

PORTLAND NEWS DESK



Official Newsletter of the East African Portland Cement PLC

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FROM THE EDITOR

We have started the countdown for the completion of the ongoing Kiln Shell Replacement Project with today marking just 9 days to the roaring back of this giant called EAPC – PLC. We have been and will continue updating colleagues on the progress of this unique job that is aimed at turning around the fortunes of this company. In this issue, we have also touched on a number of staff related issues and we hope you will enjoy your read.

Remember, we highly value your feedback and you can contribute to this magazine by writing to kelvin.gitonga@eapcc.co.ke or calling extensions 5542/5142.



East African Portland Cement PLC

Holding Life Together

 Blue Triangle Cement     EAPC-PLC

Board Approves Five Year Strategic Plan

THE BOARD OF DIRECTORS HAS APPROVED THE company's ambitious 5 Year Strategic plan dubbed 'New Dawn' that is aimed at helping us move faster towards achieving our vision of becoming a Regional Leader in the Provision of Cement, Innovative Cement Products and Solutions.

The approval was granted after a series of meetings that were meant to audit the Strategic Plan to ensure that it serves its purpose for EAPC- PLC. This approval means that we are ready for the roll out part of the plan that will not only see us regain our market share and turn around our fortunes, but one that will see us return to profitability as well.

The Strategy will be communicated and cascaded steadily from top management to everyone in the organization. Implementation of the new Strategic Plan is set to commence immediately and will be done in phases soon after it has been officially launched. The first phase of the implementation will be the Rapid Results Initiative (RRI) Phase which is a 100 days period targeting rapid results and will be spearheaded by Departmental Heads.

<<< Continue on page 2

The Board of Directors has approved EAPC-PLC 5 year Strategic Plan dubbed 'New Dawn'

<<< *Continue from page 1*

It will also involve signing of new individual Key Performance Indicators (KPI's) derived from Departmental KPI's and the Corporate Score card. With the 5 Year Strategic Plan the company aims at reaching and exceeding our daily production and dispatch targets which will be our first step in getting back to our rightful position in the industry.

The success of the Strategic Plan is pegged on among other factors, Operational Excellence, Market Regeneration and Customer Centricism, Financial Sustainability, Competent and engaged Workforce and a Better Planet through sustainable business practices.

- By Kelvin Gitonga- Corporate Communications Officer



Some of the Directors During the 89th Annual General Meeting.

Count Down to Kiln Upgrade Commissioning

THE KILN UPGRADE PROCESS IS

taking shape as we come to the end of week six of this ambitious project that got a go ahead from the Board of Directors in mid-July. The alignment of the new portion of the Kiln Shell to the older one has already been completed as well as testing of Kiln Run Out. The Kiln Run Out is done to ensure that the Kiln rotates within its original axis without any deviation. The

team happily reported that zero deviation had been achieved during the test.

During the week, the teams on site also commenced Root Welding which is usually done on the joints that hold the different portions of the Kiln Shell together before full welding commences. It also serves as a guiding weld. To test its quality, a Non Destructive Technique was used and in this particular case,

the Maintenance Team conducted a Dye Penetrant (DP) which involves pouring Dye on the shell to detect any abnormalities, this as well, showed that the job had been done perfectly.

Shinning of the Inlet and Outlet Tyres has also been completed. Ideally, this is done to control relative motion between the Kiln Shell and the Tyre. Shifting of the Outlet Tyre to its right position has also been completed. Before the start of the overhaul process, the Kiln had shortened resulting to the Outlet Tyre sitting partially on its support rollers, the shifting was meant to correct this disorder.

Once it commences, the full welding process is expected to take approximately nine days though the engineers are optimistic that it could take them a shorter period to fully weld the shell. After full welding, we will commence the process of laying refractory brick before we fire the Kiln and roar back our production wheels.

- By Kelvin Gitonga- Corporate Communications Officer



Ongoing works on the kiln shell.

ESG and EAPC-PLC Brand Reputation

EAPC-PLC HAS COMMITTED TO

integrating ESG into its business operations to create a strong and solid foundation for corporate sustainability. These ESG & sustainability efforts involve creating, maintaining and projecting a brand that offers benefits and positive impacts of sustainability to customers and the planet.

Now more than ever, consumers are becoming more switched on to the damage brands are doing to the environment and sustainable brands are leading the charge to reverse that cycle to meet the growing appetite for sustainability from consumers.

For this reason, EAPC-PLC is committed to presenting itself as a sustainable brand and a thought leader in matters ESG and sustainability.

EAPC-PLC will not only embrace sustainability branding to not only achieve brand differentiation but also meet the rising emends of promoting responsible business practices from our clients and stakeholders.

At EAPC-PLC we believe that global sustainability goals cannot be achieved without effective communication to enhance shared value. Progressive institutions, just like us, are increasingly embracing and investing in sustainability

“EAPC-PLC IS COMMITTED TO PRESENTING ITSELF AS A SUSTAINABLE BRAND AND A THOUGHT LEADER IN MATTERS ESG AND SUSTAINABILITY.”

and social impact as key drivers of their corporate strategies. A good corporate reputation is one of the biggest assets of any organization. In an increasingly complex stakeholder landscape, organizations that link their reputational risk to sustainable governance frameworks have a higher probability of strengthening their brands and achieving their corporate growth and development goals.

Approaching communications and reputation management through an ESG lens brings a range of benefits to institutions, contributing positively to their survival and ability to thrive. Further, it brings about stronger relationships, greater customer loyalty and brand differentiation.

- Pamela Muthui- Public Relations Officer

Colleagues Expectations on the Upgraded Kiln

AS WE DRAW CLOSER TO THE END

of our Kiln Upgrade Project, we have received quite some positive feedback from Colleagues as they express their confidence in the plant once this exercise is concluded. We talked to a few colleagues and this is what they had to say:



“I look forward to a situation whereby we will have stable cement production. With the upgrade of the Kiln, I am sure that the quality of our clinker and ultimately that of cement will also improve as a result of the plant running optimally.

I am really looking forward to going back to production.”

- Janet Marimpet, Quality Control Technician



“After the Shut Down, I am confident that we will return to normalcy and our challenges, which are mostly caused by lack of consistency in production, will be issues of the past.

I see us going back to the Portland that everyone admired and our Corporate Image will also be better. The company will also be able to promptly meet all its financial obligation,”

- Anthony Ngari, Training Assistant.



“Consistent product availability will help improve our Customers’ confidence in us and will also go a long way in helping us achieve our mission which is: To Provide Cement for Infrastructural Solutions to the Satisfaction of our Stakeholders.

As a person working in Customer Service, I feel that after the upgrade, I will also achieve one of my most critical Key Performance Indicators which is to improve customer service and experience.”

-Irene Katambo, Service Delivery Advisor

BRIEFLY.....

August to October Attachment Students Report to Work

Fresh Industrial Attachment Students were admitted to the Company at the beginning of August to commence their 3 Months Industrial Attachment that will go up to the end of October. This is in line with the Company's commitment to support the youth by ensuring that students pursuing different fields in various institutions of higher learning get firsthand experience of the practical field to supplement what they are taught in class. Before their admission, the students were taken through a vigorous

induction exercise to familiarize them with the Company's operations as well as our culture and code of conduct during a ceremony led by the Training Office and involving representatives from all departments. This intake saw at least 24 students admitted to join different departments both in Production and Support Services.

Health and Safety at EAPC-PLC

Health and Safety remains to be our top priority here at East African Portland Cement PLC. The Safety and Environment department was on the forefront in ensuring contractors and employees

working on the Kiln Shell Replacement project underwent safety induction and work in full safety gear at all times. According to the Manager- Safety, Health and Environment Mr. GG Wachira, the emission of dust affecting the neighboring community will now decrease, with the recent replacement of the filter bags.

Alongside the ongoing kiln shell replacement, Mr. Wachira noted that there will be stack emission measurement that will determine the level of dust emission and whether it complies with the safety Measures.

- Yasmin Haroub -News desk Editor



Managing Director Eng. Oliver Kirubai (right) and Manager – Health Safety and Environment Mr. GG Wachira plant a tree during a recent Tree Planting exercise.



Ethics Officer Ms. Zipporah Waichahi takes new attachment students through an induction.

A Letter To A Younger Self: Clive Kinoti, Ag. Manager - Internal Audit



Dear Clive in 2008,

In summer of 2008 having landed on your first job. You are ready to kick start your career as an Internal Audit Assistant. There will be lessons and triumphs, joy and hardship in every step of the way.

There will be confusing and difficult moments ahead, however you will always find a way to navigate through them. I am writing this letter because I want to give

some advice that will help you be a better person in life. The advice I wish I would have listened to, an advice that might be of help to someone in fourteen years to come.

1. Run a marathon, not a sprint.

The road to becoming Internal Auditor/ Accountant is a long one. Take your time to learn and become proficient in the area you are interested in. Remember that this is a marathon, not a sprint.

2. Respect people, be humble

During your career, you will work with exceptional professionals. Most importantly, you will meet outstanding human beings. Respect people for who they are, and value them.

3. Choose the challenge, not comfort.

The road will be full of crossroads. There may be multiple choices, but everything

boils down to a choice, remember that the best things often happen outside your comfort zone.

4. Deliver value, not reports.

If you can achieve your objectives, by simply glueing some tools together, just do it. What you should deliver as an Auditor/Accountant is add value to your employer, not delivery reports.

5. Choose life, not work.

Remember that work is important, but life is more important. Live a meaningful and rich life.

Spend time with your loved ones, travel the world, Play sports, read books and you will be surprised with the outcome that will improve you as a professional.

- By Clive Kinoti, Ag. Manager, Internal Audit