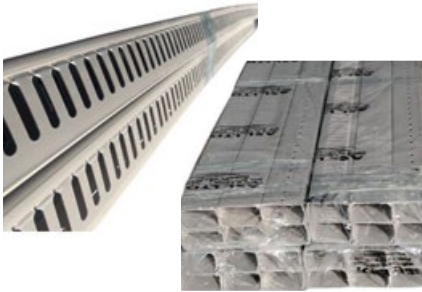
2024 came with a new product category introduction in our HEX Division: BOX FILES.

An exciting category that caters for both a generic and custom-made market. High-quality PVC and paper box files available in red, green, blue, black and grey as well as options for full customization.

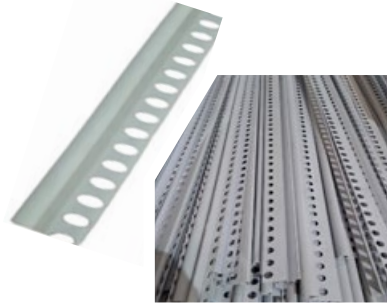
This move strengthens HEX's portfolio in the stationery section and reaffirms our dedication towards innovation.



Launches New Products - PVC Cable Duct and PVC Tile Trim



PVC Cable Duct



PVC Tile Trim

ASL's PVC Cable Duct offers great versatility for control panel applications. With a range of configurations, materials, sizes, and colors available, they can truly meet a variety of needs, whether it's for simple installations or more complex setups. These products are important for keeping wiring organized, safe, and accessible, which is crucial for maintaining efficient operations in control panels.

PVC Tile Trim are used to edge, border, and provide transitions between tiles and other surfaces. It is also used to protect tile edges from chipping. ASL's PVC Cable Duct and PVC Tile Trim are of high quality and adhere to KEBS standards.

Overall Winner Product Of The Year 2024

Fantastic news! Congratulations to ASL Wire & Cable Division for winning the Overall Product of the Year at the East Africa Community Awards for their PVC insulated non-armoured cable.

The recognition is a big achievement and speaks to the high quality and innovation of the company. This win opens up opportunities for the company across East Africa and the broader African and international markets.





Hosts Laura Kohler



Ramco Group CEO Amit Patel (Right), with Laura Kohler Chief Sustainable Living Officer at Kohler Co. (Middle), and some of the senior leaders at KNB.

Late last year, we were thrilled to welcome Laura Kohler, Chief Sustainable Living Officer at Kohler Co., to our newly opened Kohler Signature Showroom-the first of its kind in Africa! This momentous visit marks nearly a decade of collaboration and strategic partnership, showcasing the growth, speciality, and craftsmanship that defines Kitchens & Beyond.

Together with Kohler Africa, we are redefining what it means to lead in luxury experiences and sustainability, bringing world-class, high-end kitchen and bathroom solutions to the market.

Our shared vision continues to set new benchmarks for innovation and design excellence across the continent.

Hosts AAK at Their Showroom

Last Friday, we had the honor of hosting the Engineers Chapter for an exclusive site visit at our showroom. Our guests had the opportunity to explore our state-of-the-art space and experience firsthand the innovative interior solutions we offer. It was a fantastic afternoon of connecting with industry professionals, exchanging ideas, and discussing the latest trends-from cutting-edge kitchens to distinctive interiors-fostering valuable networking and insightful conversations.

We look forward to future collaborations with the Architectural Association of Kenya (AAK) and are eager for more opportunities to engage with the Engineers, Interior Design and Architectural community. Stay tuned for what's to come!



Konica Minolta Features Prominently at the 9th Print Pack Sign Expo

Konica Minolta, a global leader in printing and imaging technology, in partnership with Sai Office Supplies Ltd. Kenya, made a significant impact at the 9th Print Pack Sign Expo, showcasing its latest innovations and cutting-edge solutions. The event, held at Oshwal Centre in Nairobi, attracted industry leaders, print professionals, and businesses looking for advanced printing solutions.

The exhibit featured a range of high-performance Konica Minolta's digital printing solutions designed to enhance productivity, quality, and efficiency. Among the highlights were the final prints developed by the AccurioPress. The Printer is known for its exceptional speed, precision, and versatility in handling various printing applications. Visitors also experienced high end prints developed by the AccurioLabel Printer, a game-changer for the label printing industry, offering unparalleled accuracy and cost-effectiveness.

Sai Office Supplies Ltd. is the official distributor for Konica Minolta in the region, with sales and service centers in Kenya, Uganda, Tanzania & Rwanda.

Being a global imaging and innovation leader, Konica Minolta 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.



Exhibits at the 3rd Annual Private Schools Expo

Veda made a remarkable impact at the 3rd Annual Private Schools Expo, held at the Sarit Expo Centre and organized by the Nation Media Group. Over the course of two dynamic days, Veda set up its booth, welcoming educators, school administrators, and key industry stakeholders to explore its innovative range of school stationery solutions.

The expo provided Veda with an invaluable opportunity to interact with representatives from leading private schools, fostering meaningful discussions on the evolving needs of the education sector. From showcasing high-quality stationery products to engaging in insightful conversations about enhancing learning experiences, Veda reaffirmed its commitment to supporting schools with top-tier supplies.



In addition to networking with decision-makers in the education industry, Veda set up a special and exclusive art and craft corner dedicated to children, providing them with a fun and engaging space to explore their creativity. With a range of materials for hands-on projects, young attendees had the opportunity to express themselves artistically, fostering a love for creativity alongside their academic growth.

As Veda continues to expand its footprint in the education sector, the Private Schools Expo served as a platform to reinforce its brand presence and build lasting relationships with educators and school proprietors. With the momentum gained from this successful event, Veda remains dedicated to providing innovative solutions that empower learning institutions across the country.



Inspiring the Next Generation: A Memorable Factory Visit

On December 6, 2024, PPL proudly welcomed 60 enthusiastic young learners and their parents from Greatwall Estate for an immersive factory tour. This initiative, part of our Employer Branding and CSR efforts, was a celebration of learning, innovation, and community connection.

The visit offered a rare glimpse into the world of flexible packaging, a field where creativity, engineering, and sustainability intersect. Guided by curiosity, our young visitors explored the intricate processes behind high-quality packaging solutions.

The event featured a well-structured program designed to educate and inspire:

- **Guided Factory Tours:** Participants were led through our state-of-the-art factory floor, where they observed machinery in action and learned how different stages of production come together to create high-quality packaging.
- **Interactive Demonstrations:** Our team shared hands-on insights into how the machinery works, showcasing the precision and teamwork behind every project.



- **Meet & Greet with the PPL Team:** Children and parents had the opportunity to engage with our talented professionals, asking questions and discovering potential career paths.
- **Inspiration for the Future:** Through conversations and demonstrations, we encouraged young minds to think big, fostering an interest in STEM fields and innovation.

As a company rooted in community values, PPL recognizes the importance of connecting with our neighbors and sharing our passion for what we do. Events like this not only provide educational opportunities but also position us

as a company that values growth, knowledge, and the future of the industries we serve.

We're excited to announce that this initiative is just the beginning! We will continue to host similar events for kids and parents aged 10 and up from the surrounding community. These visits are designed to spark curiosity, inspire future career aspirations, and deepen the connection between our community and our work.

We look forward to welcoming even more families and continuing to build bridges between our work and our community. We continue to inspire the leaders, innovators, and changemakers of tomorrow!



A Beacon of Hope: The Story of Liberty Care Centre



Tucked away in the heart of Mlolongo, a bustling community in Kenya, Liberty Care Centre shines as a refuge of hope and joy for vulnerable children. It is a place where young lives are nurtured, dreams take shape, and laughter fills the air. More than just a shelter, the Centre provides a loving and supportive environment where children can grow, learn, and flourish.

The journey of Liberty Care Centre began in 2005, driven by the compassion and vision of Pastor Godfrey Muhenge. As a leader at Saint Worship Centre, he had witnessed the struggles



of orphans and children affected by HIV/AIDS. What started as a simple feeding program soon revealed heartbreaking stories-children who had suffered neglect, abuse, and unimaginable hardship.

Unable to turn a blind eye, Pastor Muhenge took some of these children into his own home, offering them safety, care, and a sense of belonging. His small act of kindness soon evolved into a full-fledged children's home, which was officially registered as a charitable institution in 2007.

Despite facing numerous challenges, Liberty Care Centre has continued to grow, helping at least 15 students each year to complete their education and acquire technical skills or pursue higher learning. However, the road was not without loss. In 2009, the Centre mourned the passing of co-founder Jennifer Muhenge, and in 2016, tragedy struck again with the death of Pastor Godfrey Muhenge. His passing cast uncertainty over the future of the Centre, leaving many wondering whether his dream would survive.



The late Godfrey Muhenge, Founder Liberty Care Center.



Ms. Shalom Naomi, Director of Liberty, with one of the students at Kaaga Girls' High School for their academic day.

In 2019, his daughter, Shalom Naomi, courageously stepped in to carry on her father's legacy. The transition was far from easy-internal and external struggles threatened to derail the mission. Yet, with resilience, unwavering faith, and the support of those who believed in the cause, she managed to stabilize and expand the Centre. Today, Liberty Care Centre is home to 50 children, providing them with education, support, and most importantly, a family.

"Taking over Liberty Care Centre in 2019 was one of the hardest things I've ever done. There were days I doubted whether we would make it, but we kept going. Seeing the children thrive

today reminds me why we must never give up-because every child deserves love, care, and a chance at a better future," Naomi explained. This experience has shown me that even the smallest act of kindness may have a profound impact on someone's life. We will keep fighting for the future of the kids at Liberty Care Centre because they are more than just statistics; they are dreams waiting to come true.

Naomi's determination has kept the Centre alive, and in 2023, a new chapter of hope began when Ramco Jamii visited the home. What started as a single visit soon turned into a meaningful and lasting partnership.



Ramco Jamii stepped in to provide vital support, particularly in education, covering school fees and donating essential supplies such as stationery, computers, and bedding. Beyond material support, they have also invested in mentorship programs, offering guidance and encouragement to the children. Their visits bring joy and excitement, filling the Centre with renewed energy and hope.

Liberty Care Centre remains deeply grateful for the generosity of Ramco Jamii and other well-wishers who continue to uplift their mission. Each passing day reaffirms their commitment to ensuring that every child, regardless of their past, has a chance to build a brighter future.





Donates Wood Pallets to Liberty Care Centre

In a heartwarming demonstration of community support, Ramco Printing Works Ltd. extended its commitment to social welfare by donating used wood pallets to the Liberty Care Centre in Mlolongo. This generous contribution provided enough firewood for an entire month, ensuring that the centre continues to prepare nutritious meals for the children under its care.

The company consistently seeks innovative ways to minimize waste while maximizing the value of resources. Recognizing the potential utility of used wood pallets, which are typically discarded or repurposed within industrial settings, Ramco identified an opportunity to give these materials new life as a vital resource for Liberty Care Centre.



OLD TREASURE NEW H♥PE

DONATE USED SHOES, CLOTHES & STATIONERY
For Liberty Children's Home, Mlolongo



DEADLINE - 31ST MAY 2025

Drop Off - HR Offices
Ramco Group Industrial Park,
Mombasa Road

Cash Donations to MPESA Paybill
RAMCO GROUP LTD - CSR

MPESA **PAYBILL** 4095969

ACCOUNT **SENDER'S NAME**





Farewell to a Visionary Leader: Denis Nyongesa's Legacy at Ramco Group



As we bid farewell to Denis Nyongesa, who officially exited Ramco Group in February 2025, we take a moment to appreciate his time with us and the lasting impact he leaves behind.

Since joining Ramco Group in 2016 as the Group HR Director, Denis has been an integral part of our journey. His leadership and dedication have helped shape the organization, fostering a culture of collaboration and growth. His presence has been felt across the Group, and his contributions will be remembered fondly.

Beyond his professional role, Denis has been a mentor and a trusted colleague to many. As a

patron of the Ramco Jamii Initiative, he supported various community engagement efforts, reinforcing the Group's commitment to making a positive impact. His ability to connect with people and offer guidance has left an impression that will endure. While his departure marks a transition for the Group, his influence and the relationships he has built will continue to inspire us.

Denis, thank you for your time with Ramco, your leadership, and the positive energy you brought to the team. You will always be part of the Ramco family, and we wish you the very best in your next chapter.



Hosts Mental Health Talk for Employees



Nairobi, November 23, 2024 – In a dedicated effort to foster a psychologically safe workplace, Sai Office Supplies Ltd. hosted a mental health awareness talk for its employees. The session, titled “There is No Health Without Mental Health,” aimed to preventing burnout and secondary traumatic stress while promoting overall well-being in the workplace.

The workshop was conducted by Grace Wanjiku Joseph, a renowned mental health expert, who provided valuable insights on managing stress, maintaining work-life balance, and creating a supportive work environment.

Recognizing the increasing challenges employees face in balancing work and personal life, Sai Office Supplies Ltd. took proactive measures to support its workforce across all locations - both virtually and physically.

A Step Towards Holistic Well-Being



At PPL, we believe in fostering not just professional excellence but also the personal well-being of our team. To champion this vision, we proudly launched Wellness Wednesdays - a monthly initiative dedicated to promoting health, happiness, and balance for all employees.

Held every first Wednesday of the month, Wellness Wednesdays offer a platform to engage, learn, and grow in areas that matter most to our physical, mental, and emotional well-being.

Key Highlights

During the launch, we explored topics that resonate with the challenges and opportunities of modern life. Some of the engaging sessions included:

- **Mental Health Matters:** Understanding the importance of mental well-being and practical tips for managing stress in the workplace.
- **Your Mental Health This Festive Season:** How to navigate the joys and pressures of the holiday season while prioritizing self-care.
- **Spending Money Wisely:** Practical advice on budgeting, saving, and making financially sound decisions for a stress-free future.

Journey to Zero Accidents: A 2024 Milestone in EHS Excellence

At PPL, safety is more than a priority—it's our foundation. In 2024, we committed to zero accidents, achieving an impressive 100 accident-free days through proactive initiatives, training, and employee engagement.

Strengthening Our Safety Culture

- **EHS Committees & Meetings:** Trained teams ensured compliance through regular reviews.
- **Safety Slogan:** "At PPL – I am responsible for my own safety and the safety of others" is now a core part of our meetings.
- **Toolbox Talks & Booklets:** Covering 57 key topics, these sessions equipped employees with critical safety knowledge.
- **Recognition Programs:** EHS champions were honored for fostering accountability.

Driving Training & Awareness

- **First Aiders & Fire Marshals:** Trained teams ensured emergency readiness.
- **EHS Inductions:** Safety onboarding set the standard from day one.
- **EHS Week:** A dedicated campaign heightened awareness on safety policies.

Operational & Emergency Preparedness

- **Declutter Campaign:** Improved housekeeping for safer workspaces.
- **Fire Safety:** Updated equipment and designated marshals ensured compliance.
- **PPE Compliance:** Achieved 100% adherence, securing workforce protection.
- **Risk Assessments:** QR code reporting streamlined hazard response.
- **Traffic Safety:** Reverse parking and structured traffic flows minimized risk.

By December 2024, we achieved zero accidents, proving that safety is a collective responsibility. As we step into 2025, we remain committed to innovation, training, and a shared culture of care—because at PPL, safety is a legacy we build together.



Launches Quality Slogan

At PPL, quality is not just a goal—it's our way of life. In 2024, we proudly launched our new quality slogan:

"Second to none, Best with no equal."

This bold and powerful statement encapsulates our unwavering commitment to excellence in every aspect of our work. It's a declaration of our resolve to lead, innovate, and deliver unparalleled quality to our customers, partners, and stakeholders.

The Essence of the Slogan

1. **A Commitment to Excellence:** The slogan serves as a daily affirmation of our pledge to achieve and maintain the highest standards.
2. **A Culture of Quality:** It inspires every team member to embrace quality as a core value, ensuring consistency and reliability in all our processes.
3. **A Benchmark for Success:** By aspiring to be the best with no equal, we position ourselves as industry leaders who set the standard for others to follow.

A Symbol of Unity and Focus

To instill this philosophy deeply into our organizational culture, the slogan is recited at



the beginning and end of all PPL meetings. This practice serves as:

1. **A Daily Reminder:** Reinforcing our collective mission to deliver excellence in every task, big or small.
2. **A Unifying Chant:** Binding us together as a team driven by shared goals and values.
3. **A Call to Action:** Motivating each employee to contribute to PPL's legacy of quality and innovation.

Inspiring the Future

As we move forward, "Second to none, Best with no equal" will continue to guide our efforts

and inspire us to exceed expectations. It reflects not only our commitment to quality but also our vision for the future—where every product, service, and interaction embodies the best of PPL.

Every time we recite these words, we reaffirm our dedication to being the best in the industry, delivering unmatched quality, and pushing the boundaries of what's possible.

Together, as one team, we strive for excellence every day

PPL: Second to none, Best with no equal.

A Commitment to Safety, Sustainability, and Compliance

By Wilson Mutie EHS Manager



At Ramco Group, Environmental, Health, and Safety (EHS) isn't just a regulatory requirement—it's a core value. With 43 companies, 28 active sites, and 13 manufacturing facilities, we prioritize a culture where safety, compliance, and sustainability are at the heart of everything we do.

Our group-wide safety slogan, "Health and Safety – My Right, My Responsibility," reflects our collective commitment to a safer workplace. From leadership to frontline employees, everyone plays a role in upholding our EHS standards.

Structured EHS Management & Innovation

To maintain the highest safety standards, we've implemented a structured EHS framework with dedicated officers across all sites. CEOs,

fire marshals, first aiders, and supervisors collaborate to reinforce safety best practices.

Leveraging technology has transformed our approach to EHS:

- **Cloud-Based Tools:** SharePoint centralizes policy management, while Loop tracks reports and monitors projects.
- **QR Code Systems:** Real-time hazard reporting via Kissflow ensures quick action from senior leadership.
- **Data Analytics:** Power BI provides real-time tracking of EHS performance metrics.
- **Workflow Automation:** Kissflow streamlines incident reporting, investigation, and resolution.

Key EHS Achievements

In the past year, Ramco Group has achieved:

- 15% reduction in incident rates through proactive risk management.
- Compliance excellence, successfully completing IFC Performance Standards and Proparco audits.
- 40+ training sessions, increasing employee participation by 30%.

- Sustainability milestones, targeting a 20% cut in carbon emissions and 15% improvement in waste management.
- 24-hour emergency support, with a control room and on-call ambulance service.

The 2025 Vision: Strengthening Ownership

Looking ahead, we aim to deepen EHS ownership at the factory level while enhancing contractor management to align with our safety standards.

At Ramco Group, safety is a shared responsibility, and the foundation of a sustainable future.



Highlights from Ramco Jamii's End-of-Year Hang Out



Late last year, the Ramco Jamii team gathered at Afro Sayari for an afternoon of bonding. The venue's stunning swimming pool and lively atmosphere set the perfect stage for the day.

The event kicked off with an engaging icebreaker where team members shared surprising personal facts; revealing hidden talents like professional boxing and biking. A delicious buffet and lively conversations strengthened the team's camaraderie.

Games and Team Bonding

Interactive games like charades and naming challenges sparked laughter and teamwork, creating memorable moments. The day ended with a heartfelt farewell to Lewis Kiptanui (HR Team), featuring speeches, gifts, and a special cake in appreciation of his contribution to the Ramco Jamii initiative.

This event reflected Ramco Jamii's strong culture of connection and teamwork. Join us for more exciting team-building activities, impactful volunteering, and meaningful networking opportunities. Be part of a community that values collaboration, growth, and making a difference, together!

To join Ramco Jamii, visit www.ict-a.co/jamii/ for more information.





Conducts Training Sessions for Leaders and Staff

The Power of On-the-Job Training

In the fast-paced world of production, nothing beats learning by doing. On-the-Job Training (OJT) emerged as a game-changer for us in 2024, with Brent Willard (CTO) leading the charge. Through seven comprehensive training modules, staff across departments - Sales, HR, Design, Onboarding, and Administration-gained a first-hand understanding of our machines and production processes.



Empowering PPL Leaders

At PPL, we believe that strong leadership is the backbone of organizational success. In 2024, we made significant strides in developing our leadership team through a series of specialized training programs, including coaching sessions and thought-provoking case studies. These initiatives were designed to enhance self-awareness, strengthen decision-making skills, and equip our leaders with the tools to inspire and support their teams effectively.

Toolbox Talks Trainings

At PPL, safety and continuous improvement are at the core of our operations. In 2024, we made strides toward fostering a culture of excellence in Environmental, Health, and Safety (EHS) through our dedicated weekly Toolbox Talks. Every Thursday from 7:50 am to 8:10 am, employees gathered eagerly to engage with 57 carefully selected topics that addressed crucial workplace practices and values.



Essential Tips for Staying Safe Online

In our increasingly digital world, cybersecurity is a critical concern for everyone. Whether you're browsing the web, checking emails, or working remotely, it's important to stay vigilant and protect yourself from potential threats. Here are some key tips to help you stay safe online:

Beware of Phishing Emails

Recently, we have seen a rise in phishing emails and emails with malicious links or attachments. These emails are a common tactic used by cybercriminals to steal your personal information. They often look like they come from legitimate sources, such as banks or well-known companies, but they are designed to trick you into revealing sensitive information. Always double-check the sender's email address and be on the lookout for signs of phishing, such as poor grammar, urgent language, or suspicious links. When in doubt, do not click on any links or download attachments.

Use Strong, Unique Passwords

Creating strong and unique passwords for each of your accounts is one of the best ways to protect yourself online. A strong password should be at least 12 characters long and include a mix of letters, numbers, and special characters. Avoid using easily guessable information, such as your name or birthdate. To



keep track of your passwords securely, consider using a password manager.

Be Cautious with Public Wi-Fi

Public Wi-Fi networks can be convenient, but they are often less secure than private ones. This makes it easier for hackers to intercept your data. Avoid accessing sensitive information, such as online banking, while connected to public Wi-Fi. If you must use public Wi-Fi, consider using a virtual private network (VPN) to encrypt your internet connection.

By following these simple tips, you can significantly reduce your risk of falling victim to cyber threats. Stay informed, stay vigilant, and stay safe!



Effective and sustainable Goal setting for Organizations and Teams

By Morris Kimeu



The beginning of a new year is commonly marked with a lot of reflection and resolutions at an individual as well as corporate level. You will find people taking vacations while others engage challenging feats

like scaling mountains or rigorous hikes not to mention adrenaline filled activities that pull them from what some define as mundane work cycles that dominate most of the year.

Common themes describe the resolve to “Change course”, “Innovate more”, “Grow and transform”, “Stabilize operations” among others; all in a bid to set the tone, motivate and communicate a new beginning. In such periods, the HR teams formulate performance review and appraisal calendars, providing a window for employees and departments to set their goals for the year, all of which will be reviewed on a quarterly or half-yearly basis and appraised at the end of the year.

For new joiners who are rather unfamiliar with the organizational processes, this presents a season punctuated with mixed emotions that could vary from anxiety to excitement.



For incumbents, the sentiment could range from apathy from familiarity to anticipation spurred by past events that turned out positively. While the top leadership steers the strategic direction of the organization and communicates the vision downwards for tactical execution by the mid-level teams, HR evangelizes the importance of setting SMART goals and leaves the operational teams to decide their goals and priorities for the year.

At a macro-perspective, we observe that some organizations enjoy sustained growth while others stagnate or even worse,

decline operationally into closure. While the common explanations imply “tough economic conditions” or other external factors that inhibited growth, seldom do we hear companies admitting internal shortfalls that negatively impacted and ultimately paralyzed the entity, yet internal factors have comparable impact to the organization if not more.

Having this in mind – while a host of internal factors could negatively affect an organization, the goal setting pitfalls emerge as possible internal issues that fall within performance management.

These pitfalls include:

Goals feel mandated yet disconnected from organizational strategy.

This leaves employees demotivated and disengaged when they are not involved, informed or guided by their supervisors on how the goals link with the company strategy. The solution is more engagement at a departmental level where the strategic direction is communicated and linked to the operational level and subsequently to the individual level. Department leaders can then collaborate with the employees to develop measurable, motivating targets.

Goals are made in a silo with no consideration of interdependencies.

Looking at companies as organisms with multiple organs, it only affirms the need to factor in departmental interdependence when setting goals. Otherwise, teams will achieve goals in silos and ultimately the organizations' aggregate benefit is diminished.

Goals are set at the top of the year, then become irrelevant and forgotten.

There is a lot of enthusiasm in setting the goals but due to goal irrelevance or lack of intermittent check-ins and reviews, mid-year the goals are further away from the reality on the ground. Interventions include regular goal reviews; team meetings to discuss challenges and how to surmount them. Additionally, incorporating personal goals that have a direct



personal impact on the employee's growth i.e. upskilling can drive performance improvement.

Goals focus on short-term successes rather than long-term outcomes.

In a bid to meet goal expectations and deliverables, employees may end up focusing on short-term wins rather than sustainable growth that ultimately benefits the organization. In some cases, the view is to ensure a "good score" from the review rather than the impact of the deliverable to the organization especially since department

heads are under pressure to meet targets. A better approach could be distinguishing a performance goal from a learning/ growth goal – the former being more quantitative and short/ medium term, they meet day to day operational requirements while the latter focuses on the application of knowledge and skills to drive improvements and advancements in the work processes in a sustainable way.

That said, organizations need to rethink their goal-setting approach while keeping an eye on the possible pitfalls.

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Let's Welcome Our New Leaders at Ramco Group



GIREESH NAIR
OPERATIONS MANAGER

Gireesh Nair is the new Operations Manager at Ovidian Uganda Ltd., bringing over 19 years of expertise in the printing industry. He holds a Diploma in Printing Technology from the Board of Technical Education, Kerala, and has undergone specialized training in press maintenance from Heidelberg. Gireesh is currently pursuing an MBA, further strengthening his leadership and strategic management skills. His career spans leadership roles at Greenleaf Creations Ltd., Smart Printers Ltd., Avery Dennison, and Ramya Reprographics, where he has successfully managed production, budgeting, resource allocation, and market expansion. His expertise covers offset, digital, large format, and paper-based packaging printing, with a strong focus on cost optimization and efficiency improvements.

Interests:

Gireesh enjoys playing cricket, cooking, traveling, and listening to music. He is also a passionate team builder who believes in fostering a goal-focused and results-driven work culture.

Expectations:

In his new role at Ovidian Uganda Ltd., Gireesh is committed to positioning the company as the leading print solutions provider in Uganda. His key objectives include streamlining operations, enhancing productivity, and ensuring financial stability while exceeding client expectations.



BANSRI JETHWA
SENIOR ACCOUNTANT & ADMIN

Bansri Jethwa is the new Senior Accountant and Administrator at ASL Ltd - Apostrophe, bringing over two decades of expertise in accounting, auditing, and financial management. She holds an Advanced Diploma in Information Technology and is a certified Sage Pastel Installer.

Previously, she served as an Internal Auditor cum Credit Controller at Akshar Team Security Ltd, where she specialized in financial reporting, payroll verification, and credit risk management. Bansri has also held key accounting roles at Globetrotter Agency Ltd and Femina HIP Ltd, contributing to financial planning and operational efficiency.

Interests:

Bansri enjoys spending quality time with her family. She also has a keen interest in technology, particularly accounting software and financial systems.

Expectations:

In her new role at Apostrophe, Bansri aims to streamline financial processes and enhance compliance, ensuring operational excellence. She is committed to leveraging her vast experience to drive efficiency, accuracy, and strategic financial planning.



SHIVANG SHETH
FINANCE CONTROLLER

Shivang Sheth is the new Finance Controller at ASL Wire and Cable, bringing extensive expertise in finance, auditing, and strategic financial management. A Chartered Accountant from India and a Certified Public Accountant in Kenya, Shivang holds a Bachelor of Commerce in Finance and Accounting with First-Class Honors.

With a strong background in audit and assurance, internal control testing, tax planning, budgeting, and financial reporting, Shivang has held key roles as a Finance Controller and Operations Manager. His experience in MIS and internal controls has enabled him to drive efficiency and compliance in financial processes.

Interests:

Outside work, Shivang enjoys playing and watching cricket, reading books, traveling, and engaging in board games with friends and family. He also has a passion for cooking and watching movies.

Expectations:

In his new role at ASL Wire and Cable, Shivang aims to expand his knowledge, acquire new skills, and contribute to the financial growth of the organization. He values a balanced work-life environment and appreciates acknowledgment of efforts and contributions.



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