

## Material Issue 2: Community Action

Our Company Community Partnerships (CPP) to reflect the participatory nature of the work being undertaken. Through both a needs assessment and requests received, we were able to determine development needs for the communities, creating mutually beneficial partnerships helping to build relationships and goodwill.

The program is aligned with the UN Sustainable Development Goals (SDGs), including SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 6 (Clean Water & Sanitation), SDG 8 (Decent Work & Economic Growth), and SDG 13 (Climate Action). We also invested heavily in community roads and bridges, which are important for connecting people and improving access to services.

### Education – Quality Education (SDG 4)

Within the farm, we have three public primary schools: Kitito, Kakuzi, and Kinyangi. During the year, we renovated Kitito Primary School to create a conducive learning environment for pupils in both the primary and junior secondary sections of the institute. This school has a population of over 300 pupils.



To improve the quality of education, we also supported all three schools with six additional teachers, aiming to reduce the teacher-pupil ratio. Additionally, we donated 395 pieces of classroom furniture to the schools and constructed 10,000-liter rainwater harvesting systems in each school.

During the year, we established a school sponsorship programme for retention of deserving students from the local community to help promote their transition and retention from primary to secondary school. Currently, we have 15 children in this program, which has significantly improved their access to educational resources, and offered them additional academic support. In this 4 years academic scholarship, Kakuzi will continue to provide financial support and closely follow the students' welfare through mentorship.

Additionally, we launched a mentorship program to support both the learners at the farm's three public primary schools and others in the community, helping them achieve their full potential.

Throughout the year, we donated 395 pieces of classroom furniture—including desks, tables, and seats—to 18 schools within Murang'a County. This contribution has directly supported the educational process, fostering an environment conducive to achieving educational goals. We also donated 12 computers to six educational institutions to bolster computer literacy and streamline office operations.





Additionally, our Safety Marshal program continued successfully, with 30 female Safety Marshals, seeing to it that school children travel safely to and from school.

Through our Tabasamu programme, we offered menstrual health talks and donated more than 2,000 sanitary towels to girls to address challenges associated with access to absorbents, which has been identified as a barrier to education for school-going girls from vulnerable families.

## Case study: Kakuzi PLC Renovates Kitito Primary School



Kitito Primary School, located in the Ithanga/Kakuzi Sub-County of Murang'a County, serves 295 pupils. In November 2023, Kakuzi PLC undertook a significant initiative to revamp the school's facilities, demonstrating a commitment to enhancing educational standards and supporting Sustainable Development Goal 4—Quality Education.

The comprehensive renovation involved a complete overhaul of the classrooms, sanitation facilities, and library. This upgrade is the latest in a series of school improvement projects by Kakuzi PLC, following similar renovations at Kakuzi and Kinyangi Primary Schools over the past two years.

The primary objective of the renovation was to transform Kitito Primary School into a more conducive learning environment. By improving the physical infrastructure, Kakuzi PLC aims to elevate the quality of education and foster an environment where pupils can thrive academically and personally.

Ms. Immaculate Keige, Headteacher of Kitito Primary School, highlighted the significance of the support: "We are very grateful to Kakuzi for their assistance. The school was initially in a poor state, but Kakuzi stepped forward to transform our institution and enhance our facilities, creating a better learning environment for our pupils."

The renovation of Kitito Primary School is expected to have a lasting impact on the local community, providing students with a high-quality educational setting and contributing to the overall development of the area. The project not only improves the school's physical conditions but also fosters a greater sense of community involvement and pride.



*The project not only improves the school's physical conditions but also fosters a greater sense of community involvement and pride.*



### Health – Good Health & Well-being (SDG 3)

In partnership with the Ministry of Health, we organised free medical camps in three locations: Gikono, Kinyangi, and Makuyu. These camps provided health education, preventive and curative services, including cervical and prostate cancer screening, COVID-19 vaccination, HPV vaccination, and nutrition assessment for the local communities. A total of 727 people (238 male and 489 female) benefitted from the different services offered during the outreach. We also donated medical equipment to the Maragua Sub- County Hospital and Gikono dispensary maternity unit. Additionally, we constructed a rainwater harvesting facility at Mutithi Dispensary, and the water was piped to the maternity wing.



### Case study: Upgrade of Gikono Dispensary maternity wing

The health status of expectant mothers before and after delivery, as well as the health of their newborns, will now be easily monitored following the upgrade of the Gikono Dispensary maternity wing by Kakuzi Plc.

The health facility located in Maragua Sub- County, Murang'a County, has been in existence for the past 10 years but has been lacking a functional maternity wing, locking out Kimorori/Wempa ward residents from accessing such essential services.

Last year, Kakuzi donated a delivery couch, autoclave machine, digital baby weighing scale, and suction machine, among other essential equipment, to improve service delivery and work towards minimising home births.

Gikono Dispensary Nurse Incharge Margaret Maina said they were in dire need of equipment.

"We wrote a proposal and presented it to Kakuzi and other donors. Luckily, Kakuzi responded, delivering essential equipment, including delivery sets and delivery beds," said Margaret.

After receiving the equipment, Margaret informed the county administration of the need for their assistance in opening the maternity wing.

"With that information, the county found that we are almost ready for maternity services. Presently, the county is discussing deploying more nurses and other staff at the facility to facilitate our operations and provide services to the community," said Margaret.

She said that the maternity wing was likely to serve a large population because the nearest facility with maternity services is Makuyu Health Centre, which is more than 20 kilometres away. "We have a large population. It might also not be enough. We might have to expand it in the future."



*Gikono Dispensary Nurse Incharge Margaret Maina said they were in dire need of equipment.*





## Economic Empowerment – Decent Work & Economic Growth (SDG 8)



### 8 DECENT WORK AND ECONOMIC GROWTH



The company organised a financial literacy and entrepreneurship training for youth operating charcoal kilns in Kinyangĩ. This training aimed to equip them with skills to sustain their charcoal business. Additionally, Kakuzi continued to connect the youth with markets and supplied them with raw materials for the charcoal project.

During the year, we trained 101 youth (66 male and 35 female) from the local communities, whom we had identified through the local administration, on how to construct and maintain Jiko Kisasa. The five-day training was spearheaded by trainers from GIZ, and 40 households were fitted with double-energy-saving jikos. Cumulatively, Kakuzi facilitated skills transfer to 101 youth (66 male and 35 female) from the local community and fitted over 1,000 households with double-energy-saving stoves.

In line with Decent Work & Economic Growth (SDG 8), the company organised financial literacy and entrepreneurship training for five self-help groups. Mentorship forums were also conducted on Kakuzi's procurement processes to advance opportunities for local female entrepreneurs to supply Kakuzi with goods and services. In total, the company spent Kshs. 51 million in payments to local suppliers and contractors.

*This report is a demonstration of our dedication to this purpose. We believe that we don't have all the answers to the many challenges being faced by agribusinesses but, by being transparent we are better placed to harness advice from others in this journey of continuous improvement.*





## Internal- Employee welfare

### Employee empowerment initiatives

Kakuzi PLC remains steadfast in its commitment to the welfare and well-being of its employees. In 2023, we took significant strides to create a supportive and thriving work environment by conducting an Employee Satisfaction and Engagement Survey. This initiative aimed to capture the sentiments and experiences of both unionisable and management staff. By closely examining aspects such as work conditions, communication, leadership, and overall satisfaction, we seek to continuously improve our policies and practices. We have therefore developed several initiatives to enhance employee welfare.

Through our menstrual health and hygiene programme, Tabasamu, we are working to equip society with knowledge on menstrual health and hygiene to help break taboos and end the stigma surrounding menstruation. As part of the programme, female employees also have access to absorbents.

We also have the 'SAASA' (Stand Against Alcohol and Substance Abuse) programme, which is a mental health program aimed at helping address alcohol and substance abuse in our community through training and counselling.

### Occupational Safety and Health

At Kakuzi PLC, the safety and health of our employees are paramount. During the reporting period, we trained 7,307 employees.



*In 2023, we reinforced our commitment to providing a safe and healthy work environment through comprehensive initiatives and programs.*

### Work-related injuries in 2023

Type of injury	About	Total
Insect stings and bites	Biological hazards related i.e. insect stings and bites.	1
Cuts and fractures	Cuts and fractures from trip and fall, motor bikes, debris on the farm and tools used for manual work.	7
Soft tissue injuries	Soft tissue injuries- from trips and falls, machinery, bicycle and motorbikes, farm equipment.	34
Trauma to the eye	Trauma to the eye from foreign objects.	3
Sprains	Sprains largely from trips and falls.	6
<b>Total</b>		<b>51</b>





To enhance employee safety and reduce the risk of injuries, Kakuzi has implemented a comprehensive mitigation approach:



**1. Injury Prevention Training:** Regular safety training sessions are conducted to educate employees on best practices for preventing injuries. This includes proper handling of tools and machinery, safe driving practices for motorbikes, and techniques to avoid trips and falls.



**2. Safety Equipment:** Provision of personal protective equipment (PPE) such as gloves, safety goggles, helmets, and appropriate footwear to protect employees from various hazards. Regular inspections and maintenance of this equipment ensure its effectiveness.



**3. Workplace Safety Audits:** Routine safety audits and inspections are carried out to identify and address potential hazards on the farm. This includes checking for debris and ensuring proper maintenance of machinery.



**4. Emergency Response Plan:** An established emergency response plan is in place, including first aid training for staff and clear procedures for responding to injuries. This ensures quick and effective action in case of an accident.



**5. Maintenance of Equipment and Infrastructure:** Regular maintenance and repair of farm equipment, machinery, and infrastructure to prevent accidents caused by faulty or worn-out equipment. This also includes maintaining clean and safe work areas to minimize the risk of cuts, fractures, and soft tissue injuries.



**6. Health and Safety Policies:** Implementation of robust health and safety policies, including guidelines for reporting hazards, safe work procedures, and protocols for handling biological hazards like insect stings and bites.



**7. Employee Feedback and Involvement:** Encouraging employees to report safety concerns and participate in safety initiatives. Their input helps in identifying potential risks and developing effective solutions to enhance workplace safety.





### Our Employee Numbers

According to the survey done, as shown by the table below, the level of employee satisfaction was good which explains the high number of employees retained. This is after we recorded an overall average of 83% satisfaction. This was an improvement from an overall satisfaction level of 72% in the last satisfaction survey conducted in 2021.



# 83%

Kakuzi recognises that training has a direct impact on the company's productivity and performance.

### Overall Employee Numbers

Gender	2020	%	2021	%	2022	%	2023	%
Male	1,799	69	1,703	64	1,803	64	1,556	65
Female	799	31	943	36	997	36	706	35
<b>Total</b>	<b>2,598</b>	<b>100</b>	<b>2,646</b>	<b>100</b>	<b>2,800</b>	<b>100</b>	<b>2,262</b>	<b>100</b>

### Employee numbers and turnover

Kakuzi employed an average of 2,262 people in 2023, of which 21 left the company during the year, representing 0.8%. Out of the 21 employees, 15 left when they reached the age of retirement, which is 60 years in Kenya. Kakuzi continues to focus on maintaining a supportive work environment and ensuring smooth transitions for employees nearing retirement.

### Staff training

Kakuzi recognises that training has a direct impact on the company's productivity and performance. Through training, Kakuzi employees gain a better understanding of their responsibilities and develop the knowledge and skills they need to undertake their work. During the reporting period, we trained 7,307 employees.

