

Board Members at the Weighbridge during their Factory Tour



PORTLAND NEWS DESK



ISSUE 16, AUGUST 2023

FROM THE EDITOR

The Board continues to show its commitment to turn around the fortunes of East African Portland Cement PLC as demonstrated by the Chairman's decision to meet Colleagues within two months of his appointment in order to give his vision as well as hear from them. In his maiden speech to Colleagues, Board Chair Brigadier (Rtd) Richard Mbithi set a clear tone on what he hopes to achieve within his three year tenure in the Company's Board and exactly what support he would require from all stakeholders.

More details about last week's visit by the Board of Directors to Athi River Factory and their meeting with Colleagues are covered in this issue. As usual, enjoy your read and as always, feel free to give us your feedback and contributions by writing to kelvin.gitonga@eapcc.co.ke or by calling extension 5542.

Kelvin Gitonga
Corporate Communications Officer

BOARD OF DIRECTORS VISITS ATHI RIVER FACTORY, MEETS COLLEAGUES.

On Thursday last week, we had the privilege to host our esteemed Board of Directors in our Athi River Factory led by the Board Chair Brigadier (Rtd) Richard Mbithi. The Board Members were on an induction tour that sought to understand the Factory's Operations that sees the end of the Cement Manufacturing Process after their previous visits to our Limestone Quarries in Kibini and Bissil, both in Kajiado County.

Other Directors in the delegation were Hon. Patrick Tutui, Prof. Sarone Ole Sena, Mr. Kung'u Gatabaki, Mr. Timothy Gakuu and their host, Managing Director Mr. Oliver Kirubai who led them on a tour of the company including courtesy calls to all departments and a plant tour to appreciate the operations.

The Directors also visited the Staff Clinic where they were briefed on its operations. Here, the chairman enquired about the major illnesses reported at clinic and insisted on visiting the pharmacy to ensure availability of drugs. The MD informed him that although we face challenges at times, management always ensures availability of



East African Portland Cement PLC

Holding Life Together

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EAPC-PLC Board Visits Athi River Factory and Interacts with All Staff

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essential drugs through the Company's partnership with KEMSA and availing all kinds of drugs at the clinic will be a priority once funds are available.

The climax of the visit was a meeting with all Staff where the MD appreciated the Board's visit noting that it was the first Board visit to the Company and to meet all staff since he joined the Company. "Mr. Chair, you have decided to meet the staff within two months of your appointment and I have to say that we really appreciate this", said Mr. Kirubai. He added that the staff is very committed and is working hard to keep the factory in the air noting that the Company has grown by 25% in the last 3 years.

Mr. Kirubai also informed Colleagues that the Chairman had challenged them to attain an annual cement production of 1,000,000 tonnes and noted that this can be achieved through teamwork.

He also noted that Portland is back bigger and better regardless of the challenges being faced adding that they are being discussed at the board level, citing settlement of dues as a major problem that the company is looking forward to solve as soon as possible.

He pointed out the introduction of the 17.5% levy on the importation of clinker as an added advantage to our operations. "This is good news for us because we are now receiving calls from competitors asking us to sell them clinker", noted Mr. Kirubai.

In his speech, Director Hon. Patrick Tutui expressed his pleasure and privilege to work with EAPC PLC and thanked the Government for this great opportunity. "I was given clear instruction to come here and assist in the

turnaround of this great organization, I accepted the challenge and now I need you to accept my challenge to work even harder to take Portland back to where it was, and even higher", noted Hon. Tutui. "You spend more time with this family to support your families, we should therefore work together in this family of Portland. If this family fails then I have failed", he added. He went further to thank the Chairman for his clear direction to ensure that Portland must go back to where it used to be. "Your hard work will create more employment for our jobless brothers and Sisters, help support our communities and contribute to the government's agenda.

In his address, Chairman Brigadier (Rtd) Richard Mbithi noted that he has visited the whole company, from the Farms, Quarries, Junior and Senior Houses, and finally, the Factory and that these visits had given him a clear picture of the Company's operations. He was glad to inform the staff that he brings goodwill from Government. "I was appointed by president and I have political goodwill. Some time next week, together with the Managing Director and some Board Members, I will be visiting State House and I hope to bring back some goodies with me for the company. I need you assure me that if we get these goodies, you will take care of them", said the Chairman. He further noted that his mission is to produce cement which is the company's core mandate so people should stop focusing only on sale of land. "My intent is to start producing at least 1,000,000 tonnes of Cement within 3 years. I have been appointed for that period and I cannot wait for the 5 years in the Strategic plan", he added. Brigadier Mbithi challenged everyone to ask themselves what their roles are in the Chairman's intent

adding that he is a serious person and needs to work with serious people. "Anyone who wants to harm the company should be prepared to leave. If you are good, I will do anything to get you to the next level. The next MD will definitely come from among you and all replacements in senior positions will also come from within." He added.

The Chairman also pointed out that he is aware of the challenges being faced by the Company especially monetary ones. "I know we have money challenges and I will find a way to bring it so that it can be applied in critical areas like plant refurbishment, fixing our Image by paying suppliers and other debtors. With time, we will also invest in trainings for our staff to improve our skills. Your support to me will be support to yourselves", he said. Brigadier Mbithi also noted that the company is working to settle all staff pays and dues within the shortest period urging them to remain as patient as they had been.

The Chairman's address was followed by a Question and Answer sessions where colleagues pointed out various issues affecting both the staff and the organization. He listened and promised to have a discussion with the board on how to solve them before he gets back to the staff with answers.

Before they left, Each Board Member planted a tree in line with our Sustainability Agenda that seeks to promote the Government's target of planting 15 Billion Trees within the next 10 years.

Factory Visit in Photos



Board Chairman Brigadier Richard Mbithi Chairs a Meeting when the Board Arrived at the Factory



Board Members From Left Prof. Sarone Ole Sena, Hon. Patrick Tutui and Mr. Kung'u Gatabaki



Board Members when they visited the Reliability Office



Mr. Billy Osoi (Right) explains some of the activities that take place in the Stores to the Board Members



From Left: Head of HR CHRP. Joel Kemei with the Board Chair Brigadier Richard Mbithi and Head of Finance Mr. Mohamed Adan during the Departmental Tour



Board Members admire the Kiln during their Plant Tour

Factory Visit in Photos Cont...



Left: Managing Director Mr. Oliver Kirubai prepares to plant a tree during the Tree Planting Session

Above: Board Chair Brigadier Richard Mbithi together with Managing Director Mr. Oliver Kirubai inspect drugs available in the Staff Clinic's Pharmacy



Left to Right: Board Chair Brigadier Richard Mbithi and Managing Director Mr. Oliver Kirubai address Colleagues during the Kikao



Left: Colleagues follow proceeding during the Kikao. Right: Union Shop Steward Mr. Samuel Wamela gives his remarks during the Question and Answer Session