

PERIDOT ISSUE | JULY 2026

Peridot



RAMCO GROUP

Message from Ramco Group Leadership



Amit Patel, CEO



Hasit Patel, COO



Kartik Patel, Group Director

Closing the Gap

There is a particular type of meeting that happens in almost every business, in every industry, probably on every continent. Someone identifies a problem: a friction point, a cost that shouldn't be there, a process that made sense five years ago and quietly stopped making sense sometime after that. The room agrees it needs fixing. Someone is tasked with looking into it. And then, with the best of intentions and the worst of follow-through, it gets filed neatly under things we are definitely going to get to.

Most businesses have a very full filing cabinet. This edition is about the companies in our Group that decided not to file it.

Fuel and shipping costs remain sensitive to the Middle East. Currencies keep moving in ways that make planning feel like guessing. Input costs are elevated with no urgency to fall. The instinct in conditions like these is to hold position and wait for a clearer moment. That moment rarely arrives. The businesses that build flexibility into how they operate don't wait for it, they absorb the pressure and move anyway.

Flexoworld moved onto a unified enterprise system, replacing fragmented processes that quietly cost more than anyone measures, and added an electric bike to its delivery fleet to cut fuel exposure. ICT Africa introduced a Visitor

Management System, a small step that signals what kind of business you actually are. ASL Chemicals launched a new website, because a strong business deserves a front door that reflects it. Sintel introduced a Track and Trace product, meeting a standard customers now expect everywhere. Ramco Printing launched a technology-enabled health cover for its people, applying the same intelligence to how we look after our teams. Krona Plastics launched a new product, expanding its portfolio and its reach.

Six businesses. Six different problems. One consistent pattern: they saw the gap and closed it.

On Social Impact, Sai Office partnered with a leading retail chain on a community CSR initiative, while Safarilink took part in the Lewa Safari Marathon, supporting wildlife conservation and community development.

None of this required a revolution, a bigger budget, or a better moment. It required someone to see the gap and close it. That is the discipline we wish to inculcate in this Group's culture: not grand strategy, but actually doing what you said you would, at the speed the world requires.

The filing cabinet can wait. The business cannot.



The Story Behind Our Cover

Forged by Nature, Driven by Sustainability embodies the belief that lasting success comes from respecting natural resources, embracing innovation, and making conscious choices that benefit both people and the planet for generations to come.

This theme reflects Ramco's ability to adapt, endure, and thrive in an ever-changing environment while remaining committed to long-term sustainability. Like peridot, a gemstone formed deep within the earth over millions of years, true sustainability is built on resilience, responsibility, and enduring value.

Rooted in a strong foundation and guided by a clear purpose, Ramco continues to drive meaningful progress, delivering sustainable growth today while safeguarding opportunities for future generations.

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

Our Vision

To be the leading conglomerate in Africa through the provision of innovative and future forward solutions.

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



Safarilink

Hosts the Inaugural KQ Aviation Media Lab

Safarilink hosted the inaugural KQ Aviation Media Lab at its Wilson Airport base, inviting storytellers to explore regional connectivity. Led by CEO Alex Avedi and Kenya Airways Head of PR Henry Okatch, the immersive tour showcased how Safarilink connects communities, supports tourism, and expands access across East Africa.

In partnership with Kenya Airways, the event deepened media understanding of aviation operations and the sector's contribution to Africa's development. The visit included behind-the-scenes briefs on fleet maintenance, ground handling, and route planning, offering practical insight into daily operations and safety standards. Participants left equipped to tell richer stories about regional air travel and its impact on local economies.





**KITCHENS
& BEYOND®**

Sponsors the Italian National Day

Nairobi's diplomatic calendar marked a significant occasion on 2nd June, 2026, as the Embassy of Italy hosted its annual Italian National Day celebrations at the Ambassador's Residence. The event drew a distinguished gathering, including Cabinet Secretary for Tourism Hon. Rebecca Miano as guest of honour, senior government officials, representatives of the diplomatic corps, prominent business figures, and members of the press.

Kitchens & Beyond was among the evening's sponsors, a role that reflected both the company's longstanding affinity with Italian design heritage and its position as one of Nairobi's leading luxury interior design firms.

General Manager Tyron Immelmann and Head of Operations Ashpal Saberwal attended on behalf of the company, engaging with guests across the business and diplomatic community. Their presence reinforced Kitchens & Beyond's profile within Nairobi's high-end design and hospitality circles demonstrating the kind of partnership-driven visibility that aligns with the broader Ramco Group's approach to brand positioning.

Kitchens & Beyond's decision to sponsor the event was rooted in something more substantive than opportunity. The company's offerings are anchored in an authentic relationship with Italian design through its exclusive partnerships with Snaidero (kitchens), Caesar Ceramiche (tiles and surfaces), and Novamobili (furniture and wardrobes).

These brands represent a lineage of Italian manufacturing excellence that Kitchens & Beyond has been proud to introduce and grow within the Kenyan market.

The Italian National Day was, in that sense, a natural space for Kitchens & Beyond to occupy, celebrating the same culture of craftsmanship, precision, and beauty that the company champions in every project it undertakes.



Named Best Stockist in Kenya for Assa Abloy

ASL Ltd.'s Trading Division has been awarded best stockist in Kenya for Assa Abloy, the company behind Union and Yale locks. The award was presented at a ceremony held at ASL's Lusaka Road headquarters. Humphrey, accompanied by the team from Assa Abloy, gave the award to Pavan Desai who led ASL's successful stockholding and distribution of Union and Yale products across Kenya.

The award recognizes ASL's strong inventory management, superior customer service, and effective brand visibility for Union and Yale locks in Kenya.

New Union & Yale Displays

To mark this achievement, the Union and Yale product displays have been redesigned and relocated to a new, more prominent spot inside ASL's HQ.

The refreshed displays will improve customer experience and showcase the full range of security solutions. For Desai, this is a significant milestone that elevates ASL's standing as a premier stockist and sets a benchmark for distributors in the region.



Gavin Van Staden- Vice President- Assa Abloy Africa Region (left) and Humphrey Rukaria- MD Assa Abloy East Africa (right) awarding Pavan Desai ASL (middle)

MULTIVISTA Receives Gold Overseas Channel Partner Award

On 25th April 2026, Multivista Kenya Ltd was honoured with the Gold Outstanding Overseas Channel Partner Award for FY2025 at the Fuji Electric Channel Partner Meet 2026 held in Goa, India.

The award, received by Country Manager Yogendra Prasad, recognizes Multivista's outstanding performance, commitment to delivering innovative energy solutions, and strong partnership with Fuji Electric. It reflects the company's consistent focus on excellence, customer satisfaction, and delivering value across its markets.

This achievement is a testament to the dedication and professionalism of the entire Multivista Ramco team. Congratulations to everyone involved on this recognition as we continue to strengthen our partnerships and pursue new milestones together.





Recognized as a Gold Partner by Dell Technologies and Lenovo



Sai Office Supplies is proud to announce its recognition as a Gold Partner for both Dell Technologies and Lenovo, marking a significant milestone in our journey to provide trusted technology solutions to businesses across Kenya.

This achievement reflects our commitment to excellence, technical expertise, and our ability to deliver world-class products and services backed by two of the world's leading technology brands.

At Sai Office Supplies, we believe that technology is more than just hardware. It is a key enabler of productivity, innovation, and business growth.

Our focus has always been on understanding customer needs and providing complete technology solutions that help organizations operate more efficiently and effectively.

As a Gold Partner, we are well-positioned to offer businesses access to the latest Dell and Lenovo devices, competitive corporate solutions, expert advice, and reliable after-sales support. From laptops and desktops to enterprise technology requirements, our team is dedicated to helping customers find the right solution for their needs.

DELL

Lenovo

We remain committed to strengthening our technology portfolio and supporting businesses with end-to-end solutions, including device deployment, Windows installation, configuration, technical support, and corporate procurement services. This recognition reinforces our mission of being a trusted technology partner and delivering value-driven solutions that empower businesses to succeed.





flexoworld ltd Moves to SAP B1

Earlier this year, Flexoworld Ltd. completed the transition from QuickBooks to SAP Business One (SAP B1), marking a significant milestone in our ongoing commitment to operational excellence. As with any major ERP implementation, the journey came with its share of challenges and teething issues. However, after successfully overcoming the initial hurdles, the benefits are now clear.

SAP B1 has delivered greater automation across reporting, client job status updates, KPI tracking, stock reordering, and approval workflows. We have also seen improvements in collections and credit control procedures. The move has strengthened our business processes and positioned us for continued growth and efficiency.



Flexoworld Goes Electric

Flexoworld Ltd. has added an electric motorbike to its fleet as part of its ongoing commitment to operational efficiency and sustainability. The initiative is designed to reduce exposure to potential fuel shortages, rising fuel costs, and the environmental impact associated with traditional fuel-powered vehicles. The battery exchange model has delivered strong results significantly reducing maintenance and operating costs.

The investment demonstrates how innovative mobility solutions can drive cost savings, improve reliability, and support a more sustainable future.



Flexoworld Increases Production Capacity

In June 2026, Flexoworld Ltd. strengthened its production capabilities by adding a 4260 CDI unit acquired from its sister company, YRG UK. The investment is part of the company's ongoing commitment to improving operational efficiency and customer service.

By increasing production capacity, Flexoworld aims to shorten lead times and deliver products to customers more quickly and reliably. The additional equipment also provides valuable backup capacity, ensuring business continuity in the event of an unexpected machine breakdown.



Strengthens its Digital Presence

The Die Experts has enhanced its digital presence with the launch of a revamped website, making it easier for customers to explore its services and connect with the team. A key addition is the integrated WhatsApp Chat feature, allowing customers to initiate conversations instantly for enquiries, quotations, and technical support directly from the website.

As one of the world's most widely used business communication platforms, WhatsApp enables faster response times, seamless customer engagement, and greater

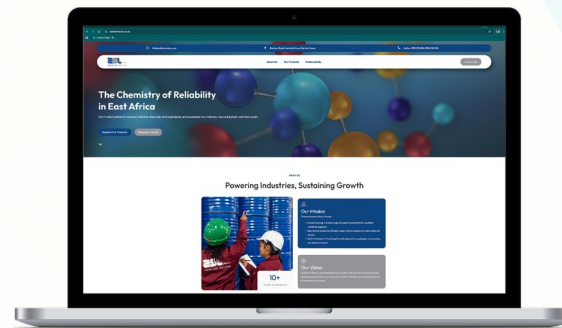
convenience. Whether customers need product information, project advice, or after-sales support, assistance is now only a click away.

The company has also embraced WhatsApp's new Username feature, allowing customers to identify and connect with the business using a unique username rather than relying solely on a phone number. The feature strengthens brand identity, improves customer trust, and makes verified business accounts easier to find and remember.



www.die-experts.co.ke

Launches New Website



www.aslchemicals.co.ke

ASL Chemicals is proud to announce the launch of its new website, enhancing customer engagement and accessibility in the digital age. The platform provides easy access to information on its wide range of industrial and specialty chemicals serving sectors including paints and coatings, detergents and cosmetics, inks and packaging, textiles, rubber, and agriculture.

Designed with a modern, user-friendly interface, the website enables customers to explore products, discover industry solutions, and connect directly with the ASL Chemicals team.

The launch reflects ASL Chemicals' commitment to innovation, customer service, and continuous improvement, while strengthening its position as a trusted chemical solutions provider across East Africa.

SINTEL Advancing Product Authentication through Track & Trace Technology

As supply chains become increasingly complex, protecting brands, ensuring regulatory compliance, and safeguarding consumers have never been more important. At Sintel Security Print Solutions, we help organizations address these challenges through advanced Track & Trace solutions that deliver end-to-end product visibility and authentication.

Our technology has been successfully deployed for leading FMCG manufacturers, including Bidco Oil Refineries and government initiatives such as the Kenya Revenue Authority's Excise Goods Management System (EGMS) tax stamp programme. These engagements demonstrate Sintel's capability to provide secure, scalable, and reliable authentication solutions for both commercial and regulatory environments.

The Sintel Track & Trace platform assigns a unique identifier such as a QR code, Data Matrix code, serialized number, or secure tax stamp to every product. Each code is securely printed and linked to a centralized database, creating a unique digital identity.

As products move through manufacturing, warehousing, distribution, and retail channels, the codes are scanned at key checkpoints. This captures real-time information on product origin, movement, and status, creating a complete digital record throughout the supply chain.

The solution enables instant product verification, helping manufacturers, regulators, retailers, and consumers confirm authenticity while detecting counterfeit or diverted goods.

Key benefits include:

- Brand protection and anti-counterfeiting
- End-to-end supply chain visibility
- Regulatory compliance and revenue protection
- Enhanced consumer confidence
- Actionable business intelligence and analytics

By combining security printing expertise with digital innovation, Sintel Security Print Solutions continues to help organizations secure products, protect brands, and build trust in the marketplace.



Introduces Premium Food Packaging Containers

Krona Plastics has expanded its product portfolio with the launch of a new Thin wall Packaging range, reinforcing its commitment to delivering innovative, high-quality packaging solutions for the food industry. The new product line introduces yoghurt cups, vegetable fat containers, and 5 kg tubs, designed to meet the evolving needs of dairy and food processors across the region.

Manufactured from premium food-grade polypropylene, the containers combine durability, product safety, and an attractive finish that enhances product presentation while maintaining the highest food safety standards. The yoghurt cups feature

a distinctive triangle-based round top design, offering improved grip and additional branding opportunities. Available in capacities ranging from 100 ml to 500 ml, they are ideal for yoghurt, desserts, ice cream, fruits, dairy products, and a variety of other food applications.

Developed with both performance and sustainability in mind, the Thinwall Packaging range is food-safe, leak-resistant, reusable, recyclable, and suitable for both freezer and microwave use. These features provide manufacturers with reliable packaging solutions while delivering greater convenience to consumers.

The introduction of the Thinwall Packaging range marks another milestone in Krona Plastics' strategy to diversify its product offering and support customers with reliable, locally manufactured packaging solutions. By continuing to invest in modern manufacturing capabilities and responding to changing market demands, Krona Plastics is strengthening its position as a trusted partner for innovative plastic packaging solutions across East Africa.

Triangle Base to Round Top Design





Introduces MGENI Next-Gen Visitor Management System

Built by the Software Automation Team, and accelerated by skills gained during the BrainGym AI-Powered Sprint, the next-generation MGENI Visitor Management System has been fully rebuilt from the ground up to deliver a faster, smarter, and more scalable enterprise experience.

Developed in React Native for Android, Web, and future iOS capability, MGENI replaces the legacy system with a modular, lightweight, high-performance architecture designed for modern operational environments.

MGENI introduces a redesigned interface with:

- Clean, intuitive UI/UX
- Dark Mode support
- Faster, smoother workflows
- Improved usability across all modules
- OTP-based authentication for seamless access.

A significantly enhanced admin layer now includes:

- Advanced reporting and real-time analytics
- Customizable user access (replacing rigid role structures)
- Improved audit visibility across all sites
- Flexible configuration for multi-site operations.

Key operational upgrades include:

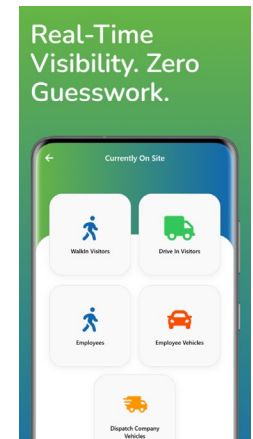
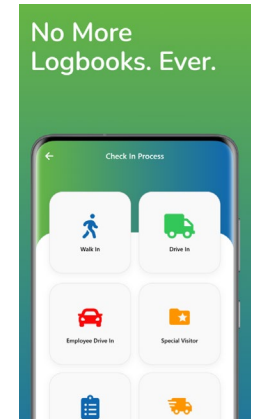
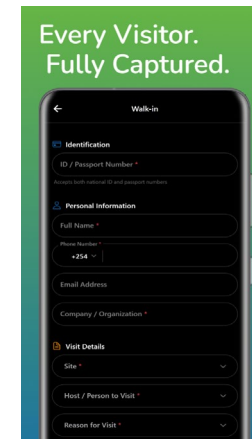
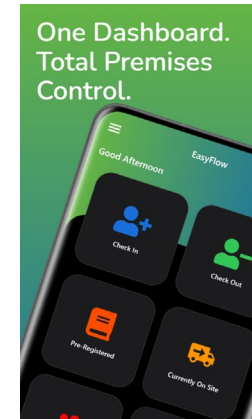
- Individual guard accounts for accountability tracking
- Device capture at check-in, eliminating manual entry
- Visitor re-check-in with historical records and device photos
- Enhanced employee vehicle tracking
- Customizable vehicle inspection checklists for damage reporting
- Improved contractor registration and lifecycle tracking.

Organizations can now host MGENI on their own infrastructure and databases, ensuring full control over data residency, governance, and compliance requirements.

MGENI is now more efficient, scalable, and performance-optimized delivering a modern visitor management platform designed for reliability, visibility, and operational control across enterprise environments.

Smarter. Faster. More Connected.

*The next generation
of MGENI is here!*



Sai Office KENYA Launches Regional Creative Arts Workshops Powered by Veda



In the first half of 2026, Veda launched a national campaign of regional educational workshops designed to address the unique instructional gaps presented by Kenya's Competency-Based Curriculum (CBC).

The first workshop this year was in Mombasa in the month of March, a first-of-its-kind activation for the Coast region. The response from coastal schools was immediate and massive as educators arrived in full force, filling the conference hall to maximum capacity. This demonstrated the immense hunger among regional administrations for structured educational support. The second leg of Veda's Creative Arts Workshop moved to Nakuru in the month of May.

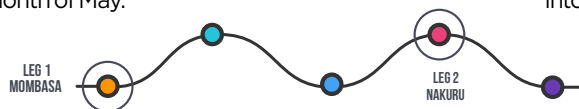
Despite a few hiccups experienced due to regional politics at the time, the workshop achieved its core objective of equipping the Junior Secondary School (JSS) educators with the critical, hands-on instructional competencies and modern assessment frameworks required to confidently deliver the national Creative Arts curriculum standard.

While each regional stop brought its own unique local energy and logistics, both workshops were anchored to a unified set of strict corporate and educational goals. In both regions, lead facilitator Mr. Kelvin Obwoga directed the main seminar sessions with his signature, high-energy instructional style, deconstructing complex CBC assessment structures into clear, manageable classroom steps.

Theory quickly shifted into vibrant practice during the afternoon sessions. The educators were guided through an immersive, tactile training module focusing on drawing, paper craft, and painting. Every single educator rolled up their sleeves to complete specific tasks across all three creative disciplines using Veda's premium tools.

Both events concluded with high spirits, as Veda celebrated individual imagination and classroom excellence by awarding special brand hampers and prizes to the top three performers in each category.

By taking these specialized workshops directly to regional hubs, Veda has established an essential bridge between institutional curriculum frameworks and practical, everyday classroom success.



Attends the GlobalStar Annual Conference in Zagreb, Croatia



The 22nd Annual GlobalStar Conference, held in Zagreb from 3rd – 5th June 2026, successfully convened global partners and suppliers for three days of strategic alignment, knowledge sharing, and networking.

The agenda combined interactive workshops, supplier showcases, and keynote sessions, addressing key industry topics including artificial intelligence, geopolitical developments, and the future resilience of corporate travel.

Key outcomes included stronger partner and supplier relationships fostered through structured networking and social events, increased alignment on GlobalStar's value proposition and client delivery strategy, and an enhanced understanding of the emerging trends shaping the travel industry. The conference concluded with clear priorities for continued collaboration and growth across the GlobalStar network.



Finance Team Explores AI for Smarter Decision Making

On 22nd May 2026, Ramco Group conducted an Artificial Intelligence (AI) training session for Group Finance Controllers, equipping participants with practical knowledge on how AI can enhance finance operations and support better business decisions. The session focused on real-world applications of AI within the finance function, covering financial analysis, automation of routine processes, data-driven decision-making, and risk assessment. Through interactive demonstrations and practical examples, participants gained valuable insights into integrating AI tools into their day-to-day activities to improve efficiency, accuracy, and strategic thinking.

A key highlight of the training was its practical approach. Complex AI concepts were broken down into simple, everyday tasks, enabling participants to understand how emerging technologies can be applied immediately within their respective roles.

The session forms part of the Group's broader commitment to building future-ready capabilities by embracing digital innovation and equipping employees with the skills needed to thrive in an increasingly technology-driven business environment. The positive engagement and participation reflected the team's readiness to leverage AI as a tool for continuous improvement and operational excellence.





Customers' Star Trip to Switzerland 2026



In April 2026, Pidilite East Africa hosted its prestigious Star Trip to Switzerland, a rewarding experience designed to recognize and celebrate outstanding performance across the region. The trip brought together some of the company's top-performing partners, including consultants, distributors, and waterproofing applicators from Kenya, Uganda, and Rwanda.

Set against the breathtaking backdrop of Switzerland's scenic landscapes, the Star Trip served as both a celebration of achievement and an opportunity to strengthen relationships within the Pidilite family.

Participants visited some of the country's most iconic destinations, including Lucerne, Interlaken, and Zürich, while enjoying memorable experiences at the Top of Europe (Jungfrauoch), Mount Titlis, the Charlie Chaplin Monument, and the renowned Lindt Chocolate Factory.

The participants, who have played a vital role in driving the growth and success of the Dr. Fixit brand and Pidilite solutions across East Africa, were recognized for their commitment, dedication, and exceptional contributions throughout the year.



MULTIVISTA Exhibits at the MedExpo Kenya 2026



This year, Multivista participated in the MedExpo Kenya 2026 from 22nd to 24th April, with a combined booth alongside our principal partners, Kirloskar Powergen and Fuji Electronics.

The 2026 edition was expected to welcome over 6,500 visitors, including business leaders, investors, government officials, buyers, distributors, and industry professionals, making it an excellent platform for networking and business development.

Our participation aimed at strengthening brand visibility in the East African healthcare sector and showcase Fuji UPS & Stabilizer solutions, Kirloskar Diesel & Gas Generators, and Optiprime power solutions for healthcare facilities.

The exhibition helped us to: Increase awareness of our reliable power continuity solutions, Engage hospital procurement teams, facility managers, distributors, and infrastructure developers, Reinforce Multivista's position as the authorized partner of Fuji Electronics and Kirloskar Powergen in Kenya, Generate qualified leads and build long-term business partnerships, Demonstrate the performance and reliability of our solutions through technical discussions and product presentations.

This showcase provided a valuable platform to connect with decision-makers and expand our presence in the healthcare power solutions market.



Safarilink

At the Lewa Marathon 2026



Safarilink took part in this year's Lewa Safari Marathon in June, joining a field of runners supporting a cause that extends well beyond the race itself. The marathon, held annually within the Lewa Wildlife Conservancy, raises funds that go directly into wildlife protection, community development and education across the region, the same landscapes Safarilink's flights connect every day.

For an airline whose business is built on access to some of the country's most pristine destinations, the marathon is a natural fit.

The company's involvement reflects a belief that sustainability sits at the heart of its journey, from the routes it flies to the communities and conservation efforts it chooses to support.



Supports Naivas Community Outreach

Sai Office Supplies Kenya was privileged to partner with the Naivas Football Team and Naivas Supermarket in a meaningful community outreach event themed "Empowering Teenagers Through Education and Sports."

Held at the Chaminade Training Institute in Mukuru Kwa Njenga, Nairobi, the initiative aimed to support and inspire young learners through the power of education and sports.

As part of our contribution, Sai Office Supplies donated our newly introduced Veda exercise books, pencils, and pens to more than 300 students from Njenga Primary & Junior School, Our Lady of Nazareth Primary & Junior School, Kwa Njenga Baptist Academy, Merissa Academy Community School, and Little Angels of Good Academy.



At Sai Office Supplies, we believe that access to quality educational materials plays a vital role in shaping brighter futures. Through our Veda brand, we remain committed to supporting initiatives that promote learning, encourage creativity, and empower the next generation.

Representing Sai Office Supplies at the event were Anita, Key Account Manager, and Wambui, who joined the Naivas team in engaging with students and supporting this impactful cause.





Advances Employee Wellness through Healthcare Initiative



Ramco Printing recently partnered with Byon8, a healthcare financing and employee wellness solutions provider, to roll out the Ramco Scheme onboarding programme across its DUO (Mombasa Road) and UNO (Dunga Close) sites between 2nd and 4th June 2026. The initiative marked the culmination of a journey that began in August 2025, aimed at enhancing employee access to quality healthcare solutions.

A total of 50 employees participated in the onboarding sessions, resulting in 13 sign-ups and 40 covered lives, including dependants.

The programme achieved an overall conversion rate of 26 percent.

The DUO site recorded a strong 34.4 percent conversion rate, supported by effective communication, high awareness levels, and strong interest in outpatient healthcare coverage. The UNO site achieved an 11.1 percent conversion rate, with employee engagement indicating significant potential for future uptake through continued awareness and education.

Key insights from the programme highlighted strong demand for outpatient medical cover, appreciation for flexible payment options, and a preference for personalised one-on-one consultations. Family involvement, particularly spouse participation in decision-making, also played an important role in enrolment outcomes.

With ongoing employee engagement and structured follow-up initiatives, participation is expected to continue growing, further supporting the health and wellbeing of Ramco Printing employees and their families.

Product Knowledge Tours

Travelshoppe teams spent the past months on the ground across key safari and international routes to strengthen product knowledge and partner relationships. In Kenya, familiarization and inspection trips covered Maasai Mara, Samburu National Reserve, Tsavo National Park, and Nairobi National Park, focusing on firsthand evaluation of camps, lodges, and service standards.

Outside Kenya, the team supported corporate and incentive travel and conducted destination familiarization across Switzerland, Morocco, Spain, and Portugal, strengthening insight into key outbound routes for Kenyan travellers.

Industry engagement and partner relations were further reinforced through participation in events in Cape Town and Durban, alongside continuous training with global aviation and travel partners.



platinum packaging Inclusion Journey Continues

In May 2026, Platinum Packaging Limited advanced its inclusion journey through an Inclusion Training and Accessibility Audit conducted in partnership with Sightsavers and United Disabled Persons of Kenya (UDPK). The engagement encouraged new thinking about workplace design and reinforced the importance of creating environments that are accessible to all. PPL's Disability Champions continue to drive this agenda by promoting accessibility and inclusion across the organisation.

A key milestone was the first accessibility audit of the PPL plant, which assessed physical accessibility throughout the facility. The findings highlighted both strengths and areas for improvement, reaffirming PPL's commitment to enabling full participation for everyone.

Beyond the audit, the greatest impact was a shift in perspective. The exercise demonstrated how seemingly small design elements such as, clear signage, colour contrast, and accessible layouts can significantly enhance independence, dignity, and inclusion. The engagement also reinforced that many accessibility needs remain unseen, making continuous learning, listening, and adaptation essential.

At PPL, inclusion goes beyond compliance. It is a commitment to ensuring every individual can engage with their environment with dignity, autonomy, and respect. This milestone marks another step in our ongoing journey towards a more inclusive workplace for all.

Transforming Workforce Capability through Learning & Development



As the custodians of talent development at Ramco Jamii, the L&D unit is committed to delivering practical, high-impact learning that helps employees perform their roles more effectively.

Every training investment is carefully evaluated to ensure it equips our workforce with the skills needed to adapt to emerging technologies, evolving business needs, and organizational change.

Our focus is on building both individual capability and organizational agility empowering employees to excel today while preparing the business for a future shaped by innovation, AI, and continuous transformation.





First Aid training at the Ramco Group Industrial Park



Fire Marshals class



Fire Marshals class at the Ramco Group Industrial Park



Marks World Environment Day through Tree Planting

In celebration of World Environment Day, the Environment, Health and Safety (EHS) Department, together with the PPL Culture Champions, organized a tree-planting exercise at the factory, reinforcing PPL's commitment to sustainability and responsible resource management.

The initiative brought together First Aiders, Fire Marshals, EHS Committee Members, Culture Champions, and members of the Senior Leadership Team. A variety of fruit trees were planted to enhance biodiversity, create a greener workplace, and contribute to a more sustainable future.

The trees will be irrigated using treated effluent water from PPL's onsite treatment plant, supporting water conservation and circular resource management.



Each tree species reflects a core company value:

-  **Orange** - Teamwork and Positive Culture
-  **Lemon** - Integrity and Accountability
-  **Avocado** - Performance and Growth
-  **Pawpaw** - Wellbeing and Inclusion
-  **Palm** - Leadership and Resilience

More than just trees, these plantings symbolize PPL's commitment to creating lasting value for both people and the environment.

The EHS Department thanks all participants for helping build a greener, safer, and more sustainable future.



"The best time to plant a tree was years ago. The second-best time is today."

platinum packaging Champions Culture Journey



CEO meet and greet with culture champions

At Platinum Packaging Limited, culture is reflected in how people work, collaborate, and support one another every day.



Culture champions monthly meeting

Leading this effort are the Culture Champions, a cross-functional team committed to making PPL the best place to work.

A Baseline Culture Survey achieved 100% employee participation, providing valuable insights that shaped a Culture Roadmap, priority behaviours, a culture slogan, and regular culture audits.

Key messages such as **No Blame. Solve the Problem., One Team. One Message.,** and **Respect Starts with Me.** reinforce expected behaviours, while toolbox talks on teamwork, accountability, wellbeing, and communication help embed culture into daily operations.

Six months on, culture at PPL is increasingly defined by actions rather than intentions. Through the continued efforts of the Culture Champions, respect, accountability, collaboration, and wellbeing are becoming part of everyday life.

At PPL, culture is not what we say, it is what we consistently do.

PPL Embedding Dialogue for Growth



In April 2026, Platinum Packaging Limited had the privilege of hosting the Swedish Workplace Programme (SWP) team from Stockholm, Sweden, during their visit to Kenya.

The engagement provided an opportunity to reflect on the impact of the SWP within our organisation.

Through discussions with leadership, employee engagement, and a review of workplace practices, the value of structured social dialogue in strengthening organisational culture was evident.

The visit demonstrated how meaningful dialogue between management and employees builds trust, improves communication, and fosters a more collaborative workplace. It also reinforced the role of the SWP framework in embedding sustainable people practices.



PPL appreciates its continued partnership with SWP and remains committed to advancing people-centred workplace practices. We encourage other organisations within the Ramco Group and beyond to explore the programme, which is offered free of charge and provides a proven framework for enhancing employee engagement and effective social dialogue.

Let's Welcome our New Leader at Ramco Group



JAMES HOAD
BUSINESS HEAD



James Hoad is the Business Head at ASL Packaging, bringing over 25 years of rich industrial experience to the role. With a Bachelor of Engineering in Mechanical Engineering, he has spent the bulk of his career leading packaging initiatives across Africa, including South Africa, Zimbabwe, Namibia, Eswatini, Cameroon, and Nigeria.

Most recently, he served as the Business Head at Veevee Paper Products Ltd for two years, building on a robust career that includes five years as Technical Manager at Metropolitan Plastics, five years as Managing Director at Specialised Mouldings, and over a decade in various commercial and technical roles at Nampak. His background reflects a deep expertise in operations, technical management, and regional leadership.

Interests: James enjoys mountain biking, spending time in nature, and following Springbok rugby, Proteas cricket, and Tottenham Hotspur. Married with three children, he is passionate about building and improving things, developing capable teams, and leaving a positive impact on the people he works with.

Expectations: He expects to build and collaborate with a dedicated team of professionals to fully unlock the company's potential. He looks forward to driving operational success while fostering an environment where both the business and its people can thrive.



off from the actual meaning of talent which is the natural or developed aptitude and ability that allows an individual to learn, understand and perform a specific activity with ease and effectiveness not to mention high quality output.

What this means is that when organizations focus their efforts in sourcing for and developing their talent, it is more of looking for talented people and developing their ability to deliver quality services rather than seeking for ordinary/ random individuals that add little to no value towards the organizational goals.

It is only when we look at talent from that perspective that we can begin appreciating the importance of capability development. It's not just about a training session or a joint seminar and not diminishing the impact of such initiatives, however it's about understanding the current talent or skill inventory in relation to business needs and making conscious decisions to sharpen the talent to be better placed in positioning the company as a market leader and more importantly, sustainably.

Leading organizations especially in the services sector have a deep appreciation of the importance of having the right people on the right job and constantly innovating and reinventing to stay ahead of the pack. One could argue that this is

Capability Development: A Competitive Edge for Enterprises By Morris Kimeu

The term "Talent" has over time been used interchangeably with "people", "employees" and "teams". While we strive to simplify our communication and usage of terminology we have gradually veered

incentivised by the fact that the talent/ people are the actual commodity or that lack of high quality talent is an existential threat but it still does not mean that non-service sector organizations cannot lose out on declining talent or plateaued skill levels within the organization.

Investing in talent in manufacturing from a commercial perspective means reduced costs of production, a wider range of by-products, stellar customer experience and retention, operational efficiency and consistent quality of products to mention a few. On the other hand, from a HR perspective it means more concise requirements for quality hires, talent mobility within the organization, clear career direction, business continuity in case of exits and job satisfaction if we are just scratching the surface on the benefits.

Organizations that take the step towards capability development can feasibly do so by identifying critical roles, assessing the current skill levels using various tools that measure skill and personality types; benchmark on required skill levels needed to attain or maintain market leadership while researching on what other players in similar industries have done; come up with employee-specific capability development plans and progressively drive interventions that support employees to refine their skills in line with the organizational strategy.

With this in place and HR tracking improvements in capability levels, company leadership is better poised to navigate the volatile and competitive markets proactively rather than being caught on the back foot.



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