EASTERN PRODUCE KENYA LIMITED



Corporate Social Responsibility Report 3rd Quarter, 2020

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1. Current Significant Issues

Corona virus outbreak was reported in the country and all employees were trained on preventive measures to avoid infection and spread. All residents in the villages were sensitized and restriction on unnecessary movement and interaction put in place and emphasized. This includes adherence to curfew hours set by the government. Sensitization and trainings on hand hygiene, cough/sneeze etiquette and maintaining social distances were carried out. Every employee was issued with reusable masks, and disposable masks have been made available

Measures have been put in place to ensure swift and effective actions are taken should we get an outbreak within our operations. This includes development of protocols for monitoring implementation of set measures, identification of isolation units/spaces etc.

Sensitization on prevention measures and understanding the disease has been ongoing. The work place continued to be safe with employees practicing hygiene measures. The number of hand-washing stations were increased around the work place and in the villages. During the 3rd quarter, the company continued to be vigilant in monitoring developments related to COVID19 infections in the County and enhanced infection prevention measures across the operations.

2. Update on Corporate Social Responsibility Plan Implementation

Progress on implementation of CSR activities has been good, with coordination from the Technical Department and the CSR committee. The CSR committee continued to meet on a quarterly basis to discuss community relations enhancement projects and implementation. Progress and updates of the community projects have been uploaded on social media platforms throughout the quarter.

We continued to align all our projects and activities to the Sustainable Development Goals (SDGs) demonstrating our commitment to care for our community and remaining relevant. Focus areas that have recorded good progress through CSR are SDGs 1 (No Poverty), 2 (Zero Hunger), 3 (Improved Health and well-being), 4 (Quality Education), 5 (Gender Equality), 6 (Water and Sanitation) and 17 (Partnerships for the Goals)

3. Community Relations

Community projects implemented so far have made a positive impact to the communities leading to appreciation and good relations between the company and her neighbours, as demonstrated in the reports below:



Office Furniture donated to Kabirrsang Location



3.1 Enhancing Food Security

During the quarter, Field Educators covered topics on nutrition, focusing on information for vulnerable groups like the adolescents, the elderly, children below five years and expectant mothers. They also supported employees with maintenance of kitchen gardens to ensure consistent supply of vegetables for their families.



A child getting a Vitamin A supplement and a de-worming tablet

To Improve the health and immunity of children 0-59 months, a planned series of Vitamin-A supplementation and deworming outreaches continued into quarter 3. This will help improve the immune system of the children as well as prevent childhood blindness. Health talks on food-based solutions were also conducted focusing on improving the child's diet – through increased consumption of Vitamin-A rich foods locally available, like dark green vegetables, eggs and orange fruits and vegetables such as pumpkins.

3.2 Education

We continued to promote lifelong learning opportunities for all, as per the SDG 4 – Quality Education - through approval and provision of classroom furniture for schools. So far from quarter one to quarter 3, we have supported 11 primary schools and 3 secondary schools with classroom furniture.



Classroom furniture donated to Enego primary school

The classroom furniture will go a long way to support social distancing interventions as the country puts measures in place to address COVID-19.

3.3 Water

During the quarter 4 schools were supported with rain water harvesting, as a means of ensuring a sustainable water supply.

Hand washing facilities were donated to 349 green leaf buying Centers, and smallholder tea farmers/community encouraged to wash their hands with soap and running water as a preventive



measure against COVID19 infections. Three handwashing stations were also donated to various stations around Nandi Hills town to encourage regular hand washing practices. These three stations benefit the business community and bodaboda operators in town.



Photo showing Kosirai Girls' Secondary school headteacher washing hands with Siret Director looking on.

3.4 Environment

During the second quarter, support to Samoei Secondary School environmental rehabilitation around the rlparian area began, with assessments being carried out to determine number of seedlings to donate based on hectarage, species of tree seedlings to source and involvement of the school staff since the students are out.

During the third quarter, tree seedlings were donated both to Samoei Secondary school and Koitalel Samoei University and planted around the riparian areas. Visits to monitor progress and maintenance are made by the Forester and TDM





The Outgrowers Department team joined Technical Department Team in a Tree planting activity at Koitalel Samoei University

3.4.1 Indigenous forestry

The CSR department was approached by a youth group interested in the preservation of the South Nandi Forest – a remnant of the vast indigenous forest that once covered the Nandi area and far beyond – with a view to assisting them in their goal. This matter is currently being worked upon. It is pleasing to note that several organisations (including the Nandi County Government!) have commented on EPK's good track record on the conservation of indigenous woodland.

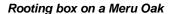
All estates are up-to-date with their enrichment plans, and maintenance is ongoing. The good rains during the quarter have aided high survival rates of the seedlings planted, and effectively extended the planting season. These rains have also boosted weed growth, ensuring that managers cannot become complacent regarding maintenance.

We are still challenged in sourcing a greater selection of seed to maintain the biodiversity of our indigenous areas, with most commercial outlets supplying a limited (and very similar) variety. Rooting



'boxes' are being tried which might enable the replication of rarer species – even if it won't increase the gene pool. The invasive species <u>Solanum Mauritianum</u> (Bugweed) continues to be a problem, particularly in the Western Estates.







Dead tree provides habitat for invertebrates

3.5 Trainings/ Social audits

Rainforest Alliance audit for smallholders took place during the quarter and completed successfully. Corrective actions undertaken with support from Technical Department.

3.6 Extension Service Support

Shed chairmen meetings were held during the quarter. The agenda included crop husbandry, COVID19 infection prevention measures, New SMS notification systems, Rain forest Alliance audits and AFA Tea Directorate requirement. Shed Chairmen were receptive to the trainings and discussions held.

3.7 Roads and Bridges

More roads continue to be murramed and compacted in a bid to enhance networking. This is done in partnership with the County Government of Nandi.

Transport of green leaf and other socio-economic income opportunities have been enhanced as well as links between villages, shopping centers and other socio-economic facilities.

Three bridges are currently under construction in Siret, improving the road network and making accessible the green leaf buying centres by our smallholder tea farmers. Completion of the bridges is expected within mid-4th quarter, 2020. Culverts for the bridges were donated by the National Government – Constituency Development Fund; Tinderet Constituency, while labour and other materials were donated by EPK.





Photo showing Himaki Nandi Hills Road







Photos showing one of the complete bridges done by Siret Tea Company with support from the National Government – Constituency Development Fund

3.8 COVID-19 RESPONSE

During the quarter, regular consultative and monitoring meetings continued to be held with the heads of departments giving guidance on best approaches to the pandemic. Isolation units continued to be prepared and estates are ready should community infections hit the company.

Protocols developed were tested through drills and the response from both employees and members of management was satisfactory. Sessions on awareness of prevention measures have been conducted weekly in the different estates. Posters with different messages on prevention of COVID-19 were developed and both on social media platforms and on notice boards.

Our SHARP program continued to run with a focus on reducing tension brought by curfews and restriction of movement that could easily lead to sexual, domestic and gender-based violence

Support to the County continued with provision of Intensive Care Units beds at Nandi Hills Sub County Hospital. Additional crank beds, bedside lockers and oxygen concentrators were donated during the quarter, in partnership with other stakeholders. (KTGA- Nandi branch, DL Koisagat)

The Koyo Health Centre was supported by putting up a triaging unit to help in screening of patients as they get attended to at the health facility.

Taylors of Harrogate partnered with us to support 5 health facilities with Rain water harvesting/storage and handwashing stations. These have since been completed and handed over to respective health facilities' committees on behalf of the communities.

Taylors of Harrogate also supported women and adolescent girls with sanitary towels. This continues to end of December 2020, with emergency supply for the whole of 2021.





Photos showing display of COVID-19 and SHARP information at the work place and ICU beds being set up in Nandi hills Sub County hospital





Photos showing the Triaging unit at Koyo Health Centre





Adolescent girls in a talk on healthy menstruation





Photos showing Nandi County leadership and partners during a handing over ceremony of medical equipment to aid in addressing COVID19 Infections





Photos showing rain water harvesting and handwashing stations put up at Cheptilil dispensary with support from Taylors of Harrogate

To support the children in the villages, we supported Kenya Institute of Curriculum Development (KICD) radio programs to ensure that the children have access to educational materials/content. A few cases of teenage pregnancies have been reported and have been handled case by case by the estate management. Efforts have been put in place with Field Educators to mentor the adolescent boys and girls on responsible behavior. Our partnership with Taylors of Harrogate has seen all adolescent girls get a supply of sanitary towels.





Photo showing Children participating in a Radio Lesson and A practical session on use of the motorized mist sprayers



Five motorized mist sprayers were bought and are made use of where need arises. 10 workers were identified and trained with coordination from our Compliance Manger and Public Health Officers from the County.

Isolation units across the estates were identified and renovated for isolation purposes should we have COVID-19 Outbreaks in the work place community.



Isolation units at Kaboswa - Operations Director from an inspection visit

3.9 Partnerships

3.9.1 Developments with Twinings Tea - UK

3.9.1 a) Expansion of health services for women in Twinings supply chain

- ☐ The pilot project to refurbish, equip and strengthen the capacity of Chepsire dispensary, that is already a beneficiary of Sireet OEP investment, was completed during the quarter.
- ☐ The facility was opened early September to test and tweak its operations and the official opening scheduled for October, 2020





Photos showing external view of Chepsire Dispensary





Photos Showing internal view and equipment of Chepsire dispensary maternal room and laboratory





Photo showing established Kitchen garden and Water Supply by Savani Estate



3.9.1 b) HER health Project

Though not actively, Peer Health Educators have been involved in shared correct messages on COVID-19 prevention measures.

3.9.2 Taylors of Harrogate supported Projects

3.9.2 a) Savani Secondary School Science laboratory Project:

The science laboratory project resources were availed in October 2019. The project has since commenced and by end of first quarter, 2020 the contractor had completed foundation walling. By the end of the second quarter, 2020 the contractor was at roofing level, setting up the trusses.

During the third quarter, 2020 the contractor focussed on installation and painting of doors, windowpanes, ceiling boards, painting of the exterior and interior walls and fitting gutters. Based on progress made so far, the contractor will manage to complete this project within the agreed contractual time limit of 31st October 2020.







Photos showing external view of the science laboratory





Photos showing internal view of the science laboratory



4. Donations' Summary

Good community relations continued in the quarter. Appreciation from the community expressed through cards and letters to the CSR committee. Donations summary is as depicted in the table below. During the quarter we donated in cash and in kind, goods and services worth **Ksh.** 4,986,530.54

	EASTERN PRODUCE KENYA LIMITED SUMMARY OF DONATIONS QUARTER THREE, 2020												
Estate	Quarter 1 (Amount)	Quarter 2 (Amount)	Quarter 3 (Amount)	Total									
Chemomi	503,079.60	376,371.20	518,206.64	1,397,657.44									
Nandi Office	188,810.97	86,324.40	294,552.04	569,687.41									
Kaboswa	0.00	0.00	-	0.00									
Kibabet	29,250.00	2,250.00	9,000.00	40,500.00									
Savani	6,554.00	306,218.76	142,253.00	455,025.76									
Siret	874,846.95	77,540.00	6,200.00	958,586.95									
Sitoi	0.00	0.00	-	0.00									
Kapsumbeiwa	42,678.00	166,332.62	438,560.37	647,570.99									
Kipkoimet	302,297.72	53,976.83	46,448.79	402,723.34									
Kepchomo	3,250.00	0.00	183,336.85	186,586.85									
GCW	0.00	0.00	-	0.00									
Kibwari	74,435.00	11,576.00	185,977.52	271,988.52									
Kipkeibon	0.00	13,396.88	2,642.36	16,039.24									
Kaprachoge	3,383.00	30,136.56	6,644.48	40,164.04									
Grand total	2,028,585.24	1,124,123.25	1,833,822.05	4,986,530.54									

5. Key Performance Indicators

5.1 Business Integrity

So far, we have not received any written or verbal warnings, notices or complaints from law enforcement agents or government officials.

Internal audit department continued to do audits in different units and adverse issues discussed with concerned heads of departments.

5.2 Workplace

5.2.1 Employee Engagement

An increase (12%) in number of employees was evident in our own estates, and 12% increase in managed estates during the third quarter 2020 compared to the same period in 2019. This is attributed to more crop on offer in 2020 compared to 2019.

	EASTERN PRODUCE KENYA LIMITED Table showing Number of Employees (excluding management) from 2012 to 2020														
	2012 2013 2014 2015 2016 2017 2018 2019 2020 compared to 2019														
January	6349	7156	6214	7128	6994	5905	5718	5493	5921	8%					
February	4188	6952	5715	5207	6735	4653	5051	4171	6131	47%					
March	3628	6899	6313	4009	6050	5195	5080	4511	5949	32%					
April	3696	7636	6589	4760	6247	5350	6058	3363	6017	79%					
May	6293	7692	6718	7018	7028	6284	6501	4572	5881	29%					
June	6969	7749	6664	7140	7213	7461	6773	6874	6054	-12%					
July	6416	6790	6846	6563	7175	7569	6221	6101	5471	-10%					
August	7426	6769	6900	6651	7057	7072	5884	6188	5690	-8%					
Sept	6924	6415	6672	6138	6789	6943	5666	5683	5278	-7%					
Oct															
Nov															



1	Dec										
	AVERAGE	5765	7117	6514	6068	6809	6270	5883	5217	5821	12%

	EASTERN PRODUCE KENYA LIMITED - Managed Estates Table showing Number of Employees (excluding management) from 2012 to 2020														
	2012 2013 2014 2015 2016 2017 2018 2019 2020 Percentage change in 2020 compared to 2019														
January	1768	1990	1941	2110	1942	2264	1771	1560	1680	8%					
February	1232	1876	1771	1546	1856	1569	1575	1296	1763	36%					
March	984	1970	1759	1114	1738	1876	1280	1065	1682	58%					
April	1081	2190	1818	1323	1734	1578	1558	1000	1712	71%					
May	1766	2294	2146	2043	1985	1861	1713	1445	1686	17%					
June	2130	2239	2235	2151	1998	2198	1778	1896	1792	-5%					
July	1858	2094	2204	1883	2113	2049	1713	1746	1782	2%					
August	2096	2003	2282	1916	2008	1948	1737	1817	1556	-14%					
Sept	2008	2094	2154	1819	1905	1968	1750	1706	1563	-8%					
Oct															
Nov								•							
Dec								_							
AVERAGE	1658	2083	2034	1767	1919	1923	1652	1503	1690	12%					

5.2.2 Sick Leave

The table below indicates the sick leave figures from 2012 to 2020. So far a 63% increase has been observed in the average number of sick leave days taken in own estates and 12% increase in managed estates figures compared to 2019.

	EASTERN PRODUCE KENYA LIMITED Table showing sick leave figures from 2012 to 2020														
	2012	2013	2014	2015	2016	2017	2018	2019	2020	Percentage change in 2020 compared to 2019					
January	548	561	523	843	868	410	335	323	318	-2%					
February	290	382	411	460	650	313	262	222	466	110%					
March	397	641	455	421	617	389	364	150	437	191%					
April	352	666	573	520	840	400	551	252	430	71%					
May	496	928	669	563	891	597	613	231	457	98%					
June	698	670	549	982	1255	549	762	242	585	142%					
July	741	771	799	878	949	874	603	410	529	29%					
August	680	670	920	918	1079	693	583	380	475	25%					
Sept	728	633	833	872	954	619	463	394	538	37%					
Oct															
Nov															
Dec															
AVERAGE	547	658	636	717	900	538	504	289	471	63%					

			EASTERN Table sh					ged Estat 2 to 2020						
	2012 2013 2014 2015 2016 2017 2018 2019 2020 Percentage change in 2020 compared to 2019													
January	170	207	233	224	250	128	95	94	129	37%				
February	84	144	69	136	172	72	80	24	70	192%				
March	79	158	93	119	235	142	85	51	105	106%				
April	77	193	116	295	233	169	116	83	324	290%				
May	107	248	182	171	195	193	127	107	98	-8%				
June	238	238	179	259	299	196	169	126	170	35%				
July	258	262	199	181	206	191	146	210	189	-10%				
August	226	186	313	206	180	215	125	162	64	-60%				
Sept	183	225	337	205	118	202	338	250	92	-63%				
Oct														
Nov														
Dec														



AVERAGE	158	206	191	199	209	167	142	123	138	12%

5.2.3 Casual Leave

There was a decrease (12%) in average number of casual leave taken in our own estates and (4%) increase in Managed estates compared to 2019.

	EASTERN PRODUCE KENYA LIMITED Table showing Casual leave figures from 2012 to 2020														
	2012 2013 2014 2015 2016 2017 2018 2019 2020 compared to														
January	1584	1652	2361	2395	2823	2063	2706	2029	1884	-7%					
February	746	1844	2137	1604	2572	1192	2492	1230	1902	55%					
March	578	2812	2296	1001	2334	1972	2145	901	1865	107%					
April	531	2312	2206	1281	3147	1631	2186	1318	949	-28%					
May	1127	2914	2679	1726	2995	2402	2669	972	1164	20%					
June	1893	3039	2098	2910	3513	2644	2594	1568	1240	-21%					
July	1869	2499	2999	2898	2480	4714	2485	2669	1480	-45%					
August	2564	2457	3429	3149	4767	3446	2446	2382	1387	-42%					
Sept	2895	2490	2963	2056	2828	3160	2487	2111	1433	-32%					
Oct															
Nov															
Dec															
AVERAGE	1531	2446	2574	2113	3051	2580	2467	1686	1478	-12%					

	EASTERN PRODUCE KENYA LIMITED - Managed Estates Table showing Casual leave figures from 2012 to 2020														
	2012	2013	Percentage change in 2020 compared to 2019												
January	575	414	515	605	824	556	563	347	383	10%					
February	366	374	382	270	771	296	319	231	418	81%					
March	126	528	350	178	526	293	239	125	371	197%					
April	166	746	338	167	481	299	224	187	82	-56%					
May	241	742	427	266	522	429	467	145	207	43%					
June	340	765	509	947	754	501	412	147	199	35%					
July	663	774	497	563	567	815	489	490	291	-41%					
August	636	771	788	802	824	717	441	363	246	-32%					
Sept	723	868	637	597	649	776	380	406	343	-16%					
Oct															
Nov															
Dec															
AVERAGE	426	664	493	488	657	520	392	271	282	4%					

5.2.4 Absenteeism

The absenteeism figures decreased by 50% in our own estates and decreased 31% in managed estates in 2020 compared to 2019.

	EASTERN PRODUCE KENYA LIMITED Table showing Absenteeism figures from 2012 to 2020														
	2012	Percentage change in 2020 compared to 2019													
Jan	536	262	215	234	227	274	911	511	132	-74%					
Feb	334	254	203	231	200	857	555	289	131	-55%					
Mar	233	306	248	144	143	822	779	386	136	-65%					
April	165	250	280	161	220	1013	577	183	158	-14%					
May	189	272	244	195	154	764	503	427	193	-55%					
June	277	405	197	229	1108	1036	1197	378	160	-58%					
July	241	220	287	229	6864	1101	536	333	142	-57%					



_						-				
Aug	366	249	228	222	431	961	427	60	141	135%
Sept	269	261	1257	292	368	969	504	188	187	-1%
Oct										
Nov										
Dec										
AVERAGE	290	275	351	215	1079	866	665	306	153	-50%

	EASTERN PRODUCE KENYA LIMITED - Managed Estates Table showing Absenteeism figures from 2012 to 2019									
	2012	2013	2014	2015	2016	2017	2018	2019	2020	Percentage change in 2020 compared to 2019
January	363	216	410	380	93	188	147	147	193	31%
February	125	208	304	311	181	139	211	269	183	-32%
March	101	442	256	58	100	183	115	62	186	200%
April	73	322	279	393	173	285	323	69	155	125%
May	83	422	414	576	106	240	277	268	116	-57%
June	218	451	244	166	137	362	361	234	82	-65%
July	139	303	347	446	1361	162	439	284	119	-58%
August	283	315	399	412	207	381	309	266	119	-55%
Sept	253	335	353	102	120	307	261	226	109	-52%
Oct										
Nov										
Dec										
AVERAGE	182	334	334	316	275	249	271	202	140	-31%

5.2.5 Occupational Health and Safety

Short term disability figures indicate total number of injuries that occurred to employees that warranted three days and above off duty. We note an increase (10%) in number of incidents in our own estates and a decrease (60%) in managed estates figures. The incidents have been investigated and relevant reports sent to appropriate bodies. Health and safety committees continue to be pro-active on safety matters.

	EASTERN PRODUCE KENYA LIMITED Table showing Short Term Disability figures from 2012 to 2020									
	2012	2013	2014	2015	2016	2017	2018	2019	2020	Percentage change in 2020 compared to 2019
Jan	2	2	1	1	3	2	1	0	1	100%
Feb	0	1	1	4	7	0	2	0	1	100%
Mar	0	1	0	2	2	1	2	1	3	200%
April	3	2	1	1	3	0	0	0	1	100%
May	2	0	0	0	4	3	3	1	2	100%
June	1	0	2	0	1	0	0	0	0	0%
July	1	1	5	3	1	0	0	4	1	-75%
August	1	2	0	1	2	2	1	2	2	0%
Sept	2	1	1	3	1	3	0	2	0	-100%
TOTAL	12	10	11	15	24	11	9	10	11	10%

	EASTERN PRODUCE KENYA LIMITED (Managed Estates) Table showing Short Term Disability figures from 2012 to 2020									
										Percentage change in 2020 compared to
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2019
Jan	1	0	0	0	0	0	1	1	0	-100%



Feb	1	0	1	0	0	1	0	0	0	0%
Mar	0	0	1	1	0	0	0	1	1	0%
April	0	0	0	1	1	0	0	1	0	100%
May	0	0	0	0	1	1	1	0	0	00%
June	1	0	0	0	0	1	1	1	0	-100%
July	1	0	1	0	0	0	0	0	0	0%
Aug	1	0	0	0	0	0	0	0	0	0%
Sept	2	1	0	2	0	1	0	1	1	0%
Oct										
Nov										
Dec										
TOTAL	7	1	3	4	2	4	3	5	2	-60%

6. Fair-trade Premium

The table below summarizes the amount of fair-trade premium so far received by Sireet from 2012 to 2020. There was a decrease (78%) in premium received.

	LINTON PARK REGIONAL OFFICE SIREET OEP Fair-trade Premium (US\$) Comparison 2012 to 2020									
	2012	2013	2014	2015	2016	2017	2018	2019	2020	Percentage change in 2020 compared to 2019
Jan	21,200	4,400	52,778	38,160	18,083.5	1	4,320	0	1,412	100%
Feb		3,560	50,890	26,000	7,700	2,880	0	0	0	-100%
Mar	6,300	15,520	56,730	66,600	80,590	168,126	0	1,440	4,570	217%
Apr	-	665	98,240	28,350	25,130	9,842	-	0	1,380	100%
May	12,540	61,920	50,280	-	44,140	1	1	0	0	-100%
Jun	550	35,280	54,570	69,570	25,130	1	1	0	0	-100%
July	15,550	91,400	-	-	_	7,700	_	-	540	100%
Aug	22,680	89,210	50,160	27,610	37,030	570	4,320	-	0	0%
Sept	23,080	44,216	50,440	25,460	40,120	-	-	37,990	915	-98%
Oct Nov										
Dec										
TOT AL	101,90 0	346,17 1	464,088	281,750	277,924	189,118	8,640	39,430	7,362	-78%

7. Environment

Waste water analysis results received in the third quarter show that factory effluent is within acceptable limits, with the exception of biological and chemical oxygen demands.

All estates continued to implement and review their environmental and forestry management plans. Follow ups were done by the Technical Department.

8. Risk and Compliance Update

8.1 Update on risk and compliance management

During the third quarter, training sessions and consultative meetings were held in relation to COVID-19 to ensure that compliance on food safety and work place safety procedures are in place and are effective.



8.2 Risk and Compliance Incidents

There was no incident or activity which resulted in the occurrence of a risk or compliance event which is outside the agreed risk and compliance standards.

9. Work Plan and Focus Areas

	EASTERN PRODUCE KENYA LIMITED WORK PLAN FOR CSR – QUARTER 1, 2021								
Date	Activity	Objective(s)							
Jan – Mar	Quarter 1 CSR Committee meeting	-To review requests and identify those to support -To review progress with actions from quarter 4 meeting							
2021	Monitor Progress on Partnership projects	-To Coordinate monitor and report progress of projects supported by partners							
	Assessment of CSR approved projects' progress	To assess and report progress with CSR approved projects to the CSR committee members							
	Document Sustainability cases studies and success stories	-To keep record of EPKs' Projects and contribution to sustainable development goals -to update our social media pages							
	Monitoring dispensaries supply of commodities and service provision on COVID19 prevention	-To ensure that supplies and commodities are stocked at the dispensaries and that our capacity to handle cases should they arise is covered.							
	Diabetes and Hypertension health outreaches	To monitor and support employees create awareness on achieving and maintaining their Blood pressure, early warning and referrals for access to care and treatment							
	Preparation and dissemination of COVID19 Information, Education and Communication Materials	-To ensure that accurate and factual information is shared and that all employees and their dependents together with our smallholders are well informed							

-End-