

EASTERN PRODUCE KENYA LIMITED



Corporate Social Responsibility Report 3rd Quarter, 2022

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Technical Office

Nandi Hills



1.0 CURRENT SIGNIFICANT ISSUES

During the quarter, the National elections held were peacefully and the transition of the new government both at National and County levels have been smooth, and not affected operations.

The high cost of raw materials including energy and other inputs has affected contractors involved in CSR projects. As a result, units have been having challenges with getting contractors for some projects, whilst in some, the quality of works seem compromised.

2.0 UPDATE ON CORPORATE SOCIAL RESPONSIBILITY IMPLEMENTATION PLAN

Progress on implementation of CSR activities has been good, with coordination from the CSR committee. CSR committee meetings continued, focusing on community relations enhancement projects and implementation.

3.0 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 our neighbours.

We continued to align all our community 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 3 (Improved Health and well-being), 4 (Quality Education), 5 (Gender Equality), 6 (Water and Sanitation), 13 (Climate Action) and 17 (Partnerships for the Goals)

3.1.1 Donations' Summary

Donations summary is as depicted in the table below. So far, we have donated in cash and in kind, goods and services worth **Ksh. 4,460,391.97**

EASTERN PRODUCE KENYA LIMITED				
SUMMARY OF DONATIONS QUARTER THREE, 2022				
Estate	Quarter 1	Quarter 2	Quarter 3	Total
Chemomi	30,189.80	283,805.94	343,172.76	657,168.50
Nandi Office	276,560.00	297,708.00	24,960.00	599,228.00
Kaboswa	3000.00	12,000.00	321,458.00	336,458.00
Kibabet	20,400.00	15,120.00	4,797.52	40,317.52
Savani	176,288.64	85,506.45	380,719.17	642,514.26
Siret	43,078.00	296,860.20	161,182.60	501,120.80
Sitoi	6,552.00	0.00	48,462.50	55,014.50
Kapsumbeiwa	89,403.35	163,438.00	190,183.30	443,024.65
Kipkoimet	0.00	375,985.89	194,435.10	570,420.99
Kepchomo	9,750.00	53,725.75	12,423.00	75,898.75
GCW	0.00	0.00	0.00	0



Kibwari	13,000.00	213,000.00	145,695.00	371,695.00
Kipkeibon	20,799.00	4,059.00	18,573.00	43,431.00
Kaprachoge	7,848.00	9,159.00	107,093.00	124,100.00
Grand total	696,868.79	1,810,368.23	1,953,154.95	4,460,391.97

3.1.2 Fair-trade Premium

The table below summarizes the amount of fair-trade premium so far received by Sireet from 2012 to 2022. There was a decrease (58%) in premiums received.

LINTON PARK REGIONAL OFFICE												
SIREET OEP Fair-trade Premium (US\$) Comparison 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	21,200	4,400	52,778	38,160	18,083.5	-	4,320	0	1,412	0	1194	100%
Feb	-	3,560	50,890	26,000	7,700	2,880	0	0	0	0	0	0%
Mar	6,300	15,520	56,730	66,600	80,590	168,126	0	1,440	4,570	7,614.70	0	-100%
Apr	-	665	98,240	28,350	25,130	9,842	-	0	1,380	0	0	0%
May	12,540	61,920	50,280	-	44,140	-	-	0	0	0	0	0%
June	550	35,280	54,570	69,570	25,130	-	-	0	0	0	0	0%
July	15,550	91,400	-	-	-	7,700	-	-	540	6550.80	0	-100%
Aug	22,680	89,210	50,160	27,610	37,030	570	4,320	-	0	7400	7800	5%
Sept	23,080	44,216	50,440	25,460	40,120	-	-	37,990	915	0	0	0%
TOTAL	101,900	346,171	464,088	281,750	277,924	189,118	8,640	39,430	7,362	21,565.50	8994.00	-58%

3.1.3 CSR Footprint

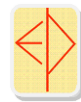
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3.2 Food Security

Supply of maize during the quarter continued. The intervention continues to address the food security needs of workers.

MAIZE

PERIOD	1 ST QTR	3 RD QTR	3 RD QTR
ISSUES (KGS)	106965	230103	273736
ISSUES (90KG BAGS)	1189	2557	3042



3.3 Education

We continued to promote lifelong learning opportunities for all, as per the SDG 4 – Quality Education - through approval and provision of classroom furniture. During the 3rd quarter we supported 3 primary schools with 60 desks. So far in the year 180 primary school desks and 40 secondary school desks have been donated, enabling 400 pupils and students to sit comfortably and participate actively in class.



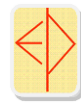
Photo showing Classroom furniture received in Kipsotoi primary school

3.4 Water

During the quarter rain water harvesting systems were approved for installation in 3 secondary schools. So far 8 learning institutions have the RWH systems installed this year, as a means of ensuring a sustainable water supply.



Photo showing A rain water Harvesting System Installed at Barasendu Secondary School



3.5 Sanitation

To enhance sanitation and access to sanitation facilities within our communities, we put up 2 – 4 door toilets at Mosombor Dispensary and at Lelwak police Station. These two are still work in progress. To date we have put up 4 double door latrines and 3 -4 door sanitation facilities. As a result, access to toilet facilities has increased in the respective communities as is retention of dignity and comfort of the community users.



Photos showing progress of the construction of a 4 door sanitation facility at Mosombor Dispensary

3.6 Health

Estate dispensaries continue to be manned professionally, with top ten diseases being monitored. Dispensary staff have been encouraged to attend the Continuous Medical Education (CMEs) offered by the Sub-County Hospital, facilitated by the Ministry of Health.

3.7 Extension Services

During the quarter the out-growers' department carried out activities aimed at improving smallholders' tea farming and green leaf supply. During community engagement forums, requests for registration and review of green leaf collection times were received. Mini field days held focussed on plucking styles, pruning, fertilizer application, RA requirements and kitchen garden establishment and maintenance.



Photo showing plucking styles and table maintenance

3.8 Roads and Bridges

The main Himaki-Nandi Hills road continues to deteriorate and negatively impacts the company, contractors and the community due to its bad state.



3.9 Partnerships

3.9.1 Developments with Twinings Tea – UK

During the Quarter, Twinings Carried out a Community Needs Assessment at Kibwari PLC. A report is yet to be shared. However, preliminary report shared indicated shortcomings in village upkeep, factory hygiene and lack of understanding of the OGM; then sensitization and training of information points just concluded. On a positive note, workers were happy to work at Kibwari and following the ETI basecode Supervisors training, workers reported that supervisors were more approachable and humane, and that they listened and acted more compared to before the training.

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

Health service provision continues to take place at Chepsire Dispensary. The empanelment of the facility with NHIF was successfully done. The unforeseen challenge of underutilisation is being addressed by training Community Health Volunteers (CHVs) who will then market the facility to the community.

3.9.1 b) HER health Project

HER Health trainings sessions continued in Chemomi. One of the challenges experienced is a shortcoming in communication/report sharing of sessions conducted as was the previous practice. This could be as a result of a high turnover on the implementing partners' side. We have been in communication with Twinings to address the gap.

3.9.2 Developments with Taylors of Harrogate

3.9.2 The Refurbishment of the Kobujoi Community Forest Association (CFA) Resource Centre.

EPK submitted a proposal to Taylors of Harrogate on the refurbishment of the Kobujoi Community Forest Association, following an invitation through their Value Chain Investment Scheme. We are yet to commence the project.

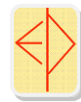
4.0 GOVERNANCE AND HUMAN RESOURCE

4.1 Workplace Key Performance Indicators

4.1.1 Employee Engagement

A decrease (11%) in number of employees was evident in our own estates, and 13% decrease in managed estates in 2022 compared to the same period in 2021. This is attributed to labour management and factory annual maintenance.

EASTERN PRODUCE KENYA LIMITED												
Table showing Number of Employees (excluding management) from 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	6349	7156	6214	7128	6994	5905	5718	5493	5921	5261	4314	-18%
Feb	4188	6952	5715	5207	6735	4653	5051	4171	6131	4745	3538	-25%
Mar	3628	6899	6313	4009	6050	5195	5080	4511	5949	5157	3958	-23%
Apr	3696	7636	6589	4760	6247	5350	6058	3363	6017	5395	4354	-19%
May	6293	7692	6718	7018	7028	6284	6501	4572	5881	5634	5202	-8%



June	6969	7749	6664	7140	7213	7461	6773	6874	6054	5674	5472	-4%
July	6416	6790	6846	6563	7175	7569	6221	6101	5471	5501	4897	-11%
August	7426	6769	6900	6651	7057	7072	5884	6188	5690	5051	5491	9%
Sept	6924	6415	6672	6138	6789	6943	5666	5683	5278	5200	5386	4%
AVERAGE	5765	7117	6514	6068	6809	6270	5883	5217	5821	5291	4734	-11%

EASTERN PRODUCE KENYA LIMITED - Managed Estates												
Table showing Number of Employees (excluding management) from 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	1768	1990	1941	2110	1942	2264	1771	1560	1680	1482	1224	-17%
Feb	1232	1876	1771	1546	1856	1569	1575	1296	1763	1365	1001	-27%
Mar	984	1970	1759	1114	1738	1876	1280	1065	1682	1481	1062	-28%
Apr	1081	2190	1818	1323	1734	1578	1558	1000	1712	1499	1146	-24%
May	1766	2294	2146	2043	1985	1861	1713	1445	1686	1576	1448	-8%
June	2130	2239	2235	2151	1998	2198	1778	1896	1792	1682	1556	-7%
July	1858	2094	2204	1883	2113	2049	1713	1746	1782	1493	1341	-10%
August	2096	2003	2282	1916	2008	1948	1737	1817	1556	1452	1516	4%
Sept	2008	2094	2154	1819	1905	1968	1750	1706	1563	1552	1540	-1%
AVERAGE	1658	2083	2034	1767	1919	1923	1652	1503	1690	1509	1315	-13%

4.1.2 Sick Leave

The table below indicates the sick leave figures from 2012 to 2022. So far, an increase (12%) has been observed in the average number of sick leave days taken in own estates and 17% decrease in managed estates figures compared to 2021.

EASTERN PRODUCE KENYA LIMITED												
Table showing sick leave figures from 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	548	561	523	843	868	410	335	323	318	406	539	33%
Feb	290	382	411	460	650	313	262	222	466	309	375	21%
Mar	397	641	455	421	617	389	364	150	437	490	561	14%
Apr	352	666	573	520	840	400	551	252	430	399	438	10%
May	496	928	669	563	891	597	613	231	457	509	446	-12%
June	698	670	549	982	1255	549	762	242	585	520	669	29%
July	741	771	799	878	949	874	603	410	529	574	640	11%
August	680	670	920	918	1079	693	583	380	475	674	573	-15%
Sept	728	633	833	872	954	619	463	394	538	523	711	36%
AVERAGE	547	658	636	717	900	538	504	289	471	489	550	12%



EASTERN PRODUCE KENYA LIMITED - Managed Estates												
Table showing sick leave figures from 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	170	207	233	224	250	128	95	94	129	42	81	93%
Feb	84	144	69	136	172	72	80	24	70	36	46	28%
Mar	79	158	93	119	235	142	85	51	105	63	20	-68%
Apr	77	193	116	295	233	169	116	83	324	78	37	-53%
May	107	248	182	171	195	193	127	107	98	102	67	-34%
June	238	238	179	259	299	196	169	126	170	99	175	77%
July	258	262	199	181	206	191	146	210	189	162	133	-18%
August	226	186	313	206	180	215	125	162	64	198	114	-42%
Sept	183	225	337	205	118	202	338	250	92	154	99	-36%
AVERAGE	158	206	191	199	209	167	142	123	138	104	86	-17%

4.1.3 Casual Leave

There was a decrease (9%) in average number of casual leave taken in our own estates and (1%) increase in Managed estates compared to 2021 similar period.

EASTERN PRODUCE KENYA LIMITED												
Table showing Casual leave figures from 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	1584	1652	2361	2395	2823	2063	2706	2029	1884	2142	1780	-17%
Feb	746	1844	2137	1604	2572	1192	2492	1230	1902	1455	1296	-11%
Mar	578	2812	2296	1001	2334	1972	2145	901	1865	2179	1284	-41%
Apr	531	2312	2206	1281	3147	1631	2186	1318	949	1588	1211	-24%
May	1127	2914	2679	1726	2995	2402	2669	972	1164	1830	1583	-13%
June	1893	3039	2098	2910	3513	2644	2594	1568	1240	2186	2588	18%
July	1869	2499	2999	2898	2480	4714	2485	2669	1480	2519	2082	-17%
August	2564	2457	3429	3149	4767	3446	2446	2382	1387	2821	2552	-10%
Sept	2895	2490	2963	2056	2828	3160	2487	2111	1433	1841	2470	34%
AVERAGE	1531	2446	2574	2113	3051	2580	2467	1686	1478	2062	1872	-9%

EASTERN PRODUCE KENYA LIMITED - Managed Estates												
Table showing Casual leave figures from 2012 to 2022												



	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	575	414	515	605	824	556	563	347	383	303	392	29%
Feb	366	374	382	270	771	296	319	231	418	328	279	-15%
Mar	126	528	350	178	526	293	239	125	371	447	194	-57%
Apr	166	746	338	167	481	299	224	187	82	283	304	7%
May	241	742	427	266	522	429	467	145	207	387	403	4%
June	340	765	509	947	754	501	412	147	199	449	557	24%
July	663	774	497	563	567	815	489	490	291	391	411	5%
August	636	771	788	802	824	717	441	363	246	612	507	-17%
Sept	723	868	637	597	649	776	380	406	343	393	580	48%
AVERAGE	426	664	493	488	657	520	392	271	282	399	403	1%

4.1.4 Absenteeism

The absenteeism figures decreased by 15% in our own estates and decreased by 31% in managed estates in 2022 compared to 2021 similar period.

EASTERN PRODUCE KENYA LIMITED												
Table showing Absenteeism figures from 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	536	262	215	234	227	274	911	511	132	133	155	17%
Feb	334	254	203	231	200	857	555	289	131	134	135	1%
Mar	233	306	248	144	143	822	779	386	136	137	132	-4%
Apr	165	250	280	161	220	1013	577	183	158	160	114	-29%
May	189	272	244	195	154	764	503	427	193	227	199	-12%
June	277	405	197	229	1108	1036	1197	378	160	224	161	-28%
July	241	220	287	229	6864	1101	536	333	142	150	89	-41%
Aug	366	249	228	222	431	961	427	60	141	168	181	8%
Sept	269	261	1257	292	368	969	504	188	187	220	154	-30%
AVERAGE	290	275	351	215	1079	866	665	306	153	173	147	-15%

EASTERN PRODUCE KENYA LIMITED - Managed Estates												
Table showing Absenteeism figures from 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	363	216	410	380	93	188	147	147	193	80	86	8%
Feb	125	208	304	311	181	139	211	269	183	52	84	62%
Mar	101	442	256	58	100	183	115	62	186	30	35	17%



Apr	73	322	279	393	173	285	323	69	155	93	60	-35%
May	83	422	414	576	106	240	277	268	116	98	39	-60%
June	218	451	244	166	137	362	361	234	82	77	41	-47%
July	139	303	347	446	1361	162	439	284	119	90	39	-57%
August	283	315	399	412	207	381	309	266	119	120	38	-68%
Sept	253	335	353	102	120	307	261	226	109	36	44	22%
AVERAGE	182	334	334	316	275	249	271	202	140	75	52	-31%

4.1.5 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 100% increase in number of incidents in managed estates and an increase (33%) in our own estates. 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 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	2	2	1	1	3	2	1	0	1	1	0	-100%
Feb	0	1	1	4	7	0	2	0	1	0	2	100%
Mar	0	1	0	2	2	1	2	1	3	2	1	-50%
Apr	3	2	1	1	3	0	0	0	1	0	0	0%
May	2	0	0	0	4	3	3	1	2	2	1	-50%
June	1	0	2	0	1	0	0	0	0	1	1	0%
July	1	1	5	3	1	0	0	4	1	0	3	100%
August	1	2	0	1	2	2	1	2	2	3	0	-100%
Sept	2	1	1	3	1	3	0	2	0	0	4	100%
TOTAL	12	10	11	15	24	11	9	10	11	9	12	33%

EASTERN PRODUCE KENYA LIMITED (Managed Estates)												
Table showing Short Term Disability figures from 2012 to 2022												
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Percentage change in 2022 compared to 2021
Jan	1	0	0	0	0	0	1	1	0	0	0	0%
Feb	1	0	1	0	0	1	0	0	0	0	0	0%
Mar	0	0	1	1	0	0	0	1	1	0	0	0%
Apr	0	0	0	1	1	0	0	1	0	0	0	0%
May	0	0	0	0	1	1	1	0	0	0	0	0%
June	1	0	0	0	0	1	1	1	0	0	0	0%
July	1	0	1	0	0	0	0	0	0	1	1	0%
Aug	1	0	0	0	0	0	0	0	0	0	1	100%



Sept	2	1	0	2	0	1	0	1	1	0	1	100%
TOTAL	7	1	3	4	2	4	3	5	2	0	3	100%

4.1.6 Employee Development

Company Operations trainings have continued to take place during the quarter. Statutory Occupational Health and Safety training took place during the quarter.

6.0 ENVIRONMENT

Waste water analysis results received in the 3rd 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.

6.1 Indigenous Forestry

All estates have met or exceeded their budgeted hectares for enrichment, with a total of 57 Ha having been underplanted against a budget of 56Ha.

These areas are now under a maintenance regime of regular slashing of weeds, with no notable problems during the quarter.

We have had great success in the germination of *Ficus sur*, (Cape fig) with over 500 seedlings being raised in the Company nurseries. All figs are notoriously difficult to raise from seed, so this is a particularly gratifying result – even if the rate of germination was poor - and a first for EPK. Besides adding to the biodiversity of the Company indigenous forest, the fruit of these trees will also act as a food source for many diverse insects and mammals, again helping with species diversity.

Not so successful was the germination of a quantity of *Trichilia emetica* (Cape mahogany) seed sourced from nearby Kakamega forest, with none surviving. With the benefit of hindsight, this might have been because of a delay in planting the seed, which is not usually a problem. (The correct treatment of seed can vary greatly and there is a widespread lack of knowledge on non-commercial species)

A plant growth enhancer is being tested at EPK's Kapsumbeiwa nursery. This liquid – so the suppliers claim – will greatly increase the germination rate of tree seed, and could prove a boon in the Company's endeavours to increase the biodiversity in its forests.

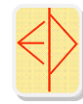
Nurseries are now raising whip sized indigenous seedlings for planting as shade trees in the newly established MTH tea fields. Besides providing shade, these will also add to the aesthetic value of these fields which, whilst productive, can be monotonous. These will be planted after the 1st commercial pruning. (Year 5/6)

7.0 RISK AND COMPLIANCE UPDATE/ANTI-CORRUPTION

7.1 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.



7.2 Update on risk and compliance management

During the quarter, consultative meetings were held to ensure that compliance on food safety and work place safety procedures are in place and are effective.

7.3 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.

8.0 HUMAN RIGHTS

8.1.a Security and Human Rights

We have 438(385M, 53F) security personnel. Complaints about security personnel reported were 2 and the estates handled them.

The total number of security incidents to date (Jan-Sept) are 407, with major security incidents standing at 60. Of the 407 cases, 141 were reported to the police. Cases of physical violence reported to date are 31 with 8 cases of sexual harassment. Deaths, non-accident related were 10.

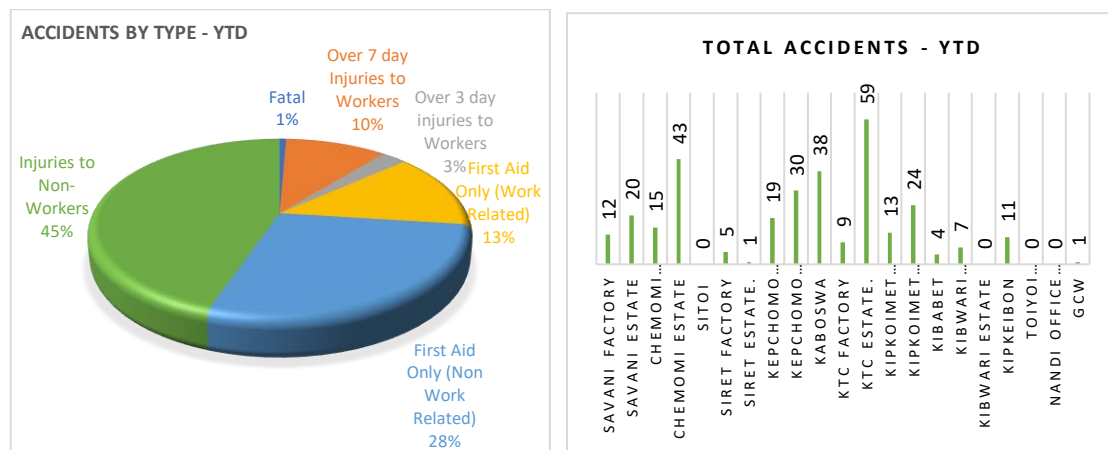
Complaints about security personnel reported were 2 and the estates handled them.

8.1.b Community Engagement

Community meetings held to date stand at 184. Complaints received from the community were 4 with 2 resolved.

8.1.c Health & Safety

We have continued to monitor health and safety. During the quarter, Health and Safety Committee members were trained on Occupational Health & Safety.



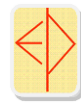
Graphs showing total accidents YTD (Jan-Sept) and Accidents by type YTD

8.1.d Recruitment and Promotion Procedures

NTR

8.1.e Grievance Mechanism

(A separate detailed report attached)



Progress with OGM development has been good. Activities commenced in August, 2022 with the reporting of the Grievance Officer. Feedback sessions and trainings were conducted with support from Triple R Alliance (TRA), the Human Resources and Administration (HR&A) and the Grievance Officer.

During this period (Aug-Oct); pilot testing phase, the following data summarises grievances received and addressed.

August:

Feedback sessions from the employees and out growers was conducted. Concerns raised were: -

- Comparison of Disciplinary and OGM
- Investigation procedures
- Confidentiality on data management
- Fear of the unknown
- Handling of retaliation
- Way forward on existing Grievance structures

Training sessions on OGM introduction, processes, access points and roles in OGM, targeting the following categories of stakeholders: Contractors, Community, employees etc. were carried out. The total number of stakeholders trained were **2230 (705 Female, 1525 Male)**

September:

- **7** grievances were received; **1** was anonymous and **6** non-anonymous.
- **1** issue was received on recruitment and was channelled to the relevant department (HR&As and Technical Director).
- **86%** of the grievances received were employee related, while **14%** were contract related. The other stakeholder groups were not represented.
- By gender, **71%** of the grievances were from female complainants, while **29%** were from male complainants.
- Grievances classified by themes in September;
 - **14%** were related to Health and safety
 - **43%** labour and employment (behaviour)
 - **43%** were labour and employment relation (CBA/Company policies)

October:

- **5** grievances were received; **4** non-anonymous grievances and **1** anonymous.
- **1** issue was received about a complainant who was asked for a bribe to get employment.
- **60%** were employee related, **20%** relating to a contractor and **20%** community.
- Gender comparison: **40%** were female complainants, while **60%** were male complainants
- Grievances classified by themes in October;
 - **40%** were related to Health and safety,



- **60%** were labour and employment relation (CBA/Company policies)

During this period the **12** grievances were **resolved** and **closed**; **3** grievances were assigned for fact finding and response from the grievance committee was given. **8** grievances were resolved through rapid response by the Grievance Officer while **1** grievance was out of scope. The latter had been handled by the Labour Office and the Human Rights office and a solution had been offered and implemented.

Other Activities:

Review of OGM SOP and risk assessment was done by Grievance team and TRA. Confidentiality clause was signed by Managers, Information Points and submitted for filing. Short message on OGM was sent out to Line managers, DMs for training sessions with the employees prior to the Soft Launch.

TWEGUU AKASE (Talk to me, I am listening) Posters were printed out and distributed to all estate and awareness creation messages sent out on a daily basis during the launch period.

TWEGUU AKASE boxes were finalized and mounted to the identified areas (Social halls, Dispensaries and Main Offices

TWEGUU AKASE (Talk to me I am listening) was officially launched in October, with a series of awareness meetings from 31st Oct to 5th November, 2022



Photos showing activities during the TWEGUU AKASE launch

8.1.f Gender, Sexual Harassment and GBV

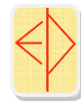
Cases of sexual harassment reported were 8. The victims received both physical and psychosocial assistance. Through the OGM, 4 clinical services staff were taken through a months' training on psychosocial counselling and support. They are going to assist with follow up and counselling of victims to overcome traumatic experiences.

8.1.g Gender Mainstreaming

The group gender committee met for the 2nd meeting of the year. The committees' focus is to create an understanding amongst workers on gender and gender roles. A survey is currently underway, and the outcomes of the survey will determine the gender roadmap.

Workers have received training through Rainforest Alliance team members on understanding gender and gender equality terminologies, as well as ways of addressing women's needs in the workplace.

Through Tabasamu programme we bought and distributed 7008 pieces of sanitary towels to workers and 1248 pieces to school going adolescent girls in community schools. During the distribution exercise, sensitization on



menstrual health and hygiene was also carried out. This quarter, adolescent girls at Kapsabet high school for the deaf were also reached with information and sanitary towels on healthy menstrual management and proper disposal of soiled sanitary towels.



Photo showing Kapsabet high school for the deaf, girls receiving supply of sanitary towels for the term

9.0 CSR WORK PLAN

EASTERN PRODUCE KENYA LIMITED		
WORK PLAN FOR CSR – QUARTER 3, 2022		
Date	Activity	Objective(s)
Jul- Sept, 2022	Quarter 3 CSR Committee meeting	-To review requests -To share updates on progress with actions from quarter 1 and 2 meetings
	Monitor Progress on Partnership projects	-To Coordinate, monitor and report progress of projects supported by partners
	Assessments of CSR approved projects	-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

-End-