

LARIMAR ISSUE | APRIL 2026

larimar



RAMCO GROUP

Message from Ramco Group Leadership



Amit Patel



Hasit Patel



Kartik Patel

We are living through a period of unprecedented change. It is unlike anything we have ever experienced in our professional lives. It is not gradual or incremental. It is disruptive change across multiple business dimensions. Geopolitical tensions are reshaping supply chains. Economic volatility is shortening decision cycles. Customer expectations are rising faster than traditional models can respond. At the centre of this acceleration is Artificial Intelligence.

The question for Ramco Group in 2026 is not whether AI will change how we work. It already is. The real question is whether we will drive the change or get left behind.

We are choosing to lead.

For many of us who have built businesses in East Africa, experience, relationships, and judgment have always guided decision-making. These remain valuable. However, experience alone is no longer a sufficient advantage when external change moves faster than human processing.

Current global developments illustrate this clearly. The situation in the Middle East directly affects petroleum supply chains, logistics costs, and planning certainty. Across the Group, companies using AI-assisted tools are navigating this uncertainty with greater speed and clarity. They model scenarios faster, identify risks earlier, and make more informed decisions.

Others reach similar conclusions, but later and with reduced flexibility. This gap is where competitive advantage will be determined.

We began this journey together. In January, we held our first Group-wide AI event, followed by sessions to introduce practical applications. These were initial steps. The next phase requires building a culture where AI-assisted thinking becomes standard practice. Leadership teams should expect AI to support strategy, execution, and decision-making.

This is not about replacing human judgment. Our people remain our greatest asset. AI enhances capability by providing faster insights, stronger analysis, and the ability to manage complexity at scale. Plans developed with AI support are stronger. Decisions informed by data carry greater confidence. Leaders across the Group should actively encourage this shift.

The pace of change continues to increase across multiple fronts. The businesses that will define our next chapter are those that adapt quickly, use the right systems, and embed intelligence into daily operations.

We have the skills. We have the people. We have started leveraging AI. Now we build the culture to match.



The Story Behind Our Cover

This cover explores the concept of fluid intelligence where thought, balance, and innovation exist in quiet harmony. Inspired by the tranquil depth of Larimar stone, a rare blue mineral found only in the Dominican Republic that has exploded in popularity in recent years.

The interplay between geometry and the human form reflects a system in which clarity is not imposed, but naturally achieved. In parallel, this narrative mirrors the essence of Ramco Group as a reliable partner, grounded in stability, trust, and steady progress.

It embodies calm clarity, balanced intelligence, and innovative fluidity while expressing strength without aggression much like deep waters that appear serene on the surface yet carry powerful currents beneath.

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

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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



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RAMCO GROUP





2026 Calendar: A Showcase of Art, Heritage and Print Excellence

Ramco Printing Works Ltd., proudly unveils its 2026 calendar - TimeWarriors, a creative expression that celebrates African heritage through advanced print innovation. The concept brings together legendary African figures, myths, and warrior narratives, reinterpreted through a forward-looking artistic lens.

The inspiration behind TimeWarriors lies in Africa's rich storytelling traditions. These timeless characters have been reimagined in a surreal retro-futurist style that blends comic book illustration, op art geometry, and noir-inspired silhouettes. The visual direction creates a dynamic, immersive experience that reflects both cultural depth and contemporary design.

A carefully selected limited colour palette enhances contrast and allows specialised print techniques to stand out with clarity. Each page has been produced using advanced finishing methods, including foil detailing, spot finishes, and textured effects. These elements introduce dimension and tactile engagement, elevating the calendar from a functional item into a curated print showcase.

The 2026 calendar demonstrates the technical capabilities and creative ambition of Ramco Printing Works Ltd. It highlights how modern printing technology can transform visual concepts into refined, high-impact pieces. Through TimeWarriors, the company presents a compelling example of craftsmanship, innovation, and artistic execution working in harmony to create lasting visual impact.



AFRICAN WARRIORS
TOLD IN INK.
ELEVATED BY PRINT.

Safarilink Introduces Afternoon Service to Entebbe

Safarilink Aviation has expanded its regional network with the launch of a new afternoon service to Entebbe, strengthening connectivity between Kenya and Uganda. The additional flight complements the airline's existing daily morning schedule, offering passengers greater flexibility when planning their travel.

The new route operates four times a week on Friday, Saturday, Sunday, and Monday, with a stopover in Kisumu. This routing enhances travel options between Nairobi, Kisumu, and Entebbe, supporting both leisure and business travellers with improved convenience and accessibility. The launch ceremony took place at Jomo Kenyatta International Airport (JKIA), marking an important milestone in Safarilink's regional growth.

The event was graced by Kenya Airports Authority Chairman Hon. Caleb Kositany as the Guest of Honour. He was joined by Dr. Beatrice Muganda Inyangala, Principal Secretary for Higher Education and Research in the Ministry of Education; Safarilink Managing Director Mr. Alex Avedi; and JKIA Airport Manager Dr. Rose Koros.

The introduction of the afternoon Entebbe service reinforces Safarilink's commitment to expanding regional connectivity and providing reliable, customer-focused air travel solutions within East Africa.



Safarilink

Introducing Additional Frequency To **Entebbe**

Entebbe AM Service

Flight No	Routing	Departure	Arrival	Frequency
F2 083	Wilson → Kisumu	0800 hrs	0845 hrs	Daily
F2 083	Kisumu → Entebbe	0945 hrs	1030 hrs	
F2 084	Entebbe → Kisumu	1115 hrs	1200 hrs	
F2 084	Kisumu → Wilson	1245 hrs	1330 hrs	
F2 083	Wilson → Kisumu	0800 hrs	0845 hrs	

Entebbe PM Service

Flight No	Routing	Departure	Arrival	Frequency
F2 087	Wilson → Kisumu	1530 hrs	1615 hrs	Mon / Fri / Sat / Sun Effective 06th February 2026
F2 087	Kisumu → Entebbe	1715hrs	1800 hrs	
F2 088	Entebbe → Kisumu	1845hrs	1930 hrs	
F2 088	Kisumu → Wilson	2015hrs	2100 hrs	
F2 087	Wilson → Kisumu	1530 hrs	1615 hrs	

www.flysafarilink.com

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POLYTHENE INDUSTRIES LTD

Marking 40 Years of Innovation



This year, Polythene Industries Ltd., proudly marks 40 years of operations, a milestone that reflects resilience, evolution, and a forward-looking commitment to sustainable manufacturing.

Established in 1986 in a small go-down along Enterprise Road in Nairobi's Industrial Area, the company began with a focused vision and entrepreneurial drive. Through discipline and quality production, it steadily built a strong presence in Kenya's packaging sector.

In 1992, operations moved to its own premises along Mombasa Road, now known as the Ramco Group Industrial Park. This relocation supported increased production capacity and positioned the business for long-term expansion.

Growth continued in 2013 with the introduction of alternative packaging solutions and the addition of Roto Moulding Powder to the product portfolio. These developments reflected responsiveness to market needs and a commitment to innovation.

The 2017 plastic bag ban required operational adjustments across the industry. Polythene Industries responded by refining processes and diversifying its offerings, reinforcing its adaptability in a changing regulatory environment.

Today, sustainability is central to the company's strategy. Enhanced eco-friendly manufacturing practices and responsible production methods guide its operations, supporting both environmental stewardship and long-term value creation.

As Polythene Industries Ltd., celebrates four decades of progress, we invite our partners, customers, and colleagues across Ramco Group to join in commemorating this journey. This milestone honours the people and partnerships that have shaped the company's success and sets the stage for continued growth in the years ahead.





Elevates Its Online Experience

At Kitchens & Beyond, we know entrusting a team with your home or major development is a profound act of trust. Our reimagined website isn't a sales tool, it's a gateway to our craftsmanship, where dreams begin before the magic unfolds in our showrooms.

For clients transforming their assets, it offers inspiration, premium products, 3D design services, and bespoke advisory support. Curated to mirror our luxury spaces, it guides visitors through our methodology and directs them confidently to our showrooms at The Promenade, Westlands and Lavington Curve. This site reflects our commitment to excellence, inspiring and elevating Kenyan interiors one click at a time.

www.kitchensandbeyond.co.ke

Kitchens & Beyond Hosts HassConsult at the Promenade Showroom

Great architecture is born from collaboration. The Kitchens & Beyond team fully live by this principle. Our Projects team, led by Geetika Shah and Njariah Murimi, had the honor of hosting a delegation from HassConsult Real Estate Ltd., including architects, designers, and administrators, for an immersive "Show and Tell" at our Promenade showroom.

In the high-stakes world of Kenyan real estate, engaging industry leaders like HassConsult is essential. It allows us to move beyond catalogues and demonstrate the technical precision of our Snaidero kitchens,

the aesthetic versatility of Varmora tiles, and the sophisticated design of Bagnodesign, while presenting the industry stalwart Kohler within a Kohler Signature showroom experience.

By welcoming these key decision-makers into our space, we go beyond showcasing premium products. We build the professional confidence required for large-scale excellence. These sessions reinforce that Kitchens & Beyond is not just a supplier, but a strategic partner, capable of meeting the rigorous demands of the country's most prestigious developments.



Kitchens & Beyond staff poses with HassConsult team after winding up their "Show and Tell" session.

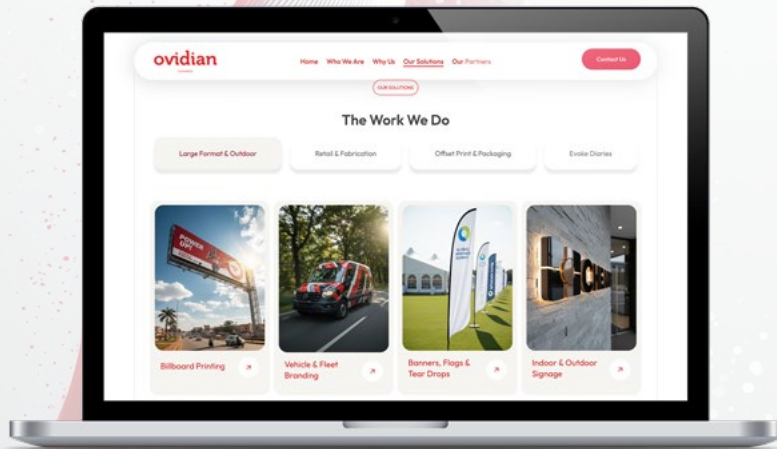
ovidian UGANDA Launches New Website

Ovidian Uganda has launched its new website, strengthening its digital presence and making it easier for customers to access information about its services.

The platform provides a clear overview of the company's capabilities in large format printing, branding, and commercial print solutions. Visitors can explore services, view project capabilities, and connect with the team for enquiries.

The launch reflects Ovidian Uganda's continued commitment to improving customer engagement and showcasing its expertise in delivering high-impact visual communication solutions across the region.

www.ovidian.ug



Celebrating Milestones

At Travelshoppe Ltd., the end of 2025 was marked with warmth, gratitude, and reflection. The team came together to celebrate the milestones achieved throughout the year and to appreciate the dedication and teamwork that continue to drive the company forward. The gathering was filled with smiles, festive cheer, and a shared sense of accomplishment, highlighting the strong culture that defines Travelshoppe.

Beyond the celebrations, the focus remains firmly on delivering exceptional travel experiences. Whether arranging seamless corporate trips or curating luxury leisure escapes, the team is dedicated to thoughtful planning, attention to detail, and personalised service. Every journey is handled with care to ensure it is smooth, memorable, and tailored to each client's needs.

With continued commitment to excellence, the team stands ready to transform travel aspirations into rewarding experiences, helping clients explore new destinations with confidence and ease.





Hosts an Evening of Great Connections at the Odyssey

On Friday, 6th February, ASL Ltd.'s Trading Division hosted construction industry professionals at The Odyssey in Westlands for a memorable customer engagement. The gathering brought together contractors, developers, consultants, architects, and key partners for an evening focused on relationship-building and industry collaboration.

As the “Home of Hardware”, ASL Trading continues to play a central role in supporting Kenya's construction sector. The event reflected this commitment by creating a platform for open dialogue, shared insights, and stronger professional networks within the built environment community.

The evening also featured representation from Ramco Group companies including Multivista Kenya, Kitchens & Beyond, Sai Office, and Lift Care. Their participation highlighted the breadth of solutions available across the Group, from hardware and construction materials to interiors, office solutions, and vertical mobility systems.

This integrated presence reinforced the value of collaboration across complementary sectors in delivering complete project solutions.





Brings Industry Leaders Together for an Appreciation Dinner



Pidilite East Africa Ltd., recently hosted a memorable stakeholder appreciation and business dinner dubbed “Rendezvous with Dr. Fixit”, held on Friday 13th 2026 at Mövenpick Hotel & Residences Nairobi. The event brought together consultants, contractors, dealers, and key industry partners for an evening dedicated to engagement, recognition, and celebration.

The gathering provided an opportunity to strengthen partnerships and reflect on the shared progress made within the construction and waterproofing industry.



Bharat Patel of ASL Ltd - Trading Division, with the leadership team at the event.

The evening featured a keynote address by Anindya Basu, Country Manager at Pidilite, who highlighted the company’s journey in the region and outlined its strategic outlook and growth plans for 2026.

Distinguished guests also addressed the audience, including Kartik Patel of the Ramco Group, Rakesh Rao, and Mustafa Turra of Crown Paints. Also in attendance was Bharat Patel of ASL, together with members of the leadership team. Their remarks emphasized the importance of collaboration, innovation, and strong industry partnerships in supporting sustainable growth.



Anindya Basu delivers the keynote address, sharing insights on Pidilite East Africa's journey and strategic vision for growth in 2026.



Kartik Patel of Ramco Group presents an award to Abba & Wandu Engineers in recognition of their continued business support.



Rakesh Rao awards Ultratech Building Solutions for their long-standing collaboration within the construction industry.



Mustafa Turra of Crown Paints honors Pannju Hardware Agencies their outstanding support and commitment to the Dr. Fixit brand.



RAMCO GROUP Bringing AI into Everyday Work



Ramco Group conducted the Ramco AI Sprint on 24th January 2026 at the Trademark Hotel, Village Market. The full-day workshop was powered by BrainGym AI and brought together 65 team members from across the group for an engaging and practical learning experience.

The session was led by Andre Prazakova, Founder, CEO and Chief AI Officer at BrainGym AI Consultancy, Zufa.ai and Daon. tech. The workshop focused on helping teams understand how artificial intelligence can be applied in real-world situations to improve efficiency, creativity, and decision-making.

Participants were introduced to key AI tools the group can leverage on for in-depth research and enhanced productivity. The workshop followed a task-oriented approach where participants learned by actively working through exercises together.

The day began with a creative mood board activity focused on shaping ideas for 2026. This exercise helped participants explore how AI can support visual thinking and early-stage planning simply and effectively. A major takeaway from the session was understanding the RIJFAL prompt framework. This helped participants structure

prompts more clearly and receive more accurate and relevant responses from AI tools, making everyday tasks faster and more effective.

Through Lovable.dev, participants learned how simple applications and dashboards can be created quickly without technical complexity. The Gamma tool demonstrated how presentations can be developed within minutes, transforming a task that usually takes significant time.

The workshop clearly showcased the AI advantage and how AI can support daily tasks across functions, from ideation to execution. The interactive format encouraged collaboration, curiosity, and hands-on learning throughout the day. The Ramco AI Sprint reinforced the group's commitment to innovation and highlighted how AI can be used as a practical enabler to strengthen the way we work.



Showcases Konica Minolta's Latest Print Innovation

Konica Minolta, a global leader in printing and imaging technology, in partnership with Sai Office Supplies Ltd., once again made an impression at the 10th Print Pack Sign Expo, building on the success of previous editions. Held at the Oshwal Centre in Nairobi, the exhibition brought together industry leaders, print professionals, and business owners eager to explore the latest advancements in print technology.

At the heart of the showcase was the AccurioPress C14000 series, which drew significant attention from visitors across the region. Live demonstrations highlighted the machine's outstanding speed, colour consistency, and precision, reinforcing its position as a top-tier production press for commercial printers seeking efficiency and premium output.

The equipment on display demonstrated seamless handling of diverse substrates and high-volume jobs, reflecting Konica Minolta's commitment to performance without compromise. The exhibition space was vibrant and interactive, with print professionals engaging directly with the technology and technical teams.

Attendees had the opportunity to examine high-quality sample prints, explore workflow solutions, and gain insights into how digital



production printing can drive profitability and scalability in today's competitive market. Sai Office, the official regional distributor of Konica Minolta, played a central role at the expo. With established sales and service centres in Kenya, Uganda, Tanzania, and Rwanda, Sai Office continues to strengthen its footprint in East Africa by providing reliable support and cutting-edge solutions to the print industry.

As a global leader in imaging and innovation, Konica Minolta continues to develop compact, energy-efficient, and high-precision printing systems designed to meet evolving market demands. Through its partnership with Sai Office, these technologies are effectively delivered to businesses, corporates, print houses, and retail partners across the region.



KONICA MINOLTA



Swift Action Turns Crisis into Rescue

On 3rd March 2026 along Mombasa Road, next to the Expressway entrance near ASL Packaging Ltd., a serious road accident unfolded amid the ongoing rains. A 34-seater bus lost control and overturned just outside the premises. Within minutes, ASL Packaging's trained first aiders and safety team sprang into action, swiftly securing the scene, assessing injuries, administering first aid, and assisting passengers out of the wreckage.

One victim remained trapped beneath the overturned bus. Demonstrating remarkable coordination and presence of mind, the team used two forklifts to carefully stabilize and lift the vehicle, enabling the safe rescue of the individual before repositioning the bus onto its wheels. Ambulances were promptly called to the site. Through rapid response and decisive action, lives were saved.

This was not coincidence. It was preparedness, training, and decisive action. It was the Ramco Group standard of safety and responsibility extending beyond our gates. That responsibility does not stop at our fence line.

That commitment is not confined to compliance checklists or monthly ESG audits. It is reflected in how our people act when confronted with real risk. Across Ramco Group, safety is not a department. It is a shared discipline embedded in leadership, supervision, and daily operations. The response at ASL Packaging demonstrates what happens when training meets character.

2026 EHS/ESG commitment

- Zero Harm
- Total Compliance
- Uninterrupted Operations
- Sustainable Growth.



Rainy Season Reminder

Wet conditions increase road and workplace risks.

Let us remain vigilant!



On the Road

- Reduce speed when it rains
- Maintain a wider safety gap between cars
- Conduct daily vehicle inspections
- Avoid unnecessary travel during heavy storms.





PRINT STORE

Supporting the Boy Child in Boystown Ruai

On 24th January 2026, staff from The Print Store Ltd., visited Boystown-Ruai and donated foodstuffs, toiletries, and stationery to support the boys' daily needs.

During the visit, our team spent quality time with the children, sharing drinks and snacks, and interacting with them on a one-on-one basis. Stationery was distributed to each child, creating a meaningful and memorable experience for both the boys and our team. These interactions offered an opportunity for reflection, gratitude, and appreciation of life's opportunities.

Boystown Ruai, was originally established in 1994 as a rehabilitation center for street children. Its mission is to provide education and life-changing opportunities that help transform the future of the boy child. Following the passing of its primary donor, the institution has faced significant financial challenges in meeting the growing needs of the boys under its care.

The facility is managed by a Catholic priest, Fr. Jean Paul Sakoto, from the Nairobi Archdiocese under the congregation of Jesus and Mary (Eudist Fathers), who oversees the daily operations of the school, ensuring the provision of food, education, and the overall welfare of the Boys.



Boystown Ruai offers both boarding and day-school programs to less fortunate boys, including street children and those from the surrounding community. Currently, the institution supports approximately 103 boys, 60 of whom are boarding students.

As part of our commitment to Corporate Social Responsibility (CSR), The Print Store actively supports initiatives that promote education, rehabilitation, and social inclusion for vulnerable children within our communities.





To date, The Print Store staff has visited the facility three times, consistently providing support through donations of essential supplies. Despite these efforts, the school continues to face several challenges, including the ongoing construction of dormitories, the need for modern classrooms, a functional dining hall and a Junior High Block with a library and laboratory.

Currently, the school administration is keen on completing the dormitories to ensure the boys have a safe, comfortable, and conducive place to call home. In line with our commitment to sustainable community support, The Print Store staff plan to assist with the purchase of bedding in the near future, alongside other essential materials to improve the living conditions of the boarding students.

We call upon corporate partners, stakeholders, and well-wishers to join us in making a positive difference in the lives of these boys. Together, we can help build a brighter future for the boy child and demonstrate that collective action can create a lasting and meaningful impact.





Conducts Disability Awareness Training at the Factory



At Platinum Packaging Ltd. (PPL), inclusion isn't just a policy; it's part of who we are. That's why we're proud to partner with Sight Savers and be active members of the Kenya Business and Disability Network (KBDN), two amazing organizations helping us make our workplace more accessible and welcoming to all.

Recently, our employees came together for a Disability Awareness Training facilitated by Sight Savers and KBDN. The session was eye-opening, interactive, and full of insights on how we can create a workplace where everyone, regardless of ability, feels supported and empowered.

We explored real-life ways to remove barriers, improve accessibility, and build habits that make our day-to-day interactions more inclusive. The message was clear: inclusion starts with awareness, but it grows through action.

This training is part of our bigger plan, the Equity Roadmap and Action Plan, where we've set a bold goal: to increase the representation of persons with disabilities to 5% by December 2026. Thanks to our partnerships and the enthusiasm of our teams, we're moving steadily towards that target.



At PPL, we know that diversity sparks creativity, drives innovation, and strengthens our organization. Every conversation, every training, every step forward matters. Together, we're learning, growing, and building a workplace where everyone can thrive.



KENYA BUSINESS
AND DISABILITY NETWORK



Marks International Women's Day 2026

Ramco Printing Works Ltd., commemorated International Women's Day 2026 by recognising the contributions and achievements of women across the organisation. The celebration brought teams together to appreciate the role women play in driving innovation, excellence, and growth within the business.

The event reinforced the importance of an inclusive workplace where women are supported to lead, contribute, and grow. Through engagement and shared experiences, employees reflected on the value of diversity, respect, and equal opportunity in shaping a strong and progressive organisation. Aligned with Ramco Group values, the occasion highlighted a continued commitment to gender equality and creating an environment where individuals are empowered to reach their full potential.

Ramco Printing continues to support and celebrate women across all levels of the organisation, strengthening a culture of inclusion and shared success.



platinum packaging

Commits to an Inspiring Workplace



At Platinum Packaging Ltd., we believe that culture is not something we write in documents, it is something we live every day. This year, our major goal is to enhance organizational culture and employee engagement, inspiring everyone to come to work motivated, proud, and connected.

On 19th February 2026, we reached a defining moment in this journey: the official launch of our culture slogan:

***“Positive Culture Begins with Me” in Swahili,
“Utamaduni Chanya, Unaanza Nami.”***

What makes this slogan so meaningful is that it was co-created with every employee at PPL. The journey began with our Culture Champions, who proposed initial ideas. Employees then had the opportunity to vote, ensuring that the slogan reflected the voice, values, and spirit of the entire organization.

The launch day was an inspiring moment. Employees recited the slogan together, demonstrating shared pride and commitment. Many expressed that they felt the words deeply, and the day culminated in signing the commitment board, a symbolic pledge to live by this slogan in every action, interaction, and decision.



Our hope at PPL is that this slogan will guide us to build a workplace that is positive, inclusive, and motivating, not only today, but for generations to come. Culture begins with each one of us, and by committing to live it daily, we are shaping the organization we aspire to be.

This journey also demonstrates the power of employee involvement. By giving everyone a voice in shaping our culture, we strengthened engagement, ownership, and alignment. What began as a small proposal by a few Culture Champions has become a shared commitment embraced by the whole organization.

At PPL, Positive Culture Begins with Me. Every day, we will live by this slogan, making it the foundation of our culture and the compass for our actions. Together, we are building a workplace where positivity, respect, and engagement are at the heart of everything we do.



PPL's People-First Approach

At PPL, we know that strong companies are built by strong people. That's why we're putting our focus squarely on growing talent from within, helping employees develop the skills, confidence, and mindset to thrive today and lead tomorrow.

Learning at PPL isn't just for those with "leader" in their title. The company's open, voluntary leadership sessions are designed for all employees, giving everyone the chance to sharpen their skills, explore new ways of working, and build meaningful connections. What's more, these classes are also open to colleagues from our sister companies, creating a vibrant space for cross-team learning and collaboration.

At the heart of this initiative is Mr. Hasit Patel, who leads the sessions and generously shares his experience and insights.

From navigating challenging conversations to building trust, employees are gaining practical, actionable skills they can apply immediately. The sessions are structured to provide actionable takeaways that employees can immediately apply in their daily work, helping them grow professionally and personally.

Through these experiences, PPL is nurturing a culture of accountability, curiosity, and continuous growth, where every person has the opportunity to step up, lead with integrity, and make an impact.

By putting people first and embedding learning into everyday work, PPL is not just developing leaders, it's creating a workplace where talent thrives, collaboration flourishes, and the company grows stronger together.



Hug in A Mug Season 2

There's a buzz around PPL as Hug in a Mug returns for an exciting second season. What began as a simple idea to bring colleagues together over coffee has grown into a lively platform for collaboration, connection, and creativity across departments.

Season 1 showed the power of stepping beyond everyday routines. Employees shared ideas, exchanged updates, tackled challenges, and built new relationships in a relaxed setting, creating fresh perspectives and stronger teamwork.

Season 2 builds on this momentum with the addition of RAG meetings, adding structure while maintaining the open, friendly spirit that makes Hug in a Mug unique. Teams can highlight progress, discuss challenges, and celebrate successes while encouraging transparency and creative problem-solving.

At its heart, Hug in a Mug is about more than meetings. It's about breaking down silos, strengthening collaboration, and creating a space where ideas, learning, and connection thrive.

***Here's to Season 2!
Bigger, better, and full of opportunities to connect, collaborate,
and grow together at PPL.***

2025 Get Together

The close of 2025 marked more than the end of year for Ramco Jamii; it was a meaningful pause to reflect on the year's journey. In a warm and relaxed setting, colleagues from across the Ramco companies gathered to share a meal, exchange stories, and reconnect. The evening was filled with open conversations and laughter, reflecting what Jamii truly represents: togetherness.

Gathered around shared tables with no hierarchy or formal seating, the atmosphere encouraged genuine interaction. It symbolized the culture Jamii continues to nurture, one where every voice matters and collaboration begins with listening.

Members shared honest reflections on the year, highlighting challenges, lessons learned, and milestones achieved. A clear theme emerged: Jamii's initiatives have been meaningful and impactful, and there was strong agreement that the group should continue building on this momentum.

The conversation naturally turned toward the future. Participants expressed a collective commitment to strengthen engagement, sustain impactful initiatives, and deepen the sense of belonging across the community in 2026.



Launches Swedish Workplace Programme



In 2025, Platinum Packaging Ltd., joined the Swedish Workplace Programme (SWP) as part of Cohort 2025, driven by the belief that our workplace could be more connected, inclusive, and engaging. As we look towards 2026, we aim to strengthen our culture, improve employee engagement, and raise our eNPS score by +7 points by Q4.

The programme reinforced an important lesson: culture grows through everyday dialogue, shared ownership, and the willingness to listen to honest feedback.

To bring culture closer to our people, we appointed culture champions

across departments and formed a Workplace Culture Committee. These initiatives created spaces for open conversations, early problem-solving, and collaborative decision-making, helping build greater trust and shared responsibility.

We also trained all employees not just managers on workplace culture, reinforcing that creating a positive environment is everyone's responsibility. A Leadership 360-degree survey further strengthened transparency by giving employees the opportunity to share honest feedback on leadership. As we move into 2026, PPL is building on this foundation through structured engagement initiatives that support collaboration, connection, and continuous improvement.

Our experience with the Swedish Workplace Programme has shown that culture is not a one-time effort. It is a daily practice. When employees are empowered and dialogue is genuine, culture becomes a powerful driver of performance and long-term success.



Streamline your Work with EasyFlow Powered by Kissflow

Still stuck with paperwork for approvals? Delays, lost files, and manual processes can slow decision-making and hurt efficiency. EasyFlow, powered by Kissflow, offers a smarter way to work.

EasyFlow is a cloud-based solution that helps businesses digitize, automate, and integrate workflows across departments. From HR onboarding and leave approvals to finance, IT, legal, operations, and warehouse processes, EasyFlow replaces manual steps with efficient digital systems.

With over 150+ active workflows, modular and customizable to your needs, teams gain standardized process flows, real-time dashboards, and mobile-friendly access on iOS and Android. Data accuracy is ensured through built-in controls, while seamless integration with external systems keeps operations connected.

Teams love EasyFlow because it speeds up approvals, reduces delays, saves time, and provides instant insights for better decision-making. By turning complex processes into simple, trackable, and audit-ready digital workflows, EasyFlow helps organizations work smarter not harder.

ict
AFRICA
Presents

EasyFlow

Still using
paperwork for approvals?
There's a better way

Digitize. Integrate. Automate

Powered By

Kissflow

The graphic features two illustrations: on the left, a woman looks stressed with her hands on her head, surrounded by floating papers and a clock; on the right, a man in a suit smiles while holding a laptop. The background is blue with white and yellow accents.

ict
AFRICA

Still Stuck in Paperwork?
It's Time to Automate with
EasyFlow!

Replace delays, lost files and manual approvals
with smart and digital workflows

- ❌ Manual approvals slowing you down?
- ❌ Delays hurting decisions?
- ❌ Trouble tracking and reporting?
- ❌ Need to connect to external systems or databases?
- ✅ Digital processes across multiple departments
- ✅ Mobile-friendly access to iOS and Android
- ✅ Real-time dashboards.
- ✅ Seamless third party integrations

Give us a call

Email: automation@ict-a.com
Mobile: 0715 995 266 | 0731 995 266
WhatsApp: 0753 555 111
Website: www.ict-a.com

The graphic features two illustrations: on the left, a woman looks stressed with her hands on her head, surrounded by floating papers and a clock; on the right, a man in a suit smiles while holding a laptop. The background is blue with white and yellow accents.

Ready to move beyond paperwork? EasyFlow makes automation easy.



RAMCO
GROUP

The Evolution of the Labour Market By Morris Kimeu



Formal and informal conversations among employees often feature the buzzword “Artificial Intelligence.”

We have mixed feelings about this new “Player” that seems to play just about every game,

from the academic comrade to the corporate analyst; the unseen interviewee sitting next to the job applicant that interview panelists keep looking for; the destroyer of the creative arts and the invisible hand that seems to cheat the system we built in centuries... in seconds.

Maybe the hardest hit is in academia, with professors having to shift from anti-plagiarism software to catch “copy-pasters” to AI Detectors just to make sure the 80-page thesis that would take 8 weeks to review is not the outcome of 8 minutes spent prompting, pasting and formatting.

Does artificial intelligence affect the labour market? We know it does. But to what extent? That’s the real question.

How do we move away from feeling “cheated” when looking at a document that was AI authored? Is it cheating?

As organizations, one way to understand the shift is to look back to the history of labour and the trends that came with the Industrial revolutions that date back centuries ago.

It begins with the **First industrial revolution (late 1700s)** – the shift was from the farm to the factory, from the agrarian system to mechanization and the use of steam power. Here the demand was for low-skilled manual labour. Machines replaced muscle and factories looked for labour that could tend to the steam-powered machines.

The **Second industrial revolution (late 1800s)** moved from steam powered engines to electric machines and mass production. This came with the introduction of the conveyor belt and the assembly line. This is also where the concept of “middle management” was born and with that came the birth of labour unions in factories.

The **Third industrial revolution (1960s)** brought computers and automation enter the digital era. There was a spike in the demand for highly skilled, digitally cognitive workers.

Manual labour started being replaced by robots on the production floor.

This led to the **Fourth industrial revolution** which we are currently in that is characterized by Artificial Intelligence, Internet of Things (IoT) and a shift towards remote work and the gig economy. The demand is for data-fluency and technology savviness.

The current trends are paving way for what subject matter experts believe to be the **Fifth industrial revolution** that will be characterized by collaborative robots or “cobots” which is basically humans and robots working together. The demand is likely to shift back towards human creativity, empathy and ethics that will complement intelligent computing power from the robots that are powered by Artificial Intelligence.

What this means is that change is happening fast with little regard to whether we agree with it or not. While there is an opportunity to build the skills that match the current labour market, the most important skills to have are agility and adaptiveness i.e. the ability to swiftly change our mindset and adapt in response to the changing labour market needs and demands.

Let's Welcome Our New Leaders at Ramco Group



DEEPAK KERAJ
GENERAL MANAGER



Deepak Kerai joins Serenity Interiors Limited as General Manager, bringing over 26 years of experience in the construction and fit-out industry, with 13 years in the UK and 13 years in Kenya. His international and regional experience provides strong expertise in project delivery, operations management, and business growth.

He was the Founder and Managing Director of Double Dee Builders, where he successfully led projects across residential, office, banking, and retail sectors.

Interests: He is passionate about building high-performing teams and delivering quality projects that create lasting value for clients. He values practical leadership, strong partnerships, and continuous improvement in both business and operations.

Expectations: Deepak is passionate about building high-performing teams and delivering quality projects that create lasting value. As GM, he will focus on strengthening delivery capability, enhancing project execution standards, and supporting sustainable growth and operational excellence at Serenity Interiors Limited.



VAIBHAV SHANDILYA
GENERAL MANAGER - PROJECT SALES



Vaibhav Shandilya joins the Group as General Manager, Project Sales, bringing over 14 years of experience in business development, commercial strategy, and operational leadership. He holds a Bachelor of Business Administration and is currently pursuing an MBA in International Business.

He joins from Megha Marketing East Africa Ltd., where he served as General Manager, Sales and Operations. Throughout his career, he has worked extensively with consultants, contractors, and key stakeholders across global markets, successfully securing high-value deals and building long-term client relationships.

Vaibhav brings strong expertise in market development, sales leadership, and strategic execution, with a results-driven approach to driving performance and sustainable growth.

Interests: He enjoys spending time with his family, reading non-fiction on productivity and self-improvement, and exploring digital photography and photo editing.

Expectations: Vaibhav aims to focus on strengthening project sales performance and driving strategic growth, while fostering collaboration and mentoring teams toward shared success.



SUDHANSU PATTANAİK
GENERAL MANAGER - OPERATIONS



Sudhansu Pattanaik joins Platinum Packaging Ltd as the General Manager, Operations, bringing over 29 years of extensive experience in manufacturing and operations management. He holds an MBA in Marketing from IIME, Mumbai, and a Post Graduate Diploma in Polymer Processing Technology from the Central Institute of Plastics Engineering and Technology, along with several professional certifications and accreditations.

Over the course of his career, Sudhansu has held senior leadership roles including Plant General Manager and Head of Operations at Amcor Flexibles in India, General Manager, Production at UMAX Packaging Limited, and General Manager at Bloomflex Pvt. Ltd.

Interests: He enjoys watching movies and listening to music. Married with two children, he values strong relationships and teamwork, both professionally and personally. He believes in supporting others and fostering a positive work environment.

Expectations: In his role at PPL, Sudhansu looks forward to strengthening operational performance and enhancing efficiency across the business. He is committed to building high-performing teams and driving sustainable growth.



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